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EU OKs extension

WHAT'S NEXT?

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- MAGNA CARTA PUZZLE
- A GORDIAN KNOT

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Layout by Elmer Alitagtag

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PUBLISHER NOTE

ABLE AND CAPABLE MARINA

The diplomacy of President Ferdinand Marcos Jr. may have influenced the European Union's (EU) decision to extend recognition of our Filipino seafarers' certificates. Above all, it is because our seafarers have kept up their competence and strong character in global shipping operations, despite shortcomings of the country's regulators.

The European Commission (EC) and the International Advisory Committee on Global Maritime Affairs (IACGMA) have continued to acknowledge the significance of our Filipino seafarers and have therefore offered their support in addressing not only the lingering concerns but also the future challenges in the employment of our Filipino seafarers.

The Philippines benefits from the trust and cooperation of the international community. Nevertheless, it is up to the Philippines to make the next move.

The Government's clear and consistent policies on addressing

the issues and challenges ahead should unite rather than divide the stakeholders in order to protect not only the more than 50,000 Filipino marine officers serving the European-flagged vessels, but also the more than nearly 800,000 Filipino seafarers serving the international and local trades.

According to policy analysts, identifying the real problem accurately and consulting all stakeholders, in this instance, the seafarers and shipowners, are the most important factors in successfully implementing policies to address industry concerns.

We present a devil's advocate's views on the industry's persistent challenges in this edition of *Marino World* to urge regulators and all stakeholders to genuinely delve into the underlying problem and eventually untie the Gordian Knot.

President Marcos and Migrant Workers Secretary Susan Ople's effective interventions in addressing

EMSA concerns and ambulance chasing, as well as meeting the industry's future requirements on digitalization and decarbonization have been lauded by major national organizations, including the IACGMA.

However, the Maritime Industry Authority (MARINA), which is the single and central maritime administration for all purposes relating to compliance with the STCW Convention and is tasked with integrating the development, promotion, and regulation of the nation's maritime industry, should follow the same lead.

To ensure the implementation of the policy framework defined by the highest authorities, an able and capable MARINA from the leadership to the people on the ground is required. We need a MARINA that listens and responds appropriately.

EU OKs extension WHAT'S NEXT?



The European Commission (EC) has decided to continue recognizing Philippine-issued certificates for seafarers. However, there are still "issues that need to be addressed by the Philippines' Maritime Authorities in order to improve compliance with the STCW Convention."

The letter, titled "Extension of EU recognition of the Republic of Philippines in relation to its training and certification system for seafarers," was sent to MARINA Administrator Hernani Fabia on March 31. It was electronically signed by Henrik Hololei, Director-General of the European Commission's department for Mobility and Transport (DG MOVE), which is responsible for the European Union Commission's policy on transport for private and professional purposes.

The document included a three-page annex which specifies the areas that need to be improved, which are the same serious deficiencies identified by the European Maritime Safety Agency (EMSA) during its inspection from February 24 to March 12, 2020.

- monitoring, supervision and evaluation of training and assessment;
- examination and assessment of competence;
- program and course design and approval;

- availability and use of training facilities and simulators;
- on-board training; and
- issue, revalidation and registration of certificates and endorsements.

The Philippines was invited to undertake the following:

- continue systematic implementation of the monitoring system as designed and capacity building activities, as announced in its reply to the Commission, so as to identify and implement corrective actions in other activity areas;
- improve the area of examination and assessment of competence by including the use of laboratory equipment in practical examination, the theoretical and practical assessment of competence, and the methods of practical assessment for demonstrating competence, conducted by the Assessment Centres (ACs);
- conclude the design of MET programs by ensuring that the programs are fully structured and include the methods, means of delivery and course material necessary to achieve the prescribed standard of competence required by the STCW Code. This is

particularly relevant for the second, third and fourth years of the new BSMT and BSMarE programs;

- address specific inconsistencies concerning the competences addressed by the programs and the deficiencies of the design and approval of mandatory STCW training and refresher courses;
- ensure the effectiveness of the examination and assessment by improving the consistency of program requirements on teaching and examination methods as well as improving facilities and equipment and address the lack of coverage of specific competences by the programs;
- establish a uniform approach to fundamental KUP references and study materials in the courses' specifications;
- continue its efforts on the correct implementation of the requirements of onboard training, in particular information documented in the training record books, to ensure that in practice measures taken are effective;
- ensure the updating of the competences of students who completed the on-board training six years or more after having completed their theoretical studies, and that students completing their



EC Hololei



AMOSUP Oca



TUCP Mendoza

seagoing service on ships serving in domestic trade are given sufficient opportunity to complete their watchkeeping duties; and

- to further improve the content of the new format for CoPs.

Rationale.

Director-General of DG MOVE Hololei referred to the Philippines' response dated March 8, 2022 which detailed the actions taken to address the six key areas identified with serious deficiencies.

The 2022 Philippine Response titled The Philippines' Strategic Corrective Actions in raising the country's maritime standards in compliance with the STCW Convention was prepared and submitted by the previous MARINA Administration in consultation with maritime stakeholders.

Hololei recalled that EMSA, on behalf

of the European Commission, inspected the maritime education, training, and certification system of the country between February 24 and March 12, 2020.

“Based on the answers of the Republic of the Philippines, and on all available information, the Commission has concluded that the measures taken demonstrate concrete progress and improvement as regards the compliance with the requirements of the STCW Convention.”

He emphasized that “we expect the Philippines to keep continuing a steady improvement in the areas indicated in the annexed document.”

Diplomacy.

Local and global maritime leaders also attributed the EU positive decision on extending the Philippines training and certification system for seafarers, to the intervention and proactive approach

of President Ferdinand Marcos when he met with leaders of the global shipping industry on December 13 in Brussels, Belgium which resulted to the creation of the International Advisory Committee on Global Maritime Affairs (IACGMA) to address the EMSA findings and other concerns about Filipino seafarers employment.

On December 14, Marcos met European Commission President Ursula von der Leyen.

European Commissioner for Transport Adina Vălean recalled the commission's pledge to provide technical assistance to the Philippines.

“In the coming months, the letter said, the Commission intends to provide the Philippines with technical assistance to further improve its education, training and certification system for seafarers, as was also discussed between President Ursula von der Leyen and President of the Philippines Ferdinand Marcos, in the



PBBM with the shipowners

margins of the EU-ASEAN summit last December,” Vălean said.

She also emphasized that “The Philippines provide a significant and valued part of the European and global shipping industry’s maritime workforce – indeed, with roughly 50,000 Filipino masters and officers currently working on EU-flagged ships.

Way forward.

Associated Marine Officers’ and Seamen’s Union of the Philippines (AMOSUP) President Dr. Conrad Oca said that the EU decision to extend the recognition of the Filipino seafarers’ certifications “will entail employment of a lot of Filipino seafarers, especially the officers.”

But Oca cautioned, “This will not end here. There should be eternal vigilance, we cannot be complacent and we should monitor our status closely. ‘Forewarned is forearmed,’ we must do everything in our power to ensure that we are compliant. We should not squander the opportunities our industry provides nor just for seafarers, but to their families as well.”

Trade Union Congress of the Philippines (TUCP), led by House Deputy Speaker Raymond Democrito Mendoza, urged the Government and all social partners to crystalize ways forward for the welfare of Filipino seafarers and the future of the Philippine seafaring industry by ensuring:

- Philippine-issued certificates of competency for seafarers remain unquestioned;
- Filipino seafarers remain the preferred hire in the global maritime industry and a major source of dollar remittances to Filipino families;
- MARINA, DMW, DOTr, and CHED regularly meet to maintain the international standards of training that comply with international audits such as EMSA;

- Training programs should not be unduly burdensome financially and time-wise to Filipino seafarers; and
- Philippines’s future competitive position in the seafaring industry amid technological advancements.



Collaborations.

The Joint Manning Group (JMG) and the ALMA Maritime Group (ALMA), two of the country's major manning organizations, have urged the government and all maritime stakeholders to continue working toward complete compliance with international standards.

JMG and ALMA have stated their commitment to extend assistance and expertise in support of the government's implementation of its plans and programs to resolve the EMSA audit issues.

Migrant Workers Secretary Susan “Toots” Ople said she will meet with manning agencies to “further support their efforts to boost the employment and employability of the Filipino seafarers.”

The Secretary announced a workshop gathering for a forward-thinking road

mapping conference on June 25-26. She stated that this is in addition to the monthly meetings they have with IACGMA to discuss the next steps forward.

Ople also confirmed its meeting with the Department of Transportation (DoTR), the Maritime Industry Authority (MARINA), and the Commission on Higher Education (CHED).

“They also want to hear from us our own plans, so everything will be synchronized and we can also present to the President a singular integrated road map to help our seafarers,” Ople stated.

The Secretary said the European Commission’s decision to continue recognizing certificates for seafarers issued by the Philippines is “a testimony to the leadership and political will of President Ferdinand Marcos, Jr. in

ensuring the country’s compliance with STCW standards.

The Secretary added, “We look forward to the start of technical cooperation between the Philippines and EC in professionalizing and further improving the skills of Filipino seafarers.”

Consistency.

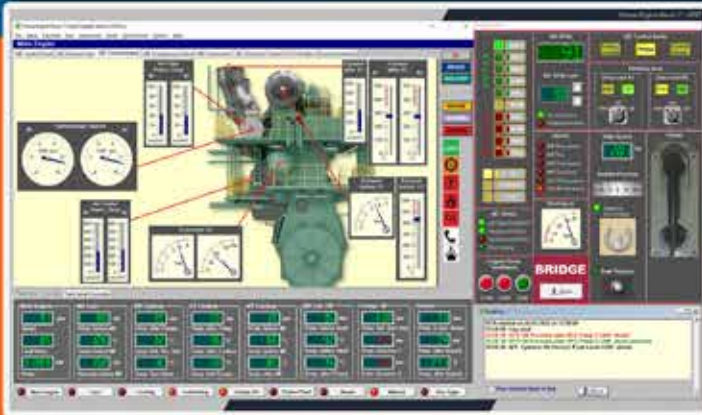
Sabino Czar Manglimot II, President of the Philippine Association of Maritime Institutions (PAMI), stated that they are one with the government in resolving the issue, but added, “Of course, we can only do so much as long as the regulatory bodies will permit us.”

Manglimot believes that the implementation and execution of what we have promised the auditors are our Achilles' heel. Hence, he asked the government to be clear and consistent on its regulations emphasizing that they “look forward to the time that the consistency of our policies will be the one to propel us to success.”

Newly installed Unitest Engine Simulator in PMI Colleges Quezon City

Unitest X92
Engine Room
Simulator

Virtual Engine
Room 7 (VER7)





Facts and Perspectives MANIPULATING MLC

Maritime Industry Authority (MARINA) Administrator Atty. Hernani Fabia, in a press briefing for the Malacañang Press Corps (MPC) on April 11, 2023 clarified that “the recognition of the Philippine government by the European Commission (EC) is a normal recognition.” That means there is no condition; it is not a grey matter. It is a regular recognition issued by EC, and we have a clean slate to start with,” he added.

He said the recognition is good for 10 years, subject to reassessment and monitoring by the European Maritime Safety Agency (EMSA).

“So that’s why we also have to conduct regular trainings and capacity building for our stakeholders and our marine personnel,” Fabia explained.

The Administrator, who continues to receive criticism for his downplaying of EMSA issues and confusing statements, stated, “These (EMSA) issues that we are going to improve is also a topic or the concern of its findings as stated by the Independent Evaluators (IE).”

Fabia referred to the IMO

whitelisting, stating “In European Commission there are at least 27 countries involved, while 167 countries will decide on our inclusion on the IMO whitelist.”

He also reiterated that the deficiencies identified by the auditors “were already addressed and in fact, we have done it already.”

Fabia likewise appears perplexed, stating that the National Maritime Polytechnic (NMP) was established only in 2000 under the Department of Labor and Employment (DOLE).

He said, “the facilities in NMP is really suited for upskilling and reskilling of our seafarers, for the training of our maritime trainers and educators and for maritime research.”

“Unfortunately, it was included in the transfer from DOLE to the DMW so it’s now under the DMW so we have to talk to the DMW if we have to have the NMP best suited for our purposes - maritime education,” Fabia said.

MLC push.

Fabia’s first order of business as MARINA Administrator was to revive the Management Level Course (MLC).

MARINA issued Advisory No. 2022-56 on November 10, 2022, declaring canceled, effective immediately,

the advisory issued by the previous Administration: 2021-23 dated May 7, 2021; 2021-45 dated August 3, 2021; and 2021-49 dated August 26, 2021.

In view of this:

- Seafarers applying for competency assessment and subsequent issuance of a Certificate of Competency (CoC) as Master and Chief Mate; and Chief Engineer and Second Engineer Officers must first complete the Management Level (training) Course (MLC);
- MARINA will no longer adopt and implement equivalence on CoC revalidation for seafarers who have undertaken duties deemed equivalent to seagoing duty; and
- Seafarers must complete refresher training courses in order to revalidate their Certificate of Proficiency (CoP) on Basic Training (BT), Survival Craft and Rescue Boat (SCRB), Fast Rescue Boat (FRB), and Advanced Firefighting (AFF), regardless of seagoing service of not less than 12 months and showing attestation or document as evidence of onboard trainings.

Dependent on IE.

MARINA published Memorandum Circular No. SC-2022-05 on November 29, 2022, revoking MARINA/STCW

circulars and advisories, including STCW Circular No. 2018-02 and the MARINA Circular 2014-01 series of 2014 (basis of Advisory No. 2022-56).

Attached to 2022-05 is a list of mandatory training courses, which includes MLC for marine deck and engine officers.

According to MARINA Administrator Atty. Hernani Fabia, the move was “to comply with the findings of the Independent Evaluator (IE), in preparation for the IMO Member State Audit Scheme (IMSAS), wherein the Philippines is scheduled for a mandatory audit in October 2023.

Under the previous administration, MARINA and the Commission on Higher Education (CHED) issued joint advisory and circulars reiterating the continued implementation of the existing curriculum under CMO 67 series of 2017, which includes management-level modules, as part of the country's most recent response to EMSA.

On January 26, 2023, a Joint MARINA-CHED Public Consultation on proposed amendments to Joint CHED-MARINA Memorandum Circulars (JCMCCs) was held in preparation for the report to be submitted to the IE.

Representatives of maritime institutions observed that the most recent proposed revisions of the BSMT and BSMarE curriculum by MARINA and CHED are entirely different from the curriculum they have been instructed to use for the first year, which was approved by the former MARINA Administrator and CHED chairman based on JCMCC no. 1 series of 2021.

MARINA STCW Office Executive Director Samuel Batalla stated that the independent evaluators have identified 15 no-conformities and 63 observations in MARINA, CHED, DOH and 7 maritime education and



MMAP Quinones

training institutions.

During the stage two closing meeting in December 2022, the IE highlighted several key areas of concerns and made the following recommendations:

- Review, firm-up and clean-up/repeal existing obsolete legislation, i.e., repeal old CMOs, circulars and advisories. Joint CHED-MARINA Memorandum Circulars and other policies, and
- Ensure completion of course packages for all year levels.

According to Batalla, the IE report forwarded to MARINA in February 2023 served as the basis of MARINA's report submitted to IMO Secretary-General which contains the IE report including the list of laws, regulations of the Philippines related to the implementation of the STCW convention.”

He elaborated, “the IMO will constitute 2-3 competent persons to review the Philippines report to be returned to the IMO Secretary General for subsequent submission to the Maritime Safety Committee on June 2023.

The Terms of Reference (TOR) for IEs do not state that the IE can advise or instruct the Authority on what to implement, according to a former MARINA official.

“All they have to do is evaluate and make a report to MARINA. They



EastMed Flores

are not conducting audit this is not for them to preempt. It's purely evaluation so MARINA will be aware how well they are performing and of course MARINA will have to improve if they want.

On the other hand, regarding EMSA concerns after EC decided to extend the recognition of the Philippine-issued certificates for seafarers, “Now the hard work starts. They need to walk the talk. What has been committed in the Philippine Response must be complied. Our next audit will be based on what we have submitted,” he said.

Not required.

Capt. Edgardo Flores, owner's representative of Eastern Mediterranean Manning Agency reiterated that the Management Level Course (MLC) is not a requirement of the STCW convention.

He said, “The never-ending monitoring and implementation problem of MARINA is the main problem which cannot be solved by MLC.

MLC is definitely an unnecessary course and our aspiring management level officer are being exploited by no other than some people in MARINA who without the knowledge and skills are leading our seafarers to extinction,” he added.

Consequence.

Marino World has received reports

and complaints from our seafarers regarding MARINA's MLC implementation.

When they opposed the implementation of MLC, some seafarers' Facebook messages were deleted and they were ultimately blocked by the MARINA's official Facebook account, leaving them feeling repressed.

Some claimed that their promotions to officer were delayed because they were required to complete the MLC prior to taking the licensing examinations.

There are also reports of a proliferation of fixers in Kalaw, Manila for MLC non-appearance. Moreover, fewer seafarers are taking the exams for management level licensure.

The current MLC is 60 days for deck officers and 72 days for engine officers, with prices ranging from P30,000 to P60,000.

The Philippine Nautical Training Institute (PNTI) was one of the first training centers recognized by MARINA when MLC was reinstated.

Fabia has already denied that he still owns PNTI, but critics are skeptical that he has renounced his interest.

Relevance.

Masters and Mates Association of the Philippines (MMAP) President Capt. Jaime Quinones said, the MLC should refer to subjects required by modern shipping among the management level officers in order to be attuned to the needs of modern shipping.

He observed, the contemporary MLC in

use is a "redundant exercise."

Quinones emphasized that we need MLC courses that are needed onboard, with shipboard application to management level officer, such as technical reporting, which is one of the drawbacks of Filipino officers.

The former MARINA STCW office executive director and the first Asian lecturer at the Hanseatic Marine Training School in Cyprus cited the following relevant courses for Deck Management Level Officers:

- Budget and Cost Control
- Drydocking and maintenance of ships/PMS
- Charter Party terms and clauses
- Quality Management (ISM/ISO/Saf/QHE Security)
- Human Element & Leadership Management Onboard ships
- Ships' Handling in Adverse weather
- Technical Writing and Reporting
- Management of Change and Cultural issues

- Conflict resolution and Negotiations
- Marine Accident and Investigation reporting
- Risks Management
- Guidance in Ship vetting inspections/TMSA
- Shipboard Guidance in PSC inspections

Quinones said that MARINA should "solicit from the manning agencies the requirements of their principals with respect to their management level requirements because they are the end-users, which may vary from company to company.

On November 22 of last year, MARINA Chief of Staff Atty. Jabeth Dacanay said that they had brought back MLC, which had been put in place in 2014 when she was Deputy Executive Director of the MARINA STCW office.

She announced that the MLC course will be improved, but MARINA hasn't given any orders yet about the course, which was supposed to be shorter and improved, and standardized.



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Seafarers' Wives Association participates in "Adopt A Ship" program



BSM's Crew Service Centre Philippines with its passionate and enthusiastic officers and members of the BSM Seafarers' Wives Association (SWA) gathered to officially kick start the "Adopt a Ship" program on 1 March 2023 at Chrysanthemum Village Elementary School in San Pedro Laguna. More than 100 students from grades 4, 5 and 6 levels were joined by their teachers at the school's covered court to meet the project coordinators and spouses of the seafarers.

"Adopt A Ship" is a non-profit initiative which aims to promote seafaring profession and increase maritime awareness among elementary school students. With this program, members of the teaching community and students can be made aware of the vital role played by the industry in economic positioning and the professional opportunities available in the maritime industry.

Capt. Armando Santosidad, Director for Operations Department at BSM's Crew Service Centre Philippines, trusts that the program will have a positive impact with the involvement of the seafarers' wives who may be able to work with schools in their communities to expand the reach of the program.

As informed by the coordinator of "Adopt a Ship", Bien Galapon, the program has been running successfully in the Philippines since 2017 and had

reached approximately 12,000 children before the start of the pandemic.

The program includes:

- Participation of children in a "pre-test and survey"
- Participating seafarers sharing their experiences onboard through weekly email exchanges with the assigned teachers
- Three 2x3 meter world maps with sea lanes provided by BSM.

Sharing knowledge

In his brief speech, Galapon informed the kids that the seafarers operating the ships assist in the transport of approximately 90% of the world's goods, including gadgets, shoes, clothing, and kitchenware. He explained the significance of seafarers and the profession in international trade through various examples.

Inspiring the young minds

Capt. Santosidad shared details of his career as an inspiration for the students. As a young child, he wanted to be a doctor or lawyer to be able to help people, but his family could not afford it. He was then advised by someone that he could help his family and other people if he became a seafarer. As a result, he pursued a seafaring profession and, with hard work and perseverance, he rose to the rank of a Captain.

The highly inspired and motivated pupils applauded for Capt. Santosidad. He assured them that, should they decide to pursue a career as a seafarer in the future, BSM will support them in realising their goals through their Study Now, Pay Later program, and the scholarship grant which is run in conjunction with the International Maritime Employers' Council (IMEC).

The proud wife of a BSM ship captain, Rose Agudo, advised the students to work very hard in their studies, and always pursue their goals. She asserted that it was crucial for children to identify their career goals early in life. Additionally, she reiterated that a seafarer's work is extremely important.

Long-term benefits

Capt. Santosidad recognises "Adopt a Ship" as an opportunity to expand BSM's Corporate Social Responsibility (CSR) programs. He said, "Through this program, we would like to encourage the future generation of kids to join the seafaring profession. With active participation of the seafarers' wives, we want to spread this initiative to more communities."

Chrysanthemum Village Elementary School's principal Raymond Gomez expressed optimism for a fruitful and meaningful collaboration with BSM for the overall benefit of their students.



NTC Tomren, Ambassadors Lyster and Mellbin, and panelists

NTC leads SHEfarer empowerment

The Norwegian Training Center (NTC) spearheads the cause of empowering women seafarers through its First International Women's Day Symposium held on March 8, at the Marriott Hotel in Manila, Philippines.

The event was attended by professionals and executives from major shipping companies and Norwegian Shipowners Association (NSA) sponsored cadets.

NTC Managing Director Jo Even Tomren opened the program and set the tone fitted to this year's International Women's Day theme, "Embrace Equity."

"Seafaring has no gender. It's all about the smartest brains and talented people. The maritime industry has slowly come around, realizing this and recruitment of more women over the last years have been a focus area for many shipping companies," Tomren stated.

Norwegian Ambassador to the Philippines Christian Halaas Lyster and Danish Ambassador to the Philippines Franz-Michael Mellbin graced the event, together with Capt. Samie Lou Labadan-Sesurante from the Maritime Industry Authority (MARINA) who all delivered motivating speeches.

Ambassador Lyster underscored, "Empowering women and increasing gender diversity within a company leads to better business and economic outcomes."

We need measures that reduce structural, cultural and even practical barriers to maritime gender equality."

Ambassador Mellbin specifically

mentioned the Philippines' tradition that females can work outside their home and abroad.

"This is a significant reason why the Philippines is especially important when it comes to developing gender equality within the shipping industry because there is a bigger chance that Filipino women will see themselves as able and willing to go work outside their home but also abroad and offshore," Mellbin explained.

Captain Sesurante shared her struggles and what led to her succeed in the profession.

"Choose your own battle, use your advantage and discover your strength to create legacy," Sesurante exclaimed.

Discussions and workshop.

The informative, inspiring and in-depth discussions and workshop focused on addressing the health, career and shipboard environment challenges faced by women seafarers.

- Reproductive health for women on board
- Shipboard environment for women
- Shipboard facilities and supplies for women

Capt. Rosemelyn Boongaling, 2/E Grace Gareza, Ms. Hyacinth Sharma, Dr. Christian Angelo Lubaton and

Capt. Rodecyn Yumang served on the panel. Ms. Arla Fontamillas, a seafarer's daughter, moderated the conversation.

Following the presentation of Mr. Norman Racho, Human Resource Director of Mirriam College, the executives and cadets actively participated in policy-making activity.

"After getting the ideas and inputs from the symposium," NTC managing director Jo Even Tomren said, "the next step will be to gather with industry partners in smaller groups, polish some suggestions,



DCSP cadettes show their #EmbraceEquity pose

and get them forward to the decision makers."

Boost.

DMMA College of Southern Philippines (DCSP) cadette Raven Adrei Dayag exclaimed "I am proud to say that I am a product of the women empowerment movement and I hope that in the future we will see more officers going onboard."

Dayag was curious about the legality of applying national policies in international shipping, and proposed a separate forum for cadets because they have different perspectives on various issues.

NORWEGIAN TRAINING CENTER IN A MORE DIVERSIFIED MARITIME INDUSTRY



The Norwegian Training Center (NTC) has always been at the forefront of maritime education and training because of its quality courses, world-class stimulators

and the best lineup of instructors and management. With the introduction of the Norwegian Shipowners' Association (NSA) Cadetship Program in 1993 here in the Philippines, NTC has been one of the pillars in paving the way for more Filipinos to join Norwegian vessels at most for 32 years now. Aside from maintaining its excellent services and offerings, NTC has been actively adapting to the advancement and movement of the industry – one of which is empowering the

the women in maritime. Based on the study published by BIMCO and ICS, Seafarer Workforce Report 2021, there are around 24,000 or 1.2% of the total seafarers around the world are women, marked as a significant increase compared to just 0.7% in 2015.

As the positive result of the movement is clearly being seen, NTC has been actively doing its part in creating an environment in which women can work and find opportunities. With the NSA Cadetship Program being first in the line, as of 2023, there have been 133 female cadets enrolled under the program and NTC is continuously encouraging more young aspiring female seafarer to enroll to the program.

With the said efforts, NTC has hosted several programs with the aim of empowering women onboard. Last September 2022, the NSA Cadetship Program together with Women and Gender Institute (WAGI) of Miriam College, conducted a Women Empowerment Seminar for the NSA cadettes at DMMA College of Southern Philippines (DSCP) in

Davao and University of Cebu Lapu-lapu and Mandaue (UCLM) in Cebu. Then during the NTC Maritime Week in October 2022, a segment was created as part of the same endeavor. This year, the training center joins again in celebrating the annual International Women's Day (IWD) on March 8 through a panel discussion that will tackle the various issues faced by women on board. It will be held at Marriott Hotel, Pasay City to be attended by the key persons in the industry, Filipina seafarers, former and current NSA cadets, and NTC clients.

Norwegian Training Center has been strongly committed in supporting gender equality and women empowerment in the industry. And as the industry being diverse and neutral, NTC will continue adapting and embracing these betterments for a safer, healthier maritime world.

 facebook.com/NSACadetProgram

 instagram.com/nsacadetprogram

 cadet-apply@ntcm.com.ph

 ntcm.com.ph



ZEABORN STRENGTHENS TEAMWORK



with the competent marine officers

ZEABORN fosters teamwork among its seafarers at its recent and first Fleet Seminar following the pandemic, held on March 22 at the Sheraton Manila Bay.

On March 23, the company's new office premises in the DoubleDragon Center West Tower, a prime location in the Bay Area business district, were blessed, which boosted morale among its onshore staff.

Full force.

Mr. Ernesto Yutadco, President of ZEABORN Marine Services Philippines, along with ZEABORN Ship Management CEO Michael Brandhoff and ZEABORN Crew Management Managing Director Wiebke Schütt led the seminar.

They were joined by the officers from the ZEABORN Ship Management Singapore and Hamburg:

Mr. Ninad Sharad Mhatre, Managing Director,

Mr. Vijay Sharma, VP Technical Fleet Management,

Mr. Tony Bartlett, Crew Management Team Leader, and

Mr. Christian Lederer VP Marine

Assurance and Loss Prevention DPA/CSO.

Interactive.

To stimulate the discussions, Lederer, Bartlett and Sharma gave short presentations focused on safety and inspection management.

Yutadco, Brandhoff, Schütt and Mhatre were all present in the room throughout the seminar to facilitate and respond to the queries and concerns of more than 50 junior and senior marine officers from both deck and engine departments.

MD Schütt was impressed and appreciative of the officers' active participation: "I am happy, you were talking, you asked questions, you raised concerns and you wanted to share."

Expansion and diversity.

CEO Brandhoff provided updates on the expanding operations of ZEABORN Ship Management, a pure third-party ship manager with the dominance of Filipino seafarers.

ZEABORN currently manages a huge fleet of over 150 vessels, including container ships, bulk carriers, multipurpose ships and tankers.

"We saw growth with existing customers. We saw growth on new products. And we also convinced new customers to entrust their ships to us," Brandhoff remarked.

He emphasized, "We are trying to have a real partnership with our customers and to support them proactively with 100% transparency."

Mr. Yutadco anticipates a more diverse team as ZEABORN fleet continues to expand under its management. Thus, he requested the Filipino officers, "Once you see a different national onboard, treat them as your family because they are ZEABORN, one team one ZEABORN." Let's continue to work as a team.

Media and welfare.

Participants were also equipped with additional knowledge and skills to help them improve their family lives and work at sea.

Guest speakers were Ms. Gina Virtusio, MTI Network Partner; Ms. Rose Ann Caguiwa of MagCoop Multi-purpose Cooperative and Dr. Gem Patrick Hilario, Assistant Medical Director of the Maritime Medical and Laboratory Clinic (MMLC).

They discussed the Power of Media;



MD Schütt



CEO Brandhoff



Pres. Yutadco

the products and services provided by MagCoop; and the seafarers' physical and mental health, respectively.

Recognitions.

MD Schütt received applause when she announced that ZEABORN will soon provide HMO or health insurance coverage to all of its seafarers and their families.

"It's very close to my heart. Your health is important but your family's health is even more important," MD Schütt emphasized.

At the conclusion of the seminar, 11 long-serving marine officers were presented with awards of Service Excellence in recognition of their talent and efforts to the company's success.

Blessing.

Fr. Claude Alvin Philip Maria E. Umali officially blessed the new home of ZEABORN Marine Services Philippines located at the third floor of the DoubleDragon Center West in Macapagal corner EDSA Extension, Bay Area, Pasay City.

The event was also a celebration of the 7th year anniversary of the establishment of ZEABORN Marine Services Philippines on March 16, 2016.

The location is 1.5 kilometers from the Department of Foreign Affairs and 4.6 kilometers from Ninoy Aquino International Airport.

It is easily accessible to various modes of transportation and is within walking distance to malls and food establishments.

Mr. Yutadco, MD Schütt and CEO Brandhoff welcomed the colleagues and guests including:

Capt. Helmut Sallaba, Chairman of BSM Crew Service Centre Phils.;

Capt. Jess Morales, President of the Filipino Association for Mariners Employment (FAME);

Commo. Joel Abutal, Superintendent of the Phil. Merchant Marine Academy (PMMA); and

Mr. Miguel Rocha, President and

CEO of C.F. Sharp Crew Management

The 41 onshore employees were motivated by the messages of their top brass officers.

CEO Brandhoff told the employees, "Here in this office is the backbone and the heart of all our operations and that is your excellent work which contributes so massively to the success of our company."

Indeed, the entire ZEABORN team from the management, seafarers and onshore personnel -- is re-energized to face the challenges ahead while continuing to appreciate the company's growth - Together!



with the dynamic onshore staff



THE MAGNA CARTA PUZZLE

The education sector in the country is in shambles, but the manning business sees promise with the recent approval of the Magna Carta for Filipino Seafarers in the Lower House.

Shipowners consider the proposed law as essential to address the big elephant in the room as far as future employment of Filipinos -- ambulance chasing.

“It’s something that has to change,” said International Maritime Employers Council (IMEC) CEO Franceso Gargiulo, “and in the eyes of the IMEC membership it is much bigger than the EMSA audit.”

IMEC anticipates that the Senate will endorse the Magna Carta as passed by the House of Representatives.

“If we were to get to a place at some point this year or perhaps next year, we have a Magna Carta in place that defends the seafarers’ rights as well as protect some of the employers from abuses such as ambulance chasing, we will see a resurgence of Filipino numbers,” Gargiulo said.

PAMI President Sabino Czar Manglicmot II, on the other hand, expressed dismay that maritime

institutions have been identified as the ones at fault, lacking, or with shortcomings, stating "In fact, we can also consider ourselves one of the victims in the sense that MHEIs are simply following the mandated regulations of the government agencies."

Whatever MHEIs do is simply



IMEC Gargiulo

a reflection of what government agencies will tell us. Whatever we are demonstrating reflects what government agencies are showing us. "Whatever we implement reflects what government agencies put into regulations," he underlined.

PAMI filed a position paper to Senator Raffy Tulfo, Chairman of the Senate Committee on Migrant

Workers, expressing its objection to the inclusion of maritime education in the Magna Carta.

“It shall further add to the "missteps" that we have made and compromise with the STCW convention,” the letter stated.

PAMI members comprise 73 of



CHED de Vera III

the country's current 83 approved Maritime Higher Education Institutions (MHEIs).

Scope.

Voting 304 against 4, the chamber overwhelmingly voted to pass House Bill (HB) No. 7325, shortly titled “Magna Carta of Filipino Seafarers.”

Provisions of HB 7325 cover Filipino seafarers who are employed or engaged or work in any capacity on board foreign-registered ships and Philippine-registered ships operating internationally for their full protection before, during and after employment.

Kabayan Partylist Rep. Ron P. Salo, Chair of the House Committee on Overseas Workers Affairs said, "The proposed law shall address the maritime higher educational institutions' (MHEI) lack of training ships and the difficulty of cadets to complete their shipboard training."

PAMI offered unequivocal support for legislative initiatives to protect Filipino seafarers through the passage of a Seafarers Magna Carta. However, it clarified that maritime education falls outside of the scope of seafarer rights as defined by the Maritime Labor Convention 2006 (MLC 2006).

SBT.

PAMI proposes separating shipboard training from the curriculum.

It said, SBT in the STCW convention pertains to what seafarers must complete in order to be certified as merchant marine officers and not for the completion of academic requirements.

The SBT, which was imposed as a graduation requirement, eventually became the primary reason why many maritime students were unable to receive their bachelor's degree and impeded the continuous growth of merchant marine manpower.

Training ship.

Section 57 of the Magna Carta, which requires MHEIs to have their own training ships, was cited in the position paper as a non-sustainable endeavor.



Congressman Salo

"MHEIs do not have the financial capacity to purchase a training ship, much more the capacity to maintain it."

The cost of secondhand vessel which is not even classified as a training ship will be roughly one million pesos, not including the cost of refitting the vessel to class standards and more than P8 million in monthly operating costs.

Three MHEIs sold their own training ship since student fees could not support the ship's operations.

According to PAMI, "If we remove all and any provision related to education and training in the Magna Carta, particularly sections 50-59, students will be able to graduate on time, will be considered graduates, and will have the opportunity for gainful employment."

It emphasized that the issues on maritime education can be addressed "through an executive act and not through legislation."

Deleting provisions related to education and training is sought in order for the policies on the development of the country's shipboard manpower can remain sensitive and relevant to the ever-changing needs of the international maritime industry."

Movements.

CHED Chairman Prospero de Vera III cited the agency's work and action plan tackling the issue of



Senator Tulfo

school conformity with international standards.

- Enhancing curriculum developed by MARINA, CHED and the MHEIs;
- Monitoring all maritime schools, not just in terms of curriculum implementation, but also to ensure that they have the appropriate equipment, qualified teachers, and good facilities so that the intended skills and outcomes can be measured correctly;
- Developing monitoring and evaluation instruments that meet international standards, as well as training people who will perform the evaluation and monitoring;
- Commissioning the Center for Educational Measurement to craft an assessment test that it or the MHEIs can use to better assess the preparedness of students entering maritime programs.

De Vera also revealed the closure of 15 maritime programs in the last year and a half.

He also mentioned CHED's Project ACE "Advancing Competencies for Excellence," which is a program for faculty members and course developers to gain additional knowledge and skills in designing programs, upgrading their capability and developing manuals that the faculty members will use to improve their teaching in the maritime schools.

A GORDIAN KNOT

Editor's Note: Despite the European Union's extension of the recognition of Filipino seafarer's certificates, which removes reservations about our seafarers' competence, the Philippines still needs to continue to address the deficiencies identified by the European Maritime Safety Agency (EMSA). The article is a reflection on the issue by an anonymous author.

The maritime problem has been a perennial one, compounding through the years, and has morphed into a Gordian Knot. Impossible to untangle.

What is being done to resolve this problem? No sitting administration seems to have been able to. Could our government and the “powers that be” just treating the symptoms and not looking to nip at the root cause?

Will the elusive resolution finally be found by promulgating more Resolutions through the newly formed International Advisory Committee on Global Maritime Affairs? Can the solution be through regulatory means? This path is nothing new, except this time the EU has committed to assist our country, at the behest of our President.

If the Norwegians, who provided MARINA with their technical expertise, have not been able to solve this problem and keep the Philippines from failing the EMSA audits time and again, how will the help of the EU and the new Advisory Committee be any different? More “Group Think” with no meaningful and lasting change, I fear.

This threat of our seafarers getting banned by the EU due to our country's inability to pass the EMSA Audits has been around for almost a decade. It is said that “Where

there is a threat, there emerges an opportunity”... The global maritime industry has been asking our country to produce more qualified human capital to help fill the shortage of maritime officers, yet our governing agencies have not been listening nor able to translate this into a tangible opportunity for our country. Philippines is known to be the “preferred” hire, as evidenced by the 1 in 3 ratio workforce composition in international vessels. This is because of our many inherent strengths and qualities as a people. However, that high number is predominantly composed of ordinary seamen (Ratings), not maritime officers. Don't we see the opportunity here?

HOW can the Philippine maritime industry move ahead...?

I. GOVERNANCE ISSUES

A. CHED's approval of 120 HMEIs was a sin of the past that led to the commoditization of maritime education in our country. Volume X Price.

B. 90% of higher education institutions are profit driven, and not purpose driven.

C. Stop-gap measures implemented by CHED/MARINA:

i. Student-to-teacher ratio

ii. Student-to-equipment ratio

iii. Placement of cadets for shipboard training

- There are 20,000 to 40,000 apprentice candidates per year.

However, the intake of students in international crewing is only 10% of the country's annual graduates.

- The domestic shipping industry views shipboard training as a cost and charges fees which is an added burden to the students.
- One of the glaring points of the EMSA Audits was the number of cadets onboard domestic vessels. A particular case where a greatly excessive number (100 cadets) were onboard a single vessel with no clear shipboard training program could be implemented, yet said cadets were given certifications.
- A notable problem is the appointment of Atty. Fabia as the Head of MARINA by the DoTR as there is clearly a major conflict of interest. This is bound to be flagged by EMSA.

II. POOR STRATEGIC DIRECTION

A. In the 2006 EMSA Audit, there were 150 findings – half was MARINA related and the other half concerned CHED and the maritime education institutions.

B. The year 2000 set-up where eleven government agencies were given the responsibility to manage the country's maritime industry, although now debunked through EO #75, has left the effects of the fragmentation until today and has led to problems with accountability and transparency issues (corruption).

C. Lack of funding for the government agencies charged with the management of the maritime industry.

D. MARINA's IT infrastructure is not in place which creates its own inherent problems related to standardization and transparency.

E. In 2010, the BIMCO statistics highlighted the shortage of qualified maritime officers in the global maritime industry – not ratings or ordinary seamen. The EU, through EMSA, is telling us that we need to upgrade and meet EU standards because they need our people. BIMCO highlighted the 2010 global shortage of 147,000 maritime officers.

F. The attitude of the current DOTR Secretary, who said: “The worst thing that can happen is i-blacklist tayo nang mga EU countries.”, will be the hair that breaks the camel's back! This will be disastrous for our country!

G. The Norwegian Shipowners Association has been in the Philippines since 1992 recruit our graduates. They have been helping the Philippine government through their Maritime Directorate, yet the problems of MARINA/CHED have not been resolved.

III. ROOT CAUSE

A. There is a need to find the root cause of the problem. This cannot be solved by regulatory means alone. We must think outside the box.

B. So, what is the root cause of the problem? Is it...

- The number of substandard maritime education institutions?
- Is it the lack of accountability due to the segregation of the education institutions from the MTCs?
- Is it the lack of permanence of the Head of MARINA, being a position that is co terminus with the President?

- Is it the lack of support and funding for Marina from the government?
- Is it about the lack of competence of CHED, MARINA and other dysfunctional governing agencies?
- Does the domestic shipping industry have a part to play?

Is it ALL of the above? Or are these just symptoms and not the root cause?

IV. REPERCUSSIONS

A. There are approximately 400,000 Filipino seafarers in the global maritime industry (per BIMCO). They represent 5% of the total OFW workforce but contribute close to 30% of the total remittances. Our country

cannot afford this financial loss!

B. Getting blacklisted by the EU will set our country back decades in terms of the competitiveness of our human capital in the global shipping industry and we will lose our edge to our ASEAN neighbors who are eager to replace the Filipinos with their own people.

C. The Philippines is among the 164 nations who are signatories to the IMO convention. A falling out from the EU, a major block of the signatories, will cause a “domino effect” wherein the other member-countries will be bound to scrutinize our qualifications and will also follow suit. This will be disastrous for our maritime industry and the greater national economy.

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Manila Office

QUALITY MANAGEMENT AUDITOR

NIPPON KAIJI KYOKAI a leading International Ship Classification Society related to Shipmanagement & Shipbuilding industries seeks qualified applicants for the above position

QUALIFICATIONS:

- Age: must be 30 to 45 years old.
- Bachelor's degree or University graduated
- 5 years working in Ship Management Company and 3 years' experience as superintendent.
- 5 years working in Ship Manning and Crewing or
- 3 years working in Quality Management Section
- Preferably living in Manila

For interested applicants, please email resume with passport-sized photo to hrml-iso@classnk.or.jp



Crossworld helps local girl reach her dreams

3/O Xadelene Guisob

Growing up in the mountainous province of Kalinga, a young girl dreams of seeing the vast blue oceans and having a career at sea.

Determination, hard work, and perseverance would make this possible. And with proper guidance from one of the Philippines top maritime agencies, Xadalene P. Guisob is now exactly where she always wanted to be --- excelling at sea.

Xadalene is currently a 3rd officer in the Golden Union fleet. This has always been her dream -- to see the world and explore the oceans.

"I grew up in an environment surrounded by mountains, plains, rivers and fields. This made me realize that there is a bigger world out there. This encouraged me to seize the vastness of the oceans and lands far beyond the shores I have ever known," said Xadalene.

Guisob finished high school in Agbannawag National High School. She then went to the Philippine Merchant Marine Academy and finished school in 2020.

"Living in a little bubble of my community my whole life, I have realized how overwhelming it

is to start working in a new environment, with new people with different personalities. Knowing that, I have started to realize my calling and it is to overcome my fears and to start paving the way for women like me in this position.

The path she choose may be unconventional given her family's conservative background. But she says the allure of the vast blue ocean was simply too hard to ignore.

"I am a hard worker and I take my responsibilities seriously. I get scared of how vast the universe is. But traveling to reach the ends of the world excites me. I fear the unknown but my faith in God grounds me, and God's love is what gives me strength to keep going on," she added.

And with Crossworld's help and guidance, the girl from a mountainous Province is now a seafarer beaming with pride and passion.

"Golden Union has been giving me the best support and opportunity I could

ever ask for since the day they took me in and up until now. This encouraged and motivated me not to just settle for compliance but to be excellent in whatever I do," proudly exclaimed Guisob.

Shipping firms can continue to expect Crossworld to provide more crew members like Xadalene -- passionate, hardworking, and dedicated. The firm has been helping would be seafarers from the Philippines for decades and has weathered several storms and came out stronger.

Author. "Crossworld helps local girl reach her dreams." <https://www.crossworldmarine.com/news/452-crossworld-helps-local-girl-reach-her-dreams.html>. Originally published on November 15, 2022.



3/O Guisob with Crossworld Pres Capt. Levy Capayas, VP Ms. Rochelle Reyes and Crossworld Group Business Director Mr. Makram Daouk



Crossworld's Fearless Spartan Racer

Ms. Mylah Villanueva

She doesn't just have financial expertise. Introducing Ms. Mylah Villanueva from the accounting department of Crossworld Marine Services Inc. (CMSI). A brave Spartan racer girl!

Inspired by the grit, determination, and camaraderie of the participants in a Spartan Race event, Villanueva joined the world's premier obstacle course race (OCR) which require complete fitness level (cardiovascular fitness + strength + mobility).

"I also wanted to challenge myself physically and mentally and push beyond my comfort zone," Villanueva said.

Balance.

As a full-time employee at Crossworld

Marine services which specializes in building sustainable crew pools to international owning/management companies, with over 380 vessels under its management, Villanueva plans to balance her training with her work schedule.

"I wake up an hour earlier each day to fit in a workout like running or do some strength training," the woman remarked. On the weekends, I dedicate a few hours to longer workouts and incorporate more challenging exercises to simulate the obstacles I will face in the race.

Achievements.

Villanueva has been participating in Spartan Races for almost 5 years; she has finished multiple races and earned a variety of medals.

For finishing a Sprint race, a 5 km route

with 20 obstacles, she received her first medal. Other medals included those for the Spartan Ultra, a 50km run with 60 obstacles, the Spartan Trail medals for the 10Km and half-marathon distances, and the Super race, a 10km route with 25 obstacles.

Multi-sport athlete.

Aside from Spartan Races, Villanueva also competes in road races like 5k, 10k, half-marathons, and most recently full marathon, as well as dragon boat paddling.

Villanueva exclaimed, "I enjoy the variety and challenge of different races and find that they help me stay motivated and committed to my fitness goals."

Indeed, Crossworld, which encourages a balanced lifestyle among its employees, allows full-time workers to continue participating in their favorite activities.





Paliou & Jimenez Continuing the Mission

Ms. Semiramis Paliou, Chairperson of the Hellenic Marine Environment Protection Association (HELMPEPA), met with the new officers and Board members of the Philippine Marine Environment Protection Association (PHILMEPA) on February 10, at Diana Shipping's new office in Sage House, Makati City.

Paliou is the CEO of Diana Shipping, a Nasdaq-listed bulker owner, and she has over two decades of experience in maritime operations. Since March 2018, Ms. Paliou has been a member of the HELMEPA Board of Directors since March 2018, and has served as its Chairperson since June 2020. She is the Vice-Chairperson of the International Marine Environment Protection Association (INTERMEPA) as of June 2021.

HELMPEPA.

Initiated in Piraeus on 4 June 1982, HELMEPA is the pioneering voluntary commitment of Greek seafarers and ship proprietors to protect the seas from ship-generated pollution. They have consistently supported their initiative under the slogan "To Save the Seas."

- Encourage Greek shipowning companies, operators, managers and agents wherever located, as well as masters, deck and engineer officers and seafarer members of the Panhellenic Seamens' Federation to enlist in the Association as Members;
- Nurture a high level of environmental consciousness



within the ranks of the Greek maritime community with the means of education, information, motivation and publicity;

- Cooperate with and assist the government of Greece on issues related to international laws and regulations designed for the protection of the marine environment and life at sea;
- Encourage the human element of the Greek maritime community

to comply with national and international legislation designed for the prevention of marine pollution and help establish the spirit of safety onboard;

- Grant Membership to individuals in recognition of their voluntary commitment to pollution prevention and safety at sea; and
- Recognize achievements of



individuals or corporate members of the Greek maritime community for exemplary performance in the fields of marine pollution prevention and safety.

PHILMEPA.

The late Dante La Jimenez, a leader, educator, and innovator in the Philippine maritime industry, founded PHILMEPA.

On April 7, 1998, the association was registered with the Securities

and Exchange Commission (SEC). PHILMEPA creation was patterned after HELMEPA. Its goals include:

- To promote voluntary participation of all sectors of the community in the protection and preservation of marine environment from all sources of ship generated marine pollution and other sources of pollution;
- To conduct and sponsor seminars, symposia and technical training to be conducted by expert trainers and resource speakers;
- To promote and maintain peace and order as well as cleanliness in the community in coordination with proper government agencies;
- To act as intermediary with the different government agencies tasked with the delivery of basic necessities and services to the community concerned with the protections and preservation of marine environment;
- To seek assistance and guidance of government and private institutions necessary to achieve the full realization of the association's objectives;
- To organize and undertake livelihood projects and other socio-economic activities, for the benefit of its members;
- To do and perform all other acts and deeds as may be necessary, convenient and appropriate for the accomplishment of the foregoing purposes.

Board of Directors.

PHILMEPA's new Chairperson is Ms. Regina Eliza Jimenez, the late Commo's daughter.

Regina is immersed in the maritime industry and has a solid educational background in business management, marketing, and innovation.

She is the General Manager of Unlad

Ship Manning and Management Corporation and a member of the Board of Directors of Mariners Polytechnic College Inc (MPCI) Naga City and Globalmanpower Management & Development Corporation.

PHILMEPA's other officers and board members are:

Ms. Rochelle Reyes as President. She has an extensive global experience in crewing and is now serves as the Vice President of Crossworld Marine Services, Inc.

Atty. Erwin Lopez as Vice President. A Certified Public Accountant (CPA), he has a combined expertise in legal, finance and management.

Mr. Dann Diez as Secretary. A climate justice activist, he is the Founder and

Collaboration.

HELMEPA has promoted and supported the creation of sister organizations such as NAMEPA in North America, CYMEPA in Cyprus, TURMEPA in Turkey, UKRMEPA in Ukraine, and PHILMEPA in the Philippines under its Founding Declaration of a voluntary commitment to "Save the Seas."

Ms. Semiramis Paliou, chair of HELMEPA, expressed her appreciation for revitalizing PHILMEPA and reiterated her support for its future endeavors.

"It's an honor really to be meeting PHILMEPA and thank you very much for reenergizing PHILMEPA. It's very important specially for us Greeks with a lot of Filipino seafarers on our ships.

"I'm trying to emphasize the necessity



HELMEPA Chair Paliou (4th from left) and Marino World Bacani with the new PHILMEPA leadership

Executive Director of Sustainable Energy and Enterprise Development for Communities (SEED4COM).

Capt. Danilo Raz as Assistant Secretary. He is a master mariner who works as a technical consultant for several shipping firms.

Ms. Lyn Bacani, publisher of *Marino World*, was elected treasurer but resigned to make way for other maritime leaders while maintaining her neutrality.

of protecting our seas and having our programs to educate them and provide the tools for our seafarers to gain the knowledge they need to protect the seas to make seafaring safer because we also emphasize on the safety of our ships," she says.

The meeting paves the way for collaboration in carrying out the ONE mission of HELMEPA, PHILMEPA, and other MEPAs to safeguard the marine ecosystem for a sustainable future.

Successful First



Mayor Rama envisions a Singapore-like Cebu

Cebu Maritime Expo-2023 (CME), the first of its kind in Visayas-Mindanao, was held successfully on April 13-15, 2023 at the Il Corso Lifemalls, South Reclamation Properties, Cebu City.

The event, hosted by the Society of Naval Architects and Marine Engineers (SONAME), in strategic collaboration with the Maritime Industry Authority (MARINA) and organized with the assistance of Full-Force MarketStrat Gateway (FMG), showcased the various sectors of the maritime industry and demonstrated Cebu's potential as a maritime hub.

With its tagline "Navigating toward maritime advancement," the event, which drew thousands of visitors, provided a platform for showcasing innovative ideas, state-of-the-art designs, the latest launches and specialty services, as well as exploring investment opportunities, all under one roof.

CME featured more than 200 indoor and outdoor exhibitors converged around the entire 1,700sqm atrium of Il Corso Lifemalls, while the waterfront featured an array of vessels ranging from the dependable Philippine banca to functional boats to luxury yachts from the local industry and from shipbuilders from around the world.

The forums also served as an effective platform for in-depth discussions of maritime issues, with experts and pioneers, industry stakeholders, and decisionmakers all in attendance.

Mayor Mike Rama who envisions a "Singapore-like Cebu City" graced the opening ceremonies and boarded a speedboat.

MARINA Administrator Hernani Fabia underscored the importance of the island of Cebu and its neighboring islands to the country's development efforts.

"It has rich maritime resources and maritime capabilities, in terms of shipping, services, maritime education and training, shipbuilding and shiprepair, among others," Fabia said.

Another highlight of the event was the signing of a memorandum of

understanding between MARINA and the Society of Naval Architects and Marine Engineers (SONAME) to collaborate on technical assistance and training programs that promote environmental sustainability, safety, and security in the maritime industry, as well as the adoption of advanced technologies and best practices.

CME2023 is inevitably linked to Cebu's roadmap initiative and bold vision for primacy in the maritime industry and beyond.

With easy access to an international audience, the CME which will become a yearly event, is projected to create economic benefits, promote interest and extra revenue, and further investing. Hence, CME has the potential to leverage momentum for long-term growth prospects.



MARINA officials and SONAME officers



PCI JaeJung Jang, PCG Abu, DOTr Sarmiento, ML Santos and PN Adaci

Maritime League launches BEACON

The Blue Economy Annual Trade and Conference (BEACON) 2023 was officially launched on March 28 onboard BRP Gabriela Silang at Pier 13, Manila South Harbor, in the presence of government officials, partners and maritime stakeholders.

DOTr USec for Maritime Affairs Elmer Sarmiento, Philippine Navy (PN) Flag Officer-in-Command VAdm. Toribio Adaci, Jr. and Philippine Coast Guard (PCG) Commandant Admiral Artemio Abu graced the launching ceremonies.

BEACON is a joint project of the Maritime League and the Department of Transportation (DOTr) with the theme “Philippine Blue Economy: Insights and Foresights” that aims to advance the interests of the country’s maritime

sector through information sharing, marine technology exhibits and active participation of various stakeholders including those from the government and the maritime industries.

The event will be held at the SMX Convention Center at the Mall of Asia Complex in Pasay City from September 6 to 8, 2023. The activity will include a static display of cutting-edge products and services from the domestic and international maritime sectors, as well as a three-day conference series with C-level speakers and participants from the maritime sector.

BEACON will kick off this year’s celebration of the Maritime and Archipelagic Nation Awareness Month (MANAMO), which was institutionalized by Presidential Proclamation 316 series of 2017.

Santos emphasized “This should be the start for us to get our acts together

working as one so that we’ll be able to face the challenges that will come in the future.”

Sarmiento hopes that “BEACON 2023 will result to heightened awareness of our responsibility to actively care for our marine resources.”

Abu anticipates seeing the discussions and learnings from BEACON “translated into action toward further economic growth, improved livelihood and healthy ocean ecosystem.”

Highlights of the program launch was the unveiling of the BEACON marker, the signing of the memorandum of agreement (MOA) between PCI Innovation Tech Center and Maritime League and the oathtaking of new members of the Maritime League.

After a press conference, visitors were given a tour of the BRP Gabriela Silang.



The new members of the Maritime League

Think bigger: Learning organisations

By Praveen Shukla, Crewing Director, and Ben Shao, Head of Learning & Development, Wallem



The ‘VUCA’ (volatile, uncertain, complex, ambiguous) environment has been exacerbated by the lingering Covid-19 pandemic, the ongoing war in Ukraine and the fast pace of technological development in an increasingly competitive environment. At the same time, the maritime industry needs to ramp up its decarbonisation efforts, and individuals and organisations alike must ensure they have the clarity and agility to meet current and future challenges.

While uncertainty prevails on decarbonisation and alternative fuels, the ‘future’ is also here in the sense that seafarers already need training in the safe handling and storage of a range of new fuels. While some continue to grapple with the implementation and effects on training of the fourth industrial revolution, others are rightly preparing for the fifth – how to reintegrate the human element into a sustainable, technology-driven system.

At Wallem, we believe that the skills and competencies needed for

the VUCA age include data and cross-cultural literacy, cognitive diversity, collaboration, innovation and creativity, critical thinking and problem solving.

At its core, our blended learning strategy considers the three learning domains – cognitive, psychomotor and affective – as the basis for developing the methods and technological tools best suited to achieving optimum learning outcomes for seafarers. The aim is to ensure efficient knowledge transfer so that crew can apply their skills and experience in new contexts.

Wallem training centres provide a state-of-the-art base for in-person training, which remains crucial in teaching certain competencies. Among other facilities, our recently opened training centre in Manila is equipped with world-class simulators to provide an immersive environment. Other skills can be taught effectively online; e-learning offers time- and cost-efficiency benefits, and seafarers increasingly favouring bitesize, on-demand educational resources that allow them to refresh their knowledge when and as often as they need to. In addition, Wallem also provides onboard training, where our instructors can observe first-hand the behaviour of seafarers on the job and provide face-

to-face guidance and feedback.

The development of critical-thinking and problem-solving skills in particular requires a move away from the old-school, one-way lecture format. Content needs to be engaging, and the trainer must take on the role of facilitator. Learners also build on previously acquired knowledge and skills through thought-provoking discussions and role-play/simulation exercises before applying them to new and unfamiliar scenarios.

However, in developing critical-thinking faculties, attention should be paid not only to competency-based training but also to teaching new behaviour centred on lifelong learning habits. Human beings tend to apply their skills at work based on their own experiences and often focus on the most immediately apparent conclusion regardless of the evidence. Even seasoned professionals generally favour the evidence that supports their existing beliefs.

To remain relevant in a rapidly evolving maritime labour market, seafarers require self-awareness and the ability to think on their feet. By collaborating with their peers and challenging their own long-held assumptions and beliefs, they can leverage the experience of others to expand their own knowledge



and expertise.

In fact, teamwork is more important than ever before. Data science is helping us to understand what is relevant and how interdependencies work, while automation is helping seafarers to minimise errors and improve reliability. Yet when issues arise, it is human beings we turn to, to take charge and navigate us through the VUCA environment.

At Wallem, we value our trainers who observe subtle cues and give feedback in an empathetic manner to foster development. Our application of the Behavioural Competency Assessment and Verification framework – with a hybrid approach of on-the-job trainers, reflective learning and simulation – aims to encourage lifelong learning habits.

Learning is not only for seafarers,

however. For an organisation to survive and thrive in this VUCA environment, it needs to create a company-wide learning culture. ‘Learning organisations’ know how to learn on a deeper level; they embrace systems thinking, have a shared mental model and foster strong cross-cultural literacy skills. In addition, they can make quick decisions and adapt to changing environments – whether internal or external – through transformation, innovation and creativity.

This year, we continue our efforts in building dual-fuel capability, with seafarers and shore staff undergoing GI engine and LNG bunkering training. Here, too, we are exploring technologies such as virtual and augmented reality. Equally important at Wallem is building strong teams through collaboration and enhancing

soft skills through targeted leadership, DE&I and communication training programmes.

When it comes to the availability of crew, it is important that a company such as ours has a diverse range of source markets for seafarers; we are looking to develop crew pools from countries that are not so well known for providing crew to the international shipping industry.

Since the only constant today is the VUCA environment we find ourselves in, we have to be flexible and agile in our training and learning approach. As a 120-year-old company, we continuously adapt to our changing environment, collaborating and innovating to realise our vision of offering world-class solutions that serve the Ship of the Future.



Is being an officer more stressful than being a rating?

by 2/E Mao Tze Matillano Bayotas



Stress is defined as a tension afflicted to an object cause by outside stimulus such as demand or challenges. This may come in many forms such as physical, emotion and psychological stress. Seafaring is undeniably one of the most stressful profession there is. The physical distance alone can break a human's heart, the isolation can deteriorate the soul and the harsh environment can lead to the exhaustion of the body. Therefore no seafarer is safe from stress and fatigue. All the men and women who have ventured out into the sea has known the meaning of the word stress.

Each one of us has different level of stress tolerance as well as our adaptive qualities towards stress. Therefore comparing stress levels in the work of officers and ratings is horrendous! Coming from the perspective of going through all the ranks from cadet, wiper to chief engineer, I know first-hand that the level of stress remains constant, what changes rather is the type of stress that impacts more.

For example being a rating such as an oiler has a high level of stress that comes with this rank (after all, who would be foolish enough to give twice as much salary as their shore-based counterparts if not for a hard job after all, salary is always proportional to the task at hand. The entry salary of seafarer is way more than that of a land job because of the perils and the challenges that comes with it.), you serve as the manual arm of the officers, assisting during maintenance, being the helpful eyes and ears around the engine room. The stress is coming more from a physical form because of the more tedious labor and tasks as well as the emotional form due to isolation from loved ones. However, becoming an officer transforms this physical stress leaning more on the mental form as well as psychological form due to the burden of supervision, management and added responsibility.

Everyone has their own battles on board, never compare or brag that your burden is much heavier than the others. Salary may be argued to alleviate the stress but when it comes to the toll it has on a person, salary is independent of the fatigue a job entails.

To illustrate it more further, these are the everyday battles that each rank faces once he/she took that first step on the embarkation ladder until he/she signs off:

1. Cadet- The pressure to learn the jobs on deck/ engine room as well as the jobs of the junior officer as quickly as possible as well as the endless thinking of how his/her companions evaluate his/her performance.

2. Messman/Messboy- The pressure to serve the officers as well as the crew with the best dining experience as possible. Making sure the galley is always clean along with the utensils while maintaining a good rapport with everyone on board.

3. Chief Cook- The pressure of planning for 9 month/ 6 month menu, if the provision supply is still sufficient, what to order in the next provision supply and the evaluation of his fellow crew on the palatability of his cooking. The effort of pleasing everyone is a strenuous task.

4. Wipers/ Oilers- The pressure of keeping the engine room in tip top and clean shape, transferring waste oil without fail, on the time cleaning of filters to keep the engine running smoothly as well as following the demands of their officers. Not to mention being the front man/ woman in every cleaning and overhauling operations (such as scavenging and economizer cleaning).

5. Ordinary Seaman/ Able Body- The pressure of keeping the deck facilities in tip top shape, the stress of cargo operations as well as the watch duties of ensuring the vessel traversing the different

seas in a safe and efficient manner.

6. Machinist/ Bosun- The pressure of managing his men/women. Being a chief petty officer entails the duty and pressure of assigning your crew into tasks they will be much more effective completing the work in a much shorter amount of time without compromising quality and most of all safety.

7. Junior Officers and Electrician- The pressure of being assigned in supervision of critical shipboard operation, making sure the ship and equipment handled conform to the statutes and regulations, the paper works and reports that are needed by the persons above the corporate ladder. This is magnified whenever troubles occurred in one of your assigned operation or machinery.

8. Management Officers- The pressure of being a leader and a manager of a small community while being subjected to the demand from the upper hierarchy of the corporate pyramid. The physical stress is gone, mental stress is in! Overseeing the safe and efficient operation of your department and the ship as a whole will also be a huge stress contributor.

With each member of our shipboard community placed on board, there is a specific responsibility and duty expected of us. And when there is expectation and demand, stress will always be their by-product. Stress also conforms to the law of conservation of energy, "The amount of stress always stays the same regardless of rank, what changes is the form it is introduced to the person."

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