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**Joint Forces on
Just Transition**

**Magna Carta
and Politics**

SecGen Stephen Cotton

**ITF LEADS
IN HONORING
SEAFARERS**



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The influential ITF Secretary-General Stephen Cotton spearheads the recognition of seafarers' vital role in the global supply chain.

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Photography & Coverage
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EDITORIAL OFFICE ACCESS

Tel/Fax: +63 46 4307834 • Mobile: +63 906-4912777
Blk 41 Lot 36 Cluster 4 Bella Vista Subd. General Trias, Cavite Philippines
Email: marinoworldpublication@gmail.com

Published by Maritime Digital Media Corporation

www.marinoworldonline.com



PUBLISHER'S NOTE

SPOTLIGHT ON FILIPINO SEAFARERS

“We are proud of our maritime heritage. We are also proud of the title as the Seafaring Capital of the World with more than half a million Filipinos braving the vastness of the seas, comprising a quarter of the global maritime workforce,” declared President Ferdinand “Bongbong” Marcos, Jr., in his keynote speech at the ‘Shaping the Future of Shipping: Seafarer 2050’ summit on June 26 in Manila.

His statements continue to have an impact on the global shipping community as he urges “all national government agencies, organizers, and private stakeholders to work together in identifying strategies to ensure the availability of skilled workers to fulfill the requirements of the shipping industry.”

The overwhelming presence of the major international shipowners and ship managers associations and various maritime stakeholders demonstrates the industry's persistent and growing interest in employing Filipino seafarers.

Thanks to the International Transport Workers' Federation (ITF), the world's largest transport union and most influential seafarer organization, for leading the fight for a Just Transition in the shipping industry and placing seafarers at the center of global issues in addressing the climate emergency.

ITF, along with its social partners, the International Chamber of Shipping (ICS), and the International Maritime

Employers' Council (IMEC) convened the Seafarer 2050 summit, where human-centered issues regarding the decarbonization of the shipping industry were discussed.

Indeed, collaboration is essential for a sustainable future in shipping, with a major focus on reskilling and upskilling our seafarers.

Leonardo Beltran, Former Deputy Secretary of Energy, Mexico and Advisor at the Evaluation and Learning Initiative of the Climate Investment Funds – Board of Sustainable Energy for All, commented. “The Philippines is geographically strategically located, with abundant maritime resources, a skilled workforce, and supportive policies to drive growth and development in the national economy and the global maritime industry. This is a prime example for the potential and opportunity to invest in the future seafarer. Without seafarers there is no global trade so we must look at solutions and engage in cross sectoral collaboration if the industry is to meet the challenges ahead.”

The Department of Migrant Workers (DMW) recorded 489,852 seafarer deployments in 2022, a little decrease from the 2019's pre-pandemic deployment of 505,769.

DMW Secretary Susan "Toots" Ople is optimistic about our seafarers' future since "the road to recovery is very clear."

From January to March of 2023, DMW

recorded the deployment of 149,000 Filipino seafarers. Ople said, “We can see projection wise, by end of the year we will be back to pre-pandemic levels.

Ople, on behalf of the Philippine government also officially signed the Memorandum of Understanding (MOU) with the international and local maritime partners and stakeholders comprising the International Advisory Committee on Global Maritime Affairs (IACGMA) membership.

The IACGMA provides crucial inputs for improving and ensuring the global competitiveness of Filipino seafarers, as well as equip the Philippine seafaring sector for Maritime Just Transition.

Moreover, Transportation Secretary Jaime Bautista confirmed that the European Commission (EC) will provide technical assistance worth four million euros to improve the education and training of Filipino seafarers.

Indeed, Filipino seafarers continue to be held in high regard by the international maritime community, which should motivate the Philippine government, private sector and local non-governmental organizations to initiate more programs that will genuinely benefit and safeguard our seafarers.

Not only should Filipino seafarers be recognized and protected internationally, but also – and most importantly – in their own country.

ITF leads in honoring seafarers

“There is no shipping industry, there is no global supply chain, there is no global economy without the seafarers. Seafarers move the world, and it’s appropriate that these key workers receive the recognition, respect and thanks they deserve for their vital contribution to global supply chains.”

These are the passionate remarks of Stephen Cotton, Secretary General of the International Transport Workers' Federation (ITF) and one of the world's most renowned and influential shipping figures.

While commemorating 75 years of its Flag of Convenience (FoC) campaign, ITF has taken the lead in recognizing seafarers during this year's Day of the Seafarer celebration focusing on seafarers' crucial role in preserving the maritime environment.

ITF Expo

Cotton welcomed seafarers and their families to the biggest ever ITF Seafarers' Expo, which was held from June 23 to 25 at the Liwasang Ullalim, CCP Complex in Pasay City, Philippines, the seafaring capital of the world.

He was joined by high-ranking Philippine government officials and leaders of the shipping industry, including House Speaker Ferdinand Martin Romualdez and Deputy House Speaker Raymond Democrito Mendoza.

Migrant Workers Secretary Susan “Toots” Ople; Associated Marine Officers' & Seamen's Union of the

Phils (AMOSUP) President Conrado Oca and Executive Vice President VAdm Eduardo Ma Santos; Associated Phil Seafarers Union (APSU) National President Michael Mendoza; Intl Maritime Employers' Council (IMEC) Chair Belal Ahmed; and Intl Chamber of Shipping (ICS) Vice Chair Gerardo Borroneo.

The expo was organized by ITF with the support of Philippines-based union affiliates AMOSUP, APSU and Port Workers Union of the Philippines (PWUP), as well as the presence of overseas affiliates Japan Seamen's Union (JSU), Norwegian Seafarers' Union (NSU) and Vereinte Dienstleistungsgewerkschaft (ver.di).

ITF is a movement of 740 transport workers' unions; it connects trade unions and worker networks from 153 countries to ensure their members' rights, equality, and justice. Since 1896, it has been the global voice of seafarers.

Key points.

All the speakers gave their inspiring thoughts.

The government officials focused on the Magna Carta for Filipino Seafarers.

Speaker Romualdez emphasized, “President Ferdinand Marcos recognizes the vital role of seafarers play in driving global trade and shaping our economy. Under his administration, the maritime sector is receiving the attention and support it truly deserves. One of the significant milestones that we intend to achieve in Pres Marcos tenure is the enactment of the Magna Carta of seafarers which we have passed in the House of Representative.”

Deputy Speaker Mendoza said, “We



ITF SecGen
Cotton

are indeed seafaring capital. Filipino seafarers are indeed modern-day heroes. What's important is the Magna Carta of Filipino seafarers. In this 19th Congress, we passed the Magna Carta of Filipino seafarers this time and it is now up to the Senate to finally passed it and hopefully to be signed by the President.”

Secretary Ople asserted, “Whatever version of the Magna Carta for Seafarers will be passed, you can be assured of the full support of the Department of Migrant Workers. We want to make that Magna Carta really felt by every seafarer.”

The unions, on the other hand, stressed the importance of the industry cooperation.

Cotton stated, “And because we have this partnership that has a global influence, we can convince the UN agency in particular the IMO, that the industry, unions, companies that manage ships can make it a better world for the seafarers with shorter contracts and highest skills for a better work life balance.”

Oca said, “Certainly, if we collectively choose to take the path of cooperation, integrity, equity and solidarity, there is



Key officials and industry leaders

so much we can do to empower our seafarers in steering us to a sustainable future and a maritime industry we can all be proud of.”

Mendoza continued, “In order that we will succeed and go straight to the future we must learn to co-exist. We the labor front, the employers, the seafarers, the shipowners, the management and government to learn to sit down and to do things and make the industry here the Philippines which is bigger than ever and to secure our future.”

The employers pledged to take care of the seafarers and their families.

Borromeo explained, “Shipowners spend billions of dollars for their assets. But the shipowners need the seafarers to ensure that those assets are well protected, well cared for and that the global industry continues. You should not only be seen as seafarers, you are maritime professionals.”

Ahmed recalled, “The pandemic and the sacrifice you made during the Covid brought us together and we wish to see that this cooperation continues and we will do our best to make sure you and your families are taken care of.”

Activities.

At the expo, the seafarers and their families were educated on their rights and the maritime industry, as well as

the role of the ITF and its’ affiliated seafarers’ unions.

Topics covered included:

- Flags of Convenience (FoCs);
- Maritime Labour Convention (MLC);
- Seafarers’ wages (recovering owed wages);
- Abandonment of seafarers;
- Criminalization;
- Just Transition and what a rapidly changing industry means for future seafarers;
- Health and wellbeing onboard; and
- How the ITF Inspectorate can help seafarers to stand up for their rights.

Seafarers were also offered the opportunity to become active in local and global campaign:

- to demand a fair deal from manning agents;
- to stop exploitative ambulance chasers preying on seafarers;
- to insist only on safe cargo handling practices; and
- to encourage swift ratification of ILO Convention C190 by the Philippines Congress.

Labor and legal experts and welfare

support organizations’ officers and ITF Seafarers’ Trust representatives delivered free seminars.

The expo booths also showcased career and deployment opportunities for potential crew, connecting seafarers with overseas ITF affiliates, as well as leading maritime employers.

The attendees also enjoyed the free food, entertainment and games.

And more.

On June 20–21, a number of ITF affiliated unions gathered at the Sofitel Hotel in Manila to debate and strategize for a brighter future for all ferry workers.

Negotiations, grievance handling, minimum safe staffing, and communications were among the issues covered, with the goal of integrating the ferry sector - from local to global to industrial relations.

Jacqueline Smith, ITF Maritime Coordinator, Stena Line CEO Niclas Martensson, and APSU Vice President Generick Morales also answered questions about collective bargaining, inclusivity, and sustainability.

On June 26, the ITF co-organized the ‘Shaping the Future of Shipping: Seafarer 2050’ summit.



The crowd of seafarers and other industry stakeholders



The seafarers visit the exhibit booths



President Marcos, Jr.

Joint Forces on Just Transition

The International Transport Workers Federation (ITF), the International Chamber of Shipping (ICS), and the International Maritime Employers' Council (IMEC) organized the Shaping the Future of Shipping: Seafarer 2050' summit, an extraordinary gathering of global shipowners, shipmanagers, diplomatic corps, government key officials, policy makers, NGOs and top maritime executives to discuss and collaborate on workforce challenges for the future of shipping.

The summit held on June 26 at the Conrad Manila Hotel, focused on the seafarers' vital position in international trade and on reskilling and upskilling the global workforce for sustainable shipping. It is consistent with the goals of the Maritime Just Transition Task Force, which was formed by seafarers' unions, shipowners and UN bodies to ensure a people-centered response to the climate emergency.

Seafarer-centered.

President Ferdinand “Bongbong” Marcos, Jr. of the Philippines, the world’s manning capital, delivered the keynote address.

Marcos acknowledged the shipping’s huge transformation marked by the coming of new and sustainable fuels as well as the increasing deployment of digitalization and automation.

In order to facilitate this transition, he stated that “there is a need for the shipping industry to adapt and integrate new developments into their fleets, starting with the retooling of existing ships and the building of newer and more modern ships equipped with these new technologies.”

The President emphasized, however, that “another central part of this change necessarily includes investing in a highly qualified and well-trained workforce that will build, maintain, and man these shipping vessels and sail towards other opportunities.”

As president, Marcos reiterated his directive to the Maritime Industry Authority (MARINA) and the Commission on Higher Education (CHED) “to work closely with the

shipping industry on the upskilling and reskilling of Filipino seafarers to prepare them for the shift of ocean-going vessels from using conventional fuel sources to green ammonia between 2030 to 2040.”

ITF Secretary General Stephen Cotton stated, “Seafarers are rightfully at the top of the agenda because they are the professionals that will drive and define the future of the shipping industry.

“Whether it’s to combat climate change or the other challenges facing the industry, we must utilize this opportunity to raise standards across the industry and within our regulatory bodies like the IMO, to ensure that shipping is sustainable in every sense of the word – socially, environmentally and economically,” he encouraged.

ICS Chairman Emanuele Grimaldi emphasized the significance of international cooperation, including both developed and developing nations, in order to meet the challenges ahead.

He emphasized, “This is not only through investing in our people but also keeping an open dialogue to ensure that we can recruit more people to this industry.”

SHAPING THE FUTURE OF SHIPPING

SEAFARER 2050



PBBM, cabinet officials and global shipping leaders

He cautioned that the number of seafarers is declining, and without them the movement of global trade will suffer. Thus, he remarked, “We must support our seafarers and also show the important role that our seafarers can play to a country’s economy.”

IMEC Chairman Belal Ahmed stated that the “Principal partners of Global Maritime Industry came together for a successful summit and committed to work together to ensure Seafarers are center point of all we do.”

He reaffirmed the IMEC’s commitment “to work together with employers, with their social partner ITF and with their industry partner ICS to ensure the transition to 2050 is achieved together.”

Speakers.

Reputable speakers include:

Ms. Doris Magsaysay-Ho, President and CEO of A. Magsaysay, Inc.;

Dr. Conrado Oca, President of the Associated Marine Officers’ and Seamen’s Union of the Phils (AMOSUP);

Dr. Maximo Mejia, Jr., President of the World Maritime University (WMU);

Mr. Gilbert Hougbo, Director-

General of the International Labor Organization (ILO),

Mr. Francesco Gargiulo, CEO of the International Maritime Employers’ Council (IMEC);

Ms. Gaby Bornheim, President of the German Shipowners Association (VDR);

Mr. Bjorn Hojgaard, CEO of Anglo-Eastern Univan; and

Capt. Faouzi Fradi, Group Director for Crewing and Training of Columbia Shipmanagement.

The conference was hosted by ICS Vice Chair and PTC CEO Gerardo Borromeo, with Singapore Shipping Association President Caroline Yang and NYK Group Ltd President and CEO Svein Steimler serving as panel facilitators.

The speakers discussed the seafarers’ education, capacity-building, shortage, recruitment, retention, and career development aligned with just transition strategies to strengthen the industry’s future amidst evolving challenges.

Gala dinner.

On June 25 at the iconic National Museum of Natural History in Manila, the Filipino Shipowners Association (FSA) hosted a gala dinner for the Seafarer 2050 summit’s delegates, along with FSA members and partners, to commemorate its 73rd anniversary.

The gala dinner was catered by worldwide acclaimed Filipino chef Margarita Fores, which featured a special performance by the internationally renowned Filipino artist Gary Valenciano.

Ambassador Carlos C. Salinas, FSA Chairman Emeritus, in his welcome remarks said, “Over the last 73 years, the FSA, in collaboration with industry stakeholders, has stood as a beacon of progress, vigorously championing the goals of the overseas shipping industry in the Philippines. The association has been instrumental in the enactment of vital laws and government maritime policies to further advance the country’s shipping sector.”



WMU Pres Mejia, Jr. (1st fr left) and AMOSUP Pres Oca (3rd fr left) join the panelists



AMOSUP opens new sailors' home

From left: Cotton, Francisco, Laguesma, Ahmed, Smith, Matsuura, Oca

International Transport Workers Federation (ITF) Secretary General Stephen Cotton and Maritime Coordinator Jacqueline Smith graced the inauguration of the AMOSUP Sailors' Home III located in Cabildo Street, Intramuros, Manila on June 24.

They were joined by other dignitaries namely Labor Secretary Bienvenido Laguesma, All Japan Seamen's Union (AJSU) President Mitsuharu Matsuura and International Maritime Employers Council (IMEC) Chairman Belal Ahmed.

Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP) President Dr. Conrado Oca led the guests in the ceremonial ribbon cutting, marker unveiling and blessing of the facilities.

The marker reads, "Continuing the legacy of excellence of AMOSUP Founder Capt. Gregorio S. Oca, the Sailors' Home III was built in grateful recognition of the efforts and sacrifices of the highly skilled, competent and capable Filipino seafarers, who are key workers providing an essential service to international trade and the global supply chain."

Smith and Cotton reflected on the legacy of AMOSUP founder Captain Gregorio Oca, which was carried on by his son Dr. Conrado Oca.

"What his father built was a foundation and what Conrad has built on top of that is the house," Smith remarked.

engaged with the employers.

When we look at what has been built, that's been built because of the mutual respect for Filipino seafarers and for union that puts the seafarers first."

Ahmed continues to express his admiration for AMOSUP, which he describes as "the best union in the world



ITF Cotton and AMOSUP Oca

Cotton said the new building is "the latest manifestation of Capt. Greg's vision and that Dr. Conrado has taken the mission also in another level."

The ITF Secretary General commended Oca and his team for managing AMOSUP proficiently.

"Running a union isn't that easy but AMOSUP manages to be together for the Philippines government... also

that he had ever seen."

"Thank you for doing all the things that you do for our seafarers and this is something that is so memorable for me to attend another addition of the existing facilities that our seafarers already enjoying," Ahmed said.

Laguesma, on behalf of the government, lauded AMOSUP for its "unwavering, unrelenting and continuing commitment

to improve the lives not just of its' members and their families but the community as well."

The AMOSUP Sailors' Home III is located within walking distance of the AMOSUP Sailors' Home main and annex facilities, as well as the AMOSUP Seamen's Center, Slop Chest, and Hospital.

The new facilities provide safe lodging for AMOSUP members, both male and female seafarers before and after working onboard. Indeed, a convenient location for them in the company of their fellow seafarers and under the supervision of their reliable union.

Seafarers, AMOSUP and ITF officers and employees, employer representatives, and government officials toured the facilities and enjoyed the prepared food and entertainment.



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Bernard Dwyer – CEO/MD, Spirit of Tasmania



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KONGSBERG simulator training for MARINA evaluators

Kongsberg Digital, Inc. (KDI) conducted a four-day simulator training for over twenty evaluators of the Maritime Industry Authority (MARINA) at the Citadines Bay City Hotel from May 29 to June 1.

Participants included Maritime Education and Training Standards Supervisors (METSS) and personnel from the STCW Office Monitoring Division.

The workshop was part of the implementation of the memorandum of understanding (MOU) between KDI and MARINA to equip the agency's personnel with cutting-edge simulation technologies.

Kongsberg Users Philippines, Inc. (KUPI) President VAdm. Eduardo Ma R. Santos, Capt. Vicente Navarro, Deputy Executive Director of the STCW Office spoke at the opening ceremony.

Santos stated that KUPI currently has 56 members and pledged KDI of full support, more so in technical expertise.

He expressed his expectation that the workshop will help all our evaluators in learning and being aware of new advances in technology, as well as being aware of the outputs that are required. He encouraged the evaluators to “not look at the inputs and not just count the simulators.

He underscored, “It is making sure that when you do an assessment and evaluation, you make sure that the exercises using these simulators are actually responsive to the objectives of the course that is being given.”

Likewise, Navarro mentioned that “the use simulators and the design and development of exercises were areas where EMSA raised findings. This remains an issue that the Administration and the stakeholders need to jointly address and further improve on.

“In a rapidly advancing world,” Navarro said, “It is imperative that we adopt, innovate, and equip ourselves with the latest information and tools necessary to navigate the challenges that lie ahead.”

Presenters and facilitators who shared their expertise were:

Kongsberg Digital Regional Director for Asia Asraf Ibrahim, Kongsberg Digital Product Director for Digital Services Gullik Jensen, DNV Simulator Certification Specialist Capt. Aksel David Nordholm, Lantec Marine Senior Consultant Garland Hardy, Seaversity CEO Engr. Ephrem dela Cerna, and IMPACTS CEO Capt. George Neil Paoaan.

Ibrahim recalled the Memorandum of Understanding (MoU) signed by

Kongsberg and MARINA in June 2022. He explained, “It’s basically to cooperate on general areas on the use of simulators and other technologies we need in training, maritime studies and development. There has been a lot of deliverables over there but mainly also it is to work together and leverage more, advance methodologies and tools within the maritime education and training segment, as well as to form best practices.”

At the workshop, KDI’s cutting-edge technologies were showcased including K Sim Navigation systems, K Sim Cloud, and K Sim Engine.

Apart from the interactive discussions, the participants engaged in hands-on activities and practical simulations and learned essential skills related to simulator operation, such as scenario creation and assessment and cloud simulation operation, which not only aids in the introduction of blended learning but also serves as a form of auditing and assessing tool for Assessors to ease their day-to-day operations and improve efficiency.

Wilhelm Mohr, KDI VP for Sales and Business Transformation and MARINA’s Ms. Presca Lee Lugo handed over certificates of completion to all the participants.



VAdm Santos (seated fifth from the left) with the teams from MARINA and Kongsberg

Dominguez: next IMO Secretary General



*Incoming IMO SecGen
Dominguez*

The International Maritime Organization (IMO) Council has elected Arsenio Antonio Dominguez Velasco of the Republic of Panama as the next Secretary-General.

The Council's decision will be submitted for approval to the IMO Assembly, which will gather for its 33rd session from November 27 to December 6, 2023.

Dominguez will take over for Kitack Lim, who will leave down at the end of December after two four-year terms.

Apart from Dominguez, the six nominated candidates were Moin Uddin Ahmed of Bangladesh, Suat Hayri Aka of Turkey, Cleopatra Doumbia-Henry of Dominica, Nancy Karigithu of Kenya, Minna Kivimäki of Finland, and Zhang Xiaojie of China.

Dominguez, who was born in the Republic of Panama, will be the first Latin American to lead the IMO. He is expected to take office on January 1, 2024, for a four-year tenure. “

“For Panama as a maritime country, it is an honor that Arsenio Dominguez, son of this country, has been elected today as the new Secretary-General of the International Maritime Organization - IMO. A historic day that fills us with great pride,” Tweeted the President of the Republic of Panama Nito Cortizo congratulating Dominguez after the election.

Credentials.

Dominguez is the current head of the IMO's Marine Environment Division, having previously served as the director of the Administrative Division and as the chief of staff. Between 2014 and 2017, he presided over the IMO's Marine Environment Protection Committee (MEPC), and in 2015, he presided over the Technical Committee of the IMO Assembly's 25th session. Prior to this, he chaired the Maritime Security - Piracy and Armed Robbery Working Group under the auspices of the organization's Maritime Safety Committee from 2010 to 2014.

Dominguez joined the Panama Maritime Authority in 1998 as the head of the Regional Technical and Documentation Office for Europe and North Africa, eventually becoming Panama's Ambassador and Permanent Representative to the IMO until 2017.

Dominguez earned a Bachelor of Science degree in 1988 from Panama's Fermin Naudeu Institute. He then studied Naval Architecture at the University of Veracruz in Mexico, where he graduated in 1995. Mr. Dominguez Velasco also has an MBA from the University of Hull and a Certificate of Higher Education in International Law and European Politics from Birkbeck University, all of which are located in the United Kingdom.

Challenge.

Dominguez's election as the IMO's

next secretary-general comes less than two weeks after the IMO agreed on a revamped strategy to decarbonize the global shipping industry at the 80th Marine Environment Protection Committee meeting.

Countries have agreed on so-called indicative checkpoints of reducing emissions by at least 20%, and striving for 30%, by 2030 compared to 2008 levels, and at least 70%, striving for 80%, by 2040, reaching net-zero “by or around, i.e., close to 2050,” qualified by whether “national circumstances allow”.

Dominguez started the campaign for the leadership position in December 2022 using the theme “Taking the lead, for a united and better future.” He said he aims to serve IMO by “putting people and planet first.”

Guy Platten, Secretary General of the International Chamber of Shipping (ICS), stated, “The position of IMO Secretary General is not an easy one, and there are undoubtedly challenges ahead as the industry strives to meet the 2030, 2040 and 2050 targets, but it will be a pleasure to tackle these challenges head on with Mr. Dominguez for a better and safer future for our industry and its people.”

In a statement, the international shipping association InterManager, in a statement said, “These are pivotal times for the shipping industry. We believe Mr. Dominguez will provide a steady hand at the tiller as shipping navigates its way towards a cleaner, greener and safer future.”

Mejia at WMU: diversity, stability, capacity-building



WMU President
Mejia, Jr.

Dr. Maximo Mejia, Jr., the new president of the World Maritime University (WMU), is enthusiastic to propel the university forward and upward with his priority programs.

The former Administrator of the Maritime Industry Authority (MARINA) met the press on June 25, Day of the Seafarer, at the Manila Hotel during the Maritime Forum organized by WMU graduate and Chairperson of Archipelago Philippine Ferries Corp (APFC), owner/operator of Fastcat.

Mejia was accompanied by his predecessor, Dr. Cleopatra Doumbia-Henry. Cong. Ron Salo of the Kabayan Party List; President Cristina Garcia of the Association of Licensed Manning Agencies (ALMA) Maritime Group; Brenda Pimentel, a former IMO regional project consultant, and other marine stakeholders were also in attendance.

Mejia is the first Asian and Filipino to lead the WMU. On June 29, he became the eighth President of the world's most prestigious maritime university, which was established in 1983 by the Intl Maritime Organization (IMO).

He expressed his respect and gratitude to Dr. Doumbia-Henry, stating that his plans are primarily focused on building on her successes and gains.

"I'm very fortunate stepping into her shoes, I know they are big shoes. But she has really paved the way, she has laid

a very strong foundation for the WMU," Mejia said.

Mejia's top priorities are as follows:

1. A stronger gender equality drive for new female faculty recruitment and advancement to senior positions;
2. Stabilizing the university's financial base by increasing endowment funds; and
3. Review WMU's academic offerings including distant and hybrid learning programs.

From 2013 to 2016, during his tenure as MARINA Administrator, nearly half of the agency's senior managers were female. Mejia also began sending MARINA employees to WMU, with government funding. He also led the implementation of Republic Act 10635, which designated MARINA as the sole maritime administration for the implementation of the Standards of

Training, Certification and Watchkeeping for Seafarers 1978 Convention, as amended.

Mejia considers WMU to be a crucial institution in terms of capacity-building.

"We are all looking at the big transition in the maritime industry and in order for this to succeed we need to have officers, implementers, policy makers, decision makers around the world," he remarked.

Mejia was a panelist at the Shaping the Future of Shipping: Seafarer 2050' summit. He stated "There is a risk of a shortage if we do not act soon or quick enough to upskill or reskill our seafarers."

WMU President Mejia is a seasoned global leader and scholar in the fields of maritime governance, policy, and administration.

From 1988 until 1998, he worked in the Philippine Navy and Coast Guard, eventually becoming Deputy Chief of Staff for Navigational Safety and Deputy Executive Director of the Multisectoral Task Force on Maritime Development.

Mejia is the author or co-author of over 70 published articles and book chapters, as well as the editor or co-editor of 11 volumes. He was named one of the 100 Most Influential People in the Shipping Industry by Lloyd's List in 2013.

Mejia speaks Filipino, English, and Swedish, as well as Spanish and Chinese. He is married to Rebecca Hayes Mejia and has three children and one grandchild with her.



Ms Garcia, Cong Salo, Dr Doumbia-Henry, Ms Pastrana and Mejia, Jr.



BSM REINFORCES LEADERSHIP

Renowned leader in integrated maritime solutions, Bernhard Schulte Shipmanagement Crew Service Centre Philippines (BSM CSC-Ph) continues to equip its officers with the necessary competence and leadership skills with its Fleet Leaders Meeting (FLM) held last March 30-31 at the New Coast Hotel, Manila.

BSM Head of Fleet Personnel Development and Compliance Stewart Bankier and BSM CSC-Ph's Director of Operations Capt. Armando Santosidad spearheaded the presentations and discussions as part of the company's regular officer training conference to retain its industry leadership position.

"Ultimately this FLM is a demonstration of our commitment to our people, and it shows that we are committed to investing, looking after and caring for our crew, giving them the tools and the support that they need to do their jobs," Bankier said.

Capt. Santosidad further elaborated, "FLM is really giving them the feeling of belonging with the company; not only to train them but also to make connections. That human element is very important; it make things better."

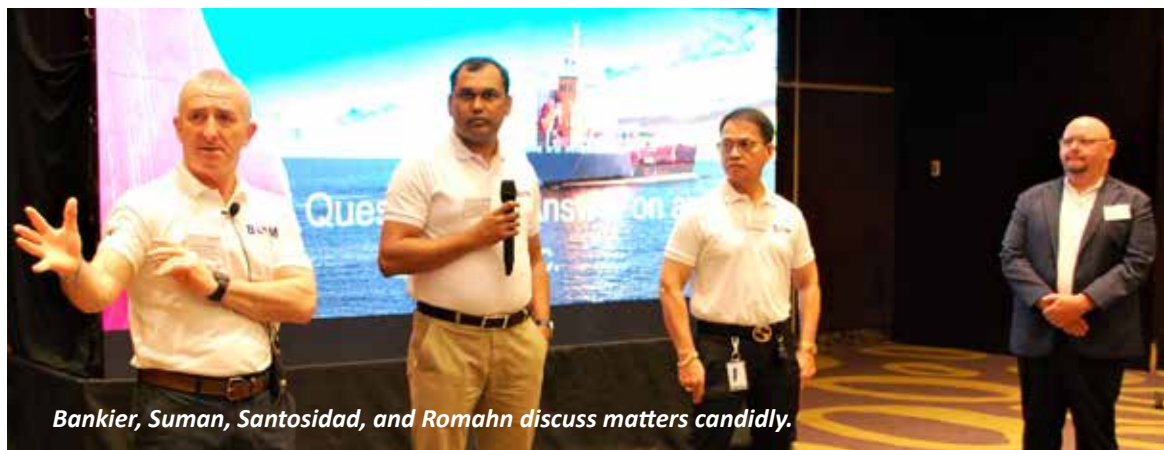
Interaction

Over 70 deck and engine junior and senior officers were present, with each person heavily invested in the talks. Topics focused on human element leadership and management supplemented with team-building

Manager of BSM Singapore, Capt. Rahat Suman, Assistant Fleet Personnel Manager of BSM Singapore and Lailani Tolentino-Rahon, Country Manager of The Mission to Seafarers Philippines. Also virtually present were Martin McMahon, BSM's Environmental Compliance Manager, and Volker Pusch, Head of Sea Based Cadet Training and Development at BSM, who both gave rousing speeches.

Recognition

Around 40 officers received a



Bankier, Suman, Santosidad, and Romahn discuss matters candidly.

exercises and instructive videos. These motivated all the participants to actively communicate ideas, thoughts, and experiences through real-time feedback projected onto the screen.

Among the in-person speakers were Hardy Romahn, Group Technical

certificate and token of appreciation in recognition for their continued commitment and invaluable contribution to the success of BSM.

"It's just been a wonderful journey since our cadet days in the old Philhans building in Magallanes

village. “2/O and 25-year loyalty awardee John Dennis Perez Amparo, recalled, “I can assure you guys that BSM will take good care of you. I’m a living testament. Guys, we are in good hands at BSM.”

Targets

BSM has set the goal of growing sustainably over the next few years and expanding its managed fleet.

Bankier is upbeat, stating “Being a family-owned company who has been around since 1883, we have a strong foundation We have a lot of experience and we built up a lot of competence in shipping and that gives us the opportunity to look towards the future; grow, build and succeed and offer all of our employees fantastic career opportunities.”

Capt. Santosidad, on behalf of BSM-CSC Philippines, said, “We would like to make sure that in that target fleet expansions, we are able to recruit the number of



2/O Amparo, 25 years in service

seafarers required from us. We also need to expand our branch offices and spread our wings to get more people and then supply whatever is required from the Philippines.”

Teamwork

Throughout the seminar, the participants made several



Collaboration, cooperation, teamwork

discoveries not just about their own selves, but about the people they were surrounded by.

Said 2/O Nikko Moneva, “To my surprise, regardless some of us don’t know each other, we were able to create a very good atmosphere of harmonious relationship, resulting in completing the activity efficiently.”

Capt. Jose Ma. Conrado Nismal also said, “It exceeded my expectations. Teambuilding exercises were quite challenging.”

The program’s goal was delivered, as 4/E James Edward Go put it, “There was an extensive discussion about enhancing the leadership of the officers, at the same time, it also shows the effort done from the office to make things work between the ship and the company side.

Echoed C/O Ronie Garcia, “Every time they’ve called me to join this program, I didn’t say no because I can learn a lot from the latest information about the company and new regulations. I can also socialise with my



Leadership and team building



Having fun learning with colleagues

colleagues and the BSM shore staff.”

The officers also saw the company was listening to them and open to feedback, as per Capt. Jose Maria Jaudines, “The best part is the Q&A or open forum because you can express your sentiments and suggestions, and you can ask questions that need to be answered.”

The 2023 FLM was a celebration of shared vision and values as ONE BSM strengthens its global shipping leadership. It showcased how BSM listens to its people, encourages teamwork, and truly invests in them to develop more well-rounded and effective leaders who will in turn work with their team to bring out the best in them.

Magna Carta and Politics

In the past decade, political realities have pushed and tugged the law establishing the Magna Carta of Seafarers, delaying its passage. Frequently, official government statements focus more on rhetoric than on reality.

The very first Magna Carta for Filipino Seafarers bill was introduced in the Lower House on July 13, 2004 by then-Congressman Roseller Barinaga of Zamboanga del Norte's second district, but it did not garner support during the 13th Congress.

Even though there were already too many allies, the bill was not passed until the 18th Congress. House Bill (HB) 8057 had 14 versions by 22 lawmakers.

On March 6, 2023, the 19th Congress's Lower House passed HB No. 7325 "Magna Carta of Filipino Seafarers" by a vote of 304 to 4.

However, the Bill's enactment into law is expected to be postponed once more because the Senate, as the Upper House of the bicameral Congress of the Philippines that shares legislative power with the House of Representatives, has passed a separate version of the Magna Carta of Seafarers.

Senate Committee Report No. 69 was submitted on May 22, 2023, substituting SBN 46, 86, 137, 216, 586, 640, 720, 822, 1104, 1191, 1248, 1312, and 1671 with Senate Bill 2221. Despite taking into account HB 7325, several clauses were removed in SB 2221.

MLC 2006.

The Maritime Labor Convention (MLC) 2006 was formulated in Geneva on February 7, 2006, and entered into force

on August 20, 2013, following the ratification by the Philippines, the 30th and final ILO member-state required to do so.

HB 1358, which was solely authored by former Cong. Barinaga in 2004 emphasized that "The sector of Filipino seafarers particularly observes that special laws must be crafted explicitly for the benefit of the Filipino seafarers as their circumstances are unique from



**Former Cong.
Barinaga**

either the mainstream of so-called OFWs or of the labor force."

Several provisions from the existing laws prior to the filing of HB 1358 in 2004 were included, such as the 36 ILO Conventions relevant to the concerns and well-being of seafarers, which were subsequently consolidated by the establishment of MLC 2006.

On June 30, 2007, then-Senator Edgardo J. Angara filed Senate Bill 214, Magna Carta of Filipino Seafarers, as the country's implementation law for MLC 2006.

Scope.

The MLC 2006 sets out, in one place,

seafarers' rights to decent working conditions. It covers almost every aspect of their work and life on board including: minimum age, seafarers' employment agreements, hours of work or rest, payment of wages, paid annual leave, repatriation at the end of contract, onboard medical care, the use of licensed private, recruitment and placement services, accommodation, food and catering, health and safety, protection and accident prevention and seafarers' complaint handling.

The first Magna Carta for Seafarers bill, HB 1358, seeks to grant Filipino seafarers, among other things, access to educational advancement and training; access to relevant information; humane conditions of work and to standard compensation; self-organization, collective bargaining and participation in democratic exercises; and legal representation. To expedite and simplify documentary processing, it provides for the establishment of the One-Step Center where concerned government agencies shall be represented."

In early 2023, HB 7325, authored by 137 congressmen and approved on third and final reading, was updated to include provisions that may "answer" critical issues of the COVID-19 pandemic, such as Section 28 on Sickness Benefits During Public Health Emergencies; Section 29 on Repatriation; and, Section 30 on Quarantine and Medical Expenses in Repatriation Due to Epidemics, Pandemics or other Public Health Emergencies.

According to Section 36 of the Senate version SB 2221 on the Sick Leave and Sickness Benefits During Public Health Emergencies, "A seafarer who has contracted an illness or disease during public health emergencies, such as epidemics or pandemics, while in transit or under quarantine shall be entitled to paid sick leave and sickness benefits until the seafarer joins the vessel."



**House Speaker
Romualdez**

Escrow.

Senator Raffy Tulfo, chairman of the Senate Committee on Migrant Workers, and Senators Jinggoy Estrada, Juan Miguel Zubiri, Joel Villanueva, Risa Hontiveros, Edgardo Angara, Grace Poe, Win Gatchalian, Ramon Bong Revilla, Christopher Lawrence Go, Loren Legarda, Ronald "Bato" dela Rosa, Mark Villar, Robinhood Padilla, and Cynthia Villar co-authored SB 2221.

The Senate's most recent version deleted the Escrow clause from House Bill No. 7325.

This section is titled "Escrow as a Method of Execution. – Any monetary award by the arbitrator to the seafarer, or the seafarer’s successors-in-interest, made whether in a voluntary or mandatory arbitration, or by the National Labor Relations Commission, shall be placed in escrow, if the employer or manning agency has raised or intends to raise the decision for judicial review in accordance with the Rules of Court. The amount in escrow shall not include claims for salaries, statutory monetary benefits, or those originally determined by the employer or manning agency to be legally due to the seafarer.

The amount shall remain in escrow until the issuance of an entry of judgment

by the appropriate reviewing court or when the employer or manning agency fails to perfect the appeal or petition for review. The fees in obtaining or maintaining the escrow account shall be paid by the employer or the manning agency.

The interest earned by the amount in escrow shall inure to the benefit of the prevailing party. However, the seafarer or the seafarer’s successors-in-interest may, in accordance with the Rules of Court, move for the execution of the monetary award pending appeal upon posting of a bond, the amount of which shall be determined by the appropriate court.”

The DMW shall issue the appropriate implementing guidelines for this section and Section 50 of this Act.”

SB 2221 still requires deliberation on final and third reading, which will be followed by bicameral conference committee hearings to reconcile



Cong. Salo

conflicting provisions between the Senate and House versions.

Contrary to his current position against inclusion of the escrow provision in

SB 2221, records show that on July 14, 2022, Senator Raffy Tulfo introduced SB 659 “An Act amending Republic Act No. 8042, as amended by Republic Act no 10022, otherwise known as the “Migrant Workers and Overseas Filipinos Act of 1995, providing for the deposit in an escrow account the awards for money claims arising out of an employer-employee relationship, and for other purposes.”

Realpolitik.

Lawmakers now recognizes the evils of ambulance chasers (AC) --- and through the initiatives of former PartyList Ang Partido Ng Mga Pilipinong Marino (ANGKLA), which filed bills defining in details what AC is; complemented by a proposal placing initial granted awards on escrow, to be released only on final judgment.

Under current law, seafarers are entitled to compensation as soon as a verdict is rendered. When a judgment is reversed



Senator Tulfo

with finality, principals protest that they cannot recover payments because seafarers claim to have spent the money.

Angkla’s proposals were sensible but

Magna Carta and Politics

lashed out as pro-business and anti-seafarers. Bashing was so successful Angkla did not even qualify to sit in the 18th Congress.

It is naïve to expect politicians to pick up from where Angkla failed.

However, Cong. Ron Salo, the chief proponent of the HB 7325 Kabayan Party list, insisted, "I would respectfully like to dispel the misconception and the misinformation that the escrow provision will burden seafarers and their families. The escrow provision is included in the Magna Carta precisely to protect seafarers and their families.

Priority.

Magna Carta of Filipino Seafarers remains on the Common Legislative Agenda (CLA), a list of priority legislative measures of the Executive and Legislative branches of

government, which the Council has agreed to actively pursue to be passed in Congress.

The proposed law was included in the first Legislative-Executive Development Advisory Council (LEDAC) meeting on October 10, 2022 and its second meeting on July 4, 2023, when a total of 20 legislative measures were approved for legislative approval before the year ends.

House speaker Martin Romualdez, during the ITF Expo opening on July 23 stated that "the enactment of the Magna Carta of Seafarers is one of the significant milestones that they intend to achieve in President Marcos tenure.

"This landmark legislation which was spearheaded by our President himself is a testament of his commitment to safeguarding the rights, welfare

and well-being of Filipino seafarers," Romualdez said.

Migrant Workers Secretary Susan "Toots" Ople promised "the full support of the Department of Migrant Workers for whatever version of the Magna Carta for Seafarers will be passed."

"From the education campaign that needs to go into it to the implementation of provisions that are relevant to the work of the Department," she continued, "we want to make that Magna Carta really felt by every seafarer."

Ople also issued a fair warning to ambulance chasers, "The DMW and DOLE ... we will not turn a blind eye, we recognize it as a problem and together with the stakeholders we will continue to look for solutions."

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SPECTRAL launches Maritime Assessment System

Well-known maritime software producer Spectral Technologies, Inc., is launching a web-based software for assessment of seafarers called Maritime Assessment System or simply MAS.

Spectral has further established a partnership with local Consultancy company Techmarine Asia Ship Management, Inc. to long term provide and review multiple choice questions to ensure these are relevant, correct and of good standard.

The MAS question data base is large and is in May 2023 divided in more than 70 subjects and likely to expand further.

Manila-based Spectral specializes in the production and sales of softwares related to management of ships and seafarers.

The client base goes well beyond the Philippines and shipping companies in countries like Hong Kong, Singapore, Germany, Greece, Cyprus, Ukraine, Poland and Italy are using its products.

The Spectral product line covers areas of Crew Management, Crew Payroll, Crews Work and Rest Hours, Electronic Log Books, Planned Maintenance and now Crew Assessment.

Techmarine Asia Ship Management, Inc. (TMA) is a dynamic and progressive company based in

Makati that focuses on providing services to the maritime industry through technology-driven innovation and strategic partnerships.

The company has collaborated with various sectors of the economy to offer a comprehensive range of technical skills for the development, operation, and administration of maritime trading, logistics, and transportation trades.

TMA is backed by an extensive experience in international consulting and global maritime services and therefore well-equipped to help its clients achieve their goals and stay ahead of the curve in an ever-changing industry.



GMM Directors, officers and staff

GMM glitters @10!

GMM Global Maritime Manila, Inc. shines at its 10th anniversary celebrations on June 3 at the Casa Ibarra located at the heart of Mall of Asia Complex.

All of the attendees are stunning in their Filipiniana attire, which complements the venue's sophisticated and exquisite architecture.

The program began with the directors, officers, and employees of the company entering on a red carpet, with GMM President and CEO Captain Relly Nufable Jose, Jr. receiving the loudest ovation.

Powerhouse.

High-profile personalities graced the event led by Senator Cynthia Villar; Labor Attaché Marie Rose Escalada; Migrant Workers Assistant secretaries Venecio Legaspi and Jun Aguilar; and Interior and Local Government Assistant Secretary Florencio Bernabe.

Also present were ALMA Maritime Group President Cristina Garcia, Rotary Club of Ampang-KL President Rey Sto. Domingo, Addition Hills Captain Carlito Cernal and actors Jimwell Stevens and Rochelle Barrameda.



The CEO Captain Relly Jose, Jr.

Grateful.

Capt. Relly delivered his message

with a heart full of gratitude. He recalled the hardships and obstacles they have faced, but they have persevered and even survived the COVID 19 pandemic.

“Magkakasama kaming tumatawa, umiiyak, magkakasama kami up to now.” (We laugh together, we cry together, we are together up to now).

Capt. Relly, inspired by motivational quotes, remarked, “We have proven again and again that “Teamwork is the secret that makes common people achieve uncommon results. There is no such thing as a self-made man. You will reach your goals only with the help of others.”

He also expressed his gratitude to his mother Mary Luz Jose, who traveled all the way from General Santos City, his relatives from Iloilo, and his peers and colleagues from the industry and civic organizations.

Honors.

Like his father, GMM director C/O Rigel Kent Jose is thankful. He reminisced, “I’ve seen this company grow. We had our ups and down but because of the perseverance and dedication of all the people involved

Capt. Relly performs with the hip-hop icons.



in this company, we made it this far. To all the staff, ma'am, sir, thank you."

And finally, before proposing the triumph toast, he exclaimed, "To my late mother, please always guide us. GMM is your legacy. To my father, Pa, you made it."

An audio-visual presentation was also presented in loving memory of the late Madame Barbara Rhodora Jose, who also provided the company's firm foundation and was revered as GMM's mother.

GMM pioneering officers and staff were also given recognition for their ten years of outstanding service to the company.

Entertainment.

Guests at the banquet were treated to an entertainment galore led by Captain Relly himself.

With hip-hop icons Axcel Nantes and Bendeatha, he performed the GMM theme song *Marinong Pilipino, Bayaning Makabago* (Filipino Seafarer, Modern Hero) which is dedicated to Filipino mariners.

This song recognizes the sacrifices made by Filipino seafarers in order to provide for their families. And GMM is the company that offers them the opportunity to realize their dreams.

Stable.

Today, GMM is a medium-sized company that provides competent and qualified officers and crew for a variety of passenger ro-ro, tanker and offshore vessels.



Manning executives and golf enthusiasts



The matriarch with Senator Villar



Queen of the night Labor attache Escalada and DMW Asec Legaspi

With Capt. Relly at the helm and the support of his capable staff, GMM will continue to withstand the challenges ahead with a sturdy mast, giving more opportunities for Filipino seafarers and contributing to the nation's economic growth.



Proud Lacsonians

The largest ship management merger ever: OSM Thome gets the green light from authorities

Competition authorities have now approved the merger of OSM Maritime Group and Thome Group. The merged company, OSM Thome, will be a powerhouse in the international ship management market, represented in 22 countries and headquartered in Arendal, Norway.

“This is a big day for OSM Thome. Our merger is now formally and finally approved. The merged company combines proud traditions with high ambitions. Our business is based on Norwegian maritime skills and with skilful employees in leading shipping locations across the world, we will strengthen our position as an innovative and world-leading supplier of ship management services. We have built a company for the future, with safe, efficient and sustainable management of ships as our DNA. That will give added value for our customers and for our colleagues,” says CEO of OSM Thome, Finn Amund Nordbye.

Several of the world’s leading shipping companies are customers of OSM Thome, and the fleet includes various segments such as tank, bulk, container, car ships and offshore vessels. The company handles ship management for nearly 450 ships and is responsible for crewing on about 550 additional ships.

“We are respectful of and appreciate the trust shown to us by our customers, which we will do our utmost to maintain through our around-the-clock operations on the seven seas. We know our customers’



needs and our skilled and dedicated colleagues, both on land and at sea, are crucial for us to be able to provide the best solutions. We have the skills and the ability to continue growing. We will do so by offering competitive solutions and taking good care of our existing as well as new customers. We will remain leading within safe and efficient management as well as within important areas such as digitalisation, cyber security and green shipping,” Norbye states.

The integration process has been thoroughly planned and now, as the merger finally is approved, the work of joining the two organisations can begin. Through this process, the daily run of the ships and attention to our customers remain the top priority.

The new company will build on the best from OSM Maritime and from Thome continuing strong, skilled professional environments. The starting point of this merger has been unique as the two companies already had so much in common such as Norwegian ownership, business philosophy, values and view of the future. The integration process will be done in a fast and proper manner and in good dialogue with employees at the various offices. “It’s all about people” has been OSM’s mark for many years, and remains a core credo for the merged company.

It has recently been decided who will join CEO Finn Amund Norbye in the management group. A team of skilled, maritime experience will contribute to developing the business in a way that serves the customers, 2,000 employees onshore and our 29,000 seafarers.

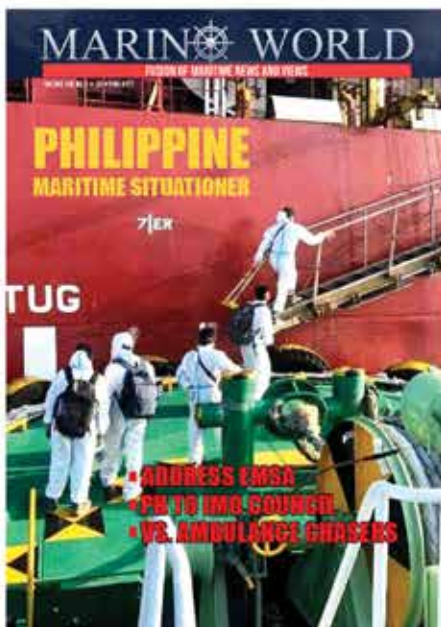
The management group consists of:

- Finn Amund Norbye – Chief Executive Officer
- Olav Nortun – Chief Operating Officer – Ship Management business division
- Stig Morten Helland – Deputy Chief Operating Officer – Ship Management business division
- Tommy Olofsen – Chief Commercial Officer
- Julia Anastasiou – Chief Crew Management Officer
- Gautam Kashyap – Chief Marine Services Officer
- Constantinos Tzagotzides – Chief Accounting Officer
- Vassilis Malikides – Group Finance Director
- Jamie Morgan Ramsamy – Chief Digital Officer
- Kjell Ove Breivik – Chief Culture Officer
- Linda Hentsch – Global Head of Shore HR
- Mailyn Borillo – Managing Director, Philippines
- Morten Amundsen – Chief Legal Officer

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Celebrating Intl Day of Women in Maritime: Paying Tribute to Seafarers

by Ms. Merle Jimenez-San Pedro
President, WIMA Asia

It was no ordinary event — gathering 24 empowered women in maritime all over the world from eight regional networks of the International Maritime Organization (IMO) almost immediately as the United Nations (UN), through the World Health Organization (WHO), officially lifted the pandemic. The atmosphere at the Meeting Hall of the IMO in London was euphoric; joining them face to face for the first time after almost 5 years — to see old friends from the Women in Maritime Asia (WIMA) networks and make new ones towards the end of the Conference was a magical experience at the least.

WOMEN in maritime generated some friendly exchanges at the onset — finally submitting to the goal of dedicating THE day FOR and not OF women. Engagement and ownership are critical components of any paradigm shift, especially on the road to promoting UNSDG 5 Gender Equality.

WIMA ASIA, one of the regional networks re-established in 2017 participated in the IMO Global Conference headed by the Philippines, with Malaysia and Timor Leste Presidents of the national chapters. To date, the IMO has established eight WIMA networks under the Women Programme,

(Marine Environment Protection in Southeast Asian Seas) and Asia Pacific Economic Cooperation for Seafarers Excellence (APEC SEN) including the establishment of new National chapters with WIMA in Republic of Korea as the most recent addition in 2022 through WIMA ASIA. Clearly, support for the promotion of SDG 5 through collaboration and networking among groups and organizations within maritime and outside remains to be the key to sustaining the campaign to mainstream gender and maritime in a world still wanting of appreciation to the major role played by shipping in world trade.



IMO Secretary-General
Kitack Lim



ALL IMO Women in Maritime Association
(WIMA) Regional Presidents

Currently in its second year, the IMO celebrates May 18 as International Day for Women in Maritime to recognize their contributions to the maritime industry and to provide more opportunities for women's visibility. During the IMO Assembly's thirty-second session, resolution A.1170 (32) on "International Day for Women in Maritime" was adopted, proclaiming 18 May every year as the IDWM. The Conference held at the IMO Headquarters in London last May 18-19 adopted the theme "Mobilizing Networks for Gender Equality."

Through a coordinated approach at the national, regional and global levels, the goal is the incorporation of women into the maritime industry, provide support in the development of their careers and growth into leadership roles, and create a more diverse and inclusive work culture in the maritime sector.

Marking the special DAY OF or FOR

with two in Asia-Pacific, three in Africa, Arab States, the Caribbean, and Latin America. While the pandemic or health crisis all over the world barred the holding of physical Conferences and activities, seriously impacting the mental health of different sectors with women and children as the most vulnerable sectors — the latter still emerged resilient over the many damaging effects of the pandemic taking a toll on many lives. All these were a result of the positive and engaging reports provided by the heads of all WIMA networks invited to the Conference.

"The Road so Far" for WIMA networks, despite and in spite of the pandemic challenge is excitingly packed with various activities for capacity building focused on mentorship for leadership roles, technical competence enhancement training to adapt to the fast-changing developments in green shipping, engagement with more partners in the region such as MEPSEAS

Globally, women represent only 1.2% percent of the global seafarer workforce, according to the BIMCO/ICS 2021 Seafarer Workforce Report. Citing the first IMO/WISTA International Women in Maritime Survey, women comprise 29% of roles in the maritime industry, and around 20% of the workforce employed by IMO Member States, with only 14% of technical roles being held by women. There is really much to be done by the WIMA networks and their allies to improve not just the numbers but the quality of participation of women as well.

In the words of IMO Secretary-General Kitack Lim addressing the Global Conference delegates during the IDWM event, "We need the best talent... and that means embracing diversity and ensuring that any barriers to participation are broken down. By investing in the future of women in maritime, we unlock a wealth of talent that will drive our industry forward."

Interesting conference sessions included IMOGENder Network discussion with the panel on "Leveraging the WMU/IMLI networks and mentorships and "Breaking the Glass Ceiling "that made a mark on the conference participants with representatives from the Member States following the statement of Africa's first female dredge master who stood proudly in her master's uniform, Capt. Lomndy Ngcobo, Ship navigator and founder of Global Maritime Youth Forum. "I wore my uniform today. I have claimed my captaincy. To a young star looking at me— she comes with natural hair and brown skin. I too can become a captain. It is not rocket science." Such powerful and brawny words from this young female captain, a young mother who tagged along her supportive husband and bubbly girl in the conference. We hope to have her in one of our future activities in WIMA ASIA and WIMAPHIL as she promised to connect with us to reach out to our female officers and address the technical skills identified as the most needed area for enhancement.

An equally exciting presentation was the "Men as Allies for gender equality" with Mr. Humberto Carolo, Executive Director, White Ribbon — the world's largest movement of men and boys working to end violence against women and girls. His virtual presentation highlighted the importance of breaking stereotypes to provide women with more opportunities for growth and address the marginalization of women in the shipping industry. Indeed, our campaign to promote SDG5 is not focused on the battle of sexes but on leveling off the field in the Maritime industry.

To close the two-day Conference, a working session was held on the development of a draft Global Strategy for the IMO WIMAs. The important document puts into place an institutional framework to incorporate a gender dimension into IMO's policies and procedures and deploy a strategic approach toward enhancing the contribution of women as key maritime stakeholders. It aims to provide wider access to maritime training and employment opportunities for women in the maritime sector and will be finalized for adoption in the 73rd session of the Technical Cooperation Committee in October 2023.

During the pandemic health crisis, our WIMA ASIA national chapters focused

on webinars, trainings and seminars on Bio-fouling Management & Invasive Aquatic Species, Coastal clean-up activities in the Philippines, Indonesia and Korea. Workshops on improvement of conditions and benefits for seafarers, surveys at port and marine environment protection activities were conducted across chapters in the region.

As WIMA ASIA Governing Council, the inclusion of our proposal to advocate for the collection of accurate disaggregated data on women employed in maritime administrations and other governmental positions is a welcome development.



Valuable data like these play a crucial role in policy and decision-making for programs intended for development of women in maritime. This will be most helpful as well for the whole industry should this be applied across the industry with the full support of the private sector.

The Conference highlights include the announcement from IMO and Republic of Korea with a US\$3M donation for the "SMART C Women" project dedicated to advancing gender equality by enhancing employment opportunities and fostering the career growth of women in the maritime industry across Asia-Pacific countries. SMART C stands for "Sustainable Maritime Transport Cooperation". Online and field trainings, fellowships, global networking and information sharing are the target components of the project to advance women careers in related industries and possibly acquire new educational qualifications for new competencies in environmental and digital-technologies for emerging opportunities in the maritime sector.

With such great news welcomed by all delegates, we look forward to exciting prospects for women seafarers with more and bigger opportunities to grow and be empowered with new competencies

and skills in tandem with their counterpart seafarers sailing and serving selflessly on board ships to bring safe, secured and uninterrupted trade and movement of people around the world.

IMO parallel event in the Republic of Korea on the International Day for Women in Maritime /Engaging Women Seafarers for Networking

In another event recently held last 14 June, the Ministry of Oceans and Fisheries of the Republic of Korea together with the newly established WIMA KOREA invited WIMA ASIA to the 1st Parallel event for the IDWM celebration in Seoul, Korea.

In attendance with this representation for WIMA ASIA was the Minister of Oceans and Fisheries, Cho Seung-Hwan, the IMO Secretary-General Kitack Lim, the President Jeong Tae-soon of the Korea Shipping Association, Sohyun Jo, WIMA KOREA President and the first female Korean captain who was honored during the event.

Significant presentations on the following topics were made: "Collective Efforts for Gender Equality In the Maritime Affairs and Future Strategy * by the Deputy Director of the Technical Cooperation Division in IMO, "Mobilizing Global Networks for Gender Equality * by the President of WIMA Asia, "Entry Barriers against Women in Maritime and Improvement Measures * Commanding officer of U.S. Coast Guard A-activities Far East" and a Study on the Growth and Leap of Women in Maritime in Republic of Korea.

A moving and poignant moment struck the halls of Shilla Hotel in Seoul Korea with the chilling voices of the Children's Choir who rendered local songs on love for environment and nature at risk. Another musical rendition showed the young faces of Korean cadets beaming with so much optimism and hope to be the future officers on board ships. I imagine myself in the company of equally hopeful and brave young Filipino cadettes of the maritime industry who continue to dream to sail and be officers like all other successful male seafarers who dreamed big and succeeded as professionals not just to financially provide for their families but exercise their worth as individuals and claim their place and niche in this world.

"Let us create more space for women to unlock their potentials. grow and innovate. And let this space serve as a catalyst for change" — this is our shared vision for all.

HAPPY INTERNATIONAL DAY OF THE SEAFARERS.....



PAMI 2ND GOLF CUP

by Ben-Oliver Matias

A foggy morning greeted the golfers and members of the Philippine Association of Maritime Institutions (PAMI) coming together for the PAMI 2nd Golf Cup on June 23, 2023. The annual event was held at the sprawling Pradera Verde Golf and Country Club in Lubao, Pampanga.

The registration desks opened as early as six in the morning and the golfers were treated to a sumptuous breakfast at the Clubhouse's dining hall. Just before 7:30, the participants were ushered to the fairway for the official event poster photo session.

The tee off followed right after led by PAMI chairman of the board Felix Oca and International Mariners Management Association of Japan (IMMAJ) country representative Genichi Osaka.

Dubbed "Palo para sa Bukas ni Toto at Neneng," PAMI president Sabino Czar Manglicmot II said that the golf event would benefit the next batch of PAMI scholars.

"We will have another batch of scholars this coming school year; they will join our scholars from last year's golf tournament," Manglicmot said.

He emphasized PAMI's continued commitment to its scholarship grants and as active partner of the

Commission on Higher Education (CHED) and the Maritime Industry Authority (MARINA) in enhancing the country's maritime education. PAMI facilitated a series of workshops conducted by CHED and MARINA to enhance the curriculum for maritime education.

Moreover, PAMI intends to further engage its members by organizing a faculty and academic leaders' workshop next year.

"PAMI believes in adapting new pedagogies. One of these is EdTech or Education Technology. We cannot be left behind. I also believe that we should find ways to encourage our experienced seafarers to serve as faculty members of maritime schools. Manglicmot advised, "Being a *marino* is not forever and if you are thinking of another profession, we welcome you in the academe." As the golf tournament concluded during noon, the golfers were made to enjoy a feast of Filipino dishes at the Clubhouse.

Aside from recognizing the winning golfers, minor and major prizes were raffled off.

The following players won the PAMI 2nd Golf Cup:

Special awardees:

Nearest to the Pin: Justiniano dela Cruz (50ft to the pin)

Longest Drive: Matt Quiban (244 yards)

Most Accurate Drive: Matt Quiban (2ft and 4in from the line)

Most Athletic: Mark Anthony Vera

Champions:

Low Gross Champion: Jones Tulod

Low Net Champion: Matt Quiban

Class A Men's Division

Champion: Ronie Quiban

Runner up: Titus Aguilar

Class B Men's Division

Champion: Ian Frayco

Runner up: Kharvic Sitchon

Class C Men's Division

Champion: Rene Manago

Runner up: Toto Miranda

Women's Division

Champion: Kymberly Dune



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 Tel: +63 2 86511911 Mobile: +63 998-869-3586

THE MARITIME LEAGUE EXPO
BEACON 2023

BLUE ECONOMY ANNUAL TRADE AND CONFERENCE

CONFERENCE SCHEDULE

SEPTEMBER 6, 2023 PART 1

OPENING CEREMONY & LAUNCHING OF MANAMO ACTIVITIES



GUEST OF HONOR
HON. JAIME J. BAUTISTA
 SECRETARY, DEPARTMENT OF TRANSPORTATION DOTR



WELCOME REMARKS
VADM EDUARDO MA R. SANTOS AFP (RET)
 CHAIRMAN & PRESIDENT, THE MARITIME LEAGUE



INTRODUCTION OF GUEST OF HONOR
ADMIRAL ARTEMIO M. ABU PCG
 COMMANDANT, PHILIPPINE COAST GUARD



REMARKS & INTRODUCTION OF SPECIAL GUEST
Atty. HERNANI N. FABIA
 ADMINISTRATOR, MARITIME INDUSTRY AUTHORITY



REMARKS AND LAUNCHING OF MANAMO ACTIVITIES
EXEC. SECRETARY LUCAS P. BERSAMIN
 CHAIRMAN, NATIONAL COAST WATCH COUNCIL SECRETARIAT

SEPTEMBER 6, 2023 PART 2

PHILIPPINE MARITIME ADMINISTRATION AND CONFERENCE HOSTED BY MARINA



GUEST OF HONOR
HON. JAIME J. BAUTISTA
 SECRETARY, DEPARTMENT OF TRANSPORTATION DOTR



REMARKS AND INTRODUCTION OF KEY NOTE SPEAKER
Atty. HERNANI N. FABIA
 ADMINISTRATOR, MARITIME INDUSTRY AUTHORITY

SEPTEMBER 7, 2023 PART 1

BLUE ECONOMY: CHALLENGES & OPPORTUNITIES



GUEST OF HONOR & KEYNOTE SPEAKER
HON. MARIA ESPERANZA CHRISTINA G. FRASCO
 SECRETARY OF DEPARTMENT OF TOURISM
"Sustainable Coastal & Maritime Tourism: A Potential Blue Economy Avenue"



WESTERN CENTRAL PACIFIC FISHERIES COMMISSION
RHEA MOSS-CHRISTIAN
 DIRECTOR, WCPPC
"THE ROLE OF THE WCPPC in the Sustainable Blue Economy in the Western and Central Pacific Region"



HIS EXCELLENCY FRANZ-MICHAEL SKJOLD MELLBIND
 AMBASSADOR OF DENMARK TO THE PHILIPPINES
"Net Zero Emissions by 2050 Scenario"



CAPT. JAE JUNG JANG
 CHAIRMAN, UNI GROUP
"Digitization and Decarbonization"



DR. MAXIMO Q. MEJIA JR
 PRESIDENT, WORLD MARITIME UNIVERSITY
BLUE ECONOMY PROGRAMS:
"Best Practices and Challenging Pitfalls from around the world"

SEPTEMBER 7, 2023 PART 2

NETWORKING & AWARDING NIGHT



VADM EDUARDO MA R. SANTOS AFP (RET)
 CHAIRMAN & PRESIDENT, THE MARITIME LEAGUE

SEPTEMBER 8, 2023

MARITIME DEFENSE & SECURITY



GUEST OF HONOR & KEYNOTE SPEAKER
HON. GILBERT C. TEODORO
 SECRETARY, DEPARTMENT OF NATIONAL DEFENSE (DND)



INTRODUCTION OF GUEST OF HONOR
VADM TORIBIO D. ADACI JR PN
 FLAG OFFICER IN-COMMAND PHILIPPINE NAVY



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 AMBASSADOR OF INDONESIA TO THE PHILIPPINES
"EEZ Protection: Indonesian Experience"



HON. JUSTICE ANTONIO CARPIO
 FORMER ASSOCIATE JUSTICE OF THE SUPREME COURT OF THE PHILIPPINES
"Updates on West Philippine Sea"

All details are subject to change

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THEME: PHILIPPINE BLUE ECONOMY INSIGHTS & FORESIGHTS



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