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SEAMAN'S CORNER



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In recognition of the hard works and sacrifices of Filipino seafarers for their families and loved ones that redound to the benefits of the country's progress and development.

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FLASHBACK

In 1960, the government of the Philippines conducted a survey and population was pegged at 27,087,685. Successive surveys were again conducted on 1980 and 1990 which gave the population as 48,098,460 and 60,703,206 respectively. On August 14, 1995, the population was 68,616,536.

The current population of the Philippines is 101,960,070 **as of 25 April 2016**, based on the latest United Nations estimates.

The Philippines population is equivalent to 1.37% of the total world population and is ranked number 12 in the list of countries by population (worldometers population).

SUBJECTS: COVERED BY OUR SEAMAN'S CORNER

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ORIGIN AND GROWTH OF FILIPINO SEAFARING LABOR FORCE

The entry of Filipino seafarers in the global labour market occurs in the context of the following stark realities:

- Huge foreign debt of about US\$ 50 billion.
- Perennial trade deficits (\$ 322 million in by November 2003).
- Widespread poverty (34 percent of population in 2000)
- Relatively low national income per person (\$1,050 per capita in 2003)
- High unemployment (13.7 percent, April 2004)



THE PHILIPPINE LABOR MARKET CONTEXT

The Philippines' labor surplus economy is often acknowledged as one key 'push' factor behind the growth in the number of seafarers, and the Overseas Filipino Workers (OFWs) as well. A population of 84 million, and a relatively high annual population growth rate of 2.3 percent between 1980 - 2000 added a sizeable increment of young job seekers every year, while job creation has not kept pace.

The profile of the Philippine workforce (NSO 2003) shows 22 percent have a college education. Filipino workers are predominantly male (84 percent), with employment concentrated in the rural areas (54 percent). Most are still predominantly employed in agriculture (39 percent) with 23 percent in manufacturing.

Philippine open unemployment remains high, at 10.6 percent in January 2003. In addition, underemployment — officially defined as "those who are employed but still looking for work" changed very slightly

from 16.9 percent in January 2000 to 16.1 percent in January 2003 (NSO 2003). It is estimated that between five to eight million mostly in the Middle East. Labor export is therefore of considerable importance to the national economy. In 2002, an average of 2,748 Filipinos left the country every day for overseas employment.



GROWTH OF THE PHILIPPINES' SEAFARING LABOR FORCE

The records show that the growth of the Philippines seafaring labor force was stimulated mainly by global demand. Domestic shipping in the Philippine archipelago may also have contributed to its development, but the recruitment of seafarers in the global labor market progressed rapidly in the past two decades.

As a result, the requirements of the competitive global shipping industry principally shaped policy for the crewing industry, maritime education institutions and government agencies.

The years from 1986 to 1990 saw a rapid expansion in the Philippine seafaring industry. The number of Filipino seafarers more than doubled, from 52,290 to 111,212. The rate of increase from 1986 to 1990 averaged 16.6 percent every year. Between 1991 and 1995, the number of Philippine seafarers increased but by a slower rate of 8.3 percent. From 1996 to 2000, the number of seafarers still increased, but at a much lower annual rate of 3.7 percent. By 2003, there were 214,691 seafarers deployed through the POEA

This number does not include seafarers who went “through the back door” in various ports in Europe, Southeast Asia and Northern America. However, these numbers are unlikely to be large. Ever tightening border controls and the relative insignificance of localized port-based labor markets mean that opportunities in the ports of the world are limited and diminishing.

The Philippines continues to be the largest supplier of seafarers — both officers and ratings — with 28.1 percent shown in the SIRC 2003 global crew survey, derived from an annual census based on crew lists. This share is consistent with the findings of the SIRC 2000 survey showing the Philippines as supplying 28.5 percent of the total population of seafarers aboard ships engaged in international trade. In the SIRC 2003 survey, 9 percent of Filipinos were employed as senior officers, 19 percent were employed as junior officers, and 72 percent worked as ratings

The other major suppliers of seafarers in the SIRC 2003 survey are: China (6.2 percent); India (5 percent); Indonesia (4 percent); Poland (3.5 percent); Greece (2.8 percent); Turkey (2.5 percent); and Myanmar (2.3 percent) (*Table 1*).

Rank	Country	% of Sample
1	Philippines	28.1
2	Russia	6.8
3	Ukraine	6.3
4	China	6.2
5	India	5
6	Indonesia	4
7	Poland	3.5
8	Greece	2.8
9	Turkey	2.5
10	Myanmar	2.3
	All Top 10	67.5

Source: SIRC Global Seafarers Database, 2003.

Filipino seafarers have become a vital component of the Overseas Filipino Worker (OFW) economy. Remittances from all OFWs are a major source of US dollar earnings, contribute significantly to stabilizing the balance of payments, prevent foreign exchange instability, and

serve as a buffer against drastic devaluations of the peso which could lead to inflation. Politicians refer to OFWs, including seafarers, as the “new heroes” in acknowledgement of their economic role.



PROFILE OF FILIPINO SEAFARERS

The author's survey (Amante 2003) reveals that Filipino seafarers were mostly from the poor maritime areas in the Visayas and Mindanao. They came from large families, and their parents were either fishermen, farmers, or self-employed workers. The choice of a seafaring career was a way out of poverty, with the added attraction of "earning dollars and seeing the world for free", proclaimed by gleeful maritime school brochures.

Parents sacrificed their incomes to pay the \$5,000 tuition and other schooling costs needed for a 4-year program, and even brothers, sisters and other relatives were enlisted financially for help. The cost to complete an officer-level maritime course was about 5 times the average per capita income in the Philippines.

Most seafarers in the sample came from the Bisaya – speaking islands of Cebu, Davao and Bohol (30 percent), the Ilonggo-speaking islands of Panay and Negros (28 percent) and 23 percent from Mindanao, where both Bisaya and Ilonggo are used. These are among the poorest regions of the Philippines. All seafarers said they could speak and understand English, and more than 50 percent said they could read or write it.

Profile of Filipino seafarers

Basic socio-economic characteristics

- Philippine seafarers in this survey were, on average aged 37 years.
- A Bs were aged 34 years,
- Junior officers, 40 years and
- Senior officers, 44 years old.

Age started work at sea and work experience

- The average age of seafarers on their first voyage was 24 years.
- Senior and junior officers first went to sea at 23 years, ratings when 25.
- As one would expect, senior officers had most work experience (17 years), junior officers had 15 years experience, while ratings had nine years experience of working at sea.

Siblings, children and dependents

- Filipino seafarers come from large families, eight persons on average (six siblings, two parents).
- Most are married (73 percent). Those with two children constitute 30 percent of the sample, and those with three children, 25 percent of the sample.
- Seafarers support an average of five dependents, including parents, brothers or sisters, and their children.
- Fifty percent support three to five dependents, while 33 percent support six or more dependents.

Education profile of seafarers

Most seafarer survey respondents had a college degree (55 percent), and 47 percent of them had completed a maritime course — either BS Marine Transport (39.8percent) or BS Marine Engineering program (7.5 percent).

Those who finished an associate level (non-graduate college level) in maritime education were 31.8 percent of the sample.

Seafarers formally enter the labor market through crewing agencies, many of which are foreign owned. Where shipping company owned agencies are almost invariably dedicated to crews for their own ships, the great majority of agencies, including the very largest,

serve many 'owners and managers'. Sources of labor market information on vacancies or new opportunities include relatives, friends, classmates, school officials, and former fellow crew.

Philippine industry leaders and officials continually express the hope that the country maintain its top position, or even further enlarge its share of the global labor market. The conclusions derived from this profile of Philippine global seafarers point to the need to consider socio-cultural sensitivities in their education, training and employment.

Such sensitivity is crucial for the global seafaring industry to achieve work that is more decent for the seafarers.

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REASONS TO START A SEA CAREER

To pursue a career in the seafaring industry is not for the weak and incompetent. It requires specialized skill, rigorous training, hard work, determination and perseverance.

However even if the job of a seafarer is far from easy, it is a rewarding career that offers excellent benefits.

Listed below are some of the things that people pursuing a maritime career enjoys:

High Salary:

The wages that seamen received are relatively higher compared to similar professions that work ashore. This enables most people with shipping jobs and their families to live a comfortable lifestyle. The wages of Filipino seamen working in international shipping companies may be higher compared to most average-income earners in the Philippines.

Save More

Saving money may come easier for seafarers because their expenses are limited onboard. Basic needs such as food and accommodation are already provided. The opportunity to spend is also limited as they are mostly onboard. This gives them an opportunity to grow their savings while they are working.

Tax-free Income

Most people who earn a lot would also have to pay a higher tax rate. This is not the case for the seafarers because their salary is often tax-free.

Rapid Rise in the Career Ladder

A sea officer may not need to wait for so long just to get that much coveted job promotion. With proper working attitude, good work performance and required trainings, there is an opportunity for sea officers to immediately be

promoted to higher ranks such as Captain or Chief Engineer. The new job title also equals an increase in salary and better benefits.

Challenging and exciting work environment

Working for a shipping company is challenging because it allows one to experience a workplace composed of different nationalities. Though life in a ship is not easy, the work environment is exciting and not monotonous as work schedules and challenges may vary depending on the ship's route and weather.

Seafaring is a very lucrative career. It is already a common knowledge around the world since time in memoriam, in biblical times, great northmen of long ago, and endless tales that will make one's heart lurks once he/she heard the great tales of the sea. One's curiosity can lead to other surprising things that awaits eager young men and women in college or universities.

Free Travel Opportunity

Traveling is a worthwhile but expensive recreation. Most seafarers though have the opportunity to tour the world for free. Though they are mostly onboard, various stops of their ship destinations allow them to shortly visit places such as New York, Italy, Los Angeles, London, or Singapore.



CAREER ORIENTATION

"Travel the world free," the encouraging words by our dean of student, who's also a seaman or a sailor before (ranked captain) joining the faculty of our local maritime academy. True enough, having a career as a seafarer can bring you to any loading and discharging ports around the world, without worrying about travel expenses and hotel accommodation.

Filipino parents are often urging their sons and even their daughters to have a career in seafaring. It can also be a cherished ambition of their children. With all the unstable pace of life in the Third World or developing countries, like the Philippines, the most practical way to be well-off or rich in just a short period of time is to be a seafarer.

The usual courses offered in the maritime academy are: nautical engineering, marine engineering, marine architectural engineering and catering. I've fallen on the last course. The first two are four-year courses, the next is five and the last is only one year. Discipline and dedication are two keys that will keep you focus at your goal to finish a maritime course.

There are short courses available for other professionals who want to go onboard ship, especially those who want to work in a passenger ship. Nurses, physical therapists, accountant, doctors are some of professionals who must undergo Basic Safety Courses (BSC) like Fire Fighting, Boat Maneuvering, Maritime English, et cetera before embarking on a commercial ship.

To summarize it, the Philippines occupies more than 20 per cent, the largest number of seafarers who are working onboard commercial vessels around the world. Amid the papermill or the documents necessary to be included as one of the crew in an international vessel, a merchant marine crew or officers of the vessel must be ready to face the perils and rigors of the sea.



THINGS TO REMEMBER AS A SEAFARER

Transporting goods is not as easy as you may think. If you will unload or load cargoes in the United States of America, many paper works are required and should be presented to the charterer of the ship and to the US Coast Guard personnel for approval. This is just a tip of the iceberg.

Safety is observed at all times. Marine environment is very prone to pollution. How many ships are traveling the world today? I don't have an exact count but the number is huge. Unscrupulous officers will tolerate the crew throwing garbage to the sea that can be penalized if caught by the authorities

Piracy is also a threat to all ship owners and seafarers, alike. We can always read nowadays the danger of traveling near the area of Somalia due to rampant ship hijacking. Malacca Strait between Malaysia and Indonesia is also a haven for pirates. Piracy watch is the counteraction of seafarers who happened to pass the location.

Illegal drugs and substances are also a no-no to all seafarers. Many who indulged in illegal trading of drugs lost their bright future by embracing the punishment of being incarcerated or imprisoned for life.

Pornography is also prohibited among seafarers. Authorities of different countries I've visited are very strict about it, especially if it involves children indulging in sexual activities. It can also lead to imprisonment.

It is the responsibility of every seafarer to make the marine environment free from danger due to pollution.

Being a seafarer is not just having a good income but be a vanguard of the sea.

<http://www.seafaring.com/>



TRAINING AND QUALIFICATIONS

Aspiring Filipino Seamen are required to acquire degrees such as Bachelor of Science in Marine Transportation and Bachelor of Science in Marine Engineering or Basic Seaman Course from Maritime Schools.

The Philippines has the world's largest number of maritime education and training institutions.

There are around 80-100 Maritime Schools in the Philippines who offer these degrees. The course had a three-year curriculum composed of classroom instruction and 12-months on-board training. After the course, the candidates will have to take the seaman's state board exam.

There are around 280,000 students who graduate from maritime schools every year. In 1996, it was estimated that there were more than 250,000 Filipino Seafarers. In 2013, that number has been estimated to have increased to about 460,000.

Graduates of the Philippines has recently been audited by the European Maritime Safety Agency (AMSA) for compliance with the STCW Convention. The EMSA audit report will be delivered upon and voted by the European Commission anytime soon.

At stake is the employment of around 80,000 Filipino Seafarers working on EU Flag vessels, or perhaps more practically the 14,000 Filipino Officers on these ships. (06/4/14 – DOTC)

The required seaman training certification is known as the Standards of Training Certification and Watchkeeping (STCW) for Seafarers, and is in accordance with the rules and regulations of the International Maritime Organization (IMO). Professional registration is done through the National Seamen Board (NSB) and the Professional Regulation Commission (PRC).

Now, by virtue of Republic Act 10635, which empowers MARINA to be the single Maritime Administration among all government agencies involved in the training and certification of Seafarers.

Under the law, MARINA is tasked to implement and enforce the 1978 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, as amended.

Also, MARINA is authorized to assume all powers and functions of the Professional Regulations Commission, Commission on Higher Education and Technical Education and Skills Development Authority, Department of Health and National Telecommunication Commission and all matters concerning STCW.

That, there are 78 Maritime Training Institutes duly accredited/recognized by the Maritime Training Council in 2010. While, as of June 2015, the Department of Transportation and Communication – STCW Office of the Maritime Industry Authority (MARINA) have authorized/accredited 116 Maritime Training Institutes ready to transform seafarers into global maritime professionals.



WORLDWIDE POPULATION OF SEAFARERS

There is a continuing shortage of seafarers around the world according to the latest study from the Baltic and International Maritime Council (BIMCO) and the International Shipping Federation (ISF).

In 2010, the worldwide supply of seafarers was estimated at around 624 000 officers while the current demand is reportedly 637 000 [4]. International Journal of New Trends in Arts, Sports & Science Education - 2012, volume 1, issue 3

The important source of officers is OECD countries, but a great number of officers are recruited from the Far East and Eastern Europe. Eastern Europe is a large supplier of seafarers from these countries: Ukraine, Croatia and Latvia. If we take a look at Far East, China is also one of the mayor suppliers of seafarers in the world. But most of them work on the Chinese fleet. Major seafarer supply countries are: Philippines, Indonesia, China, Russia, USA, Japan, and South Korea

China's economy has experienced dramatic growth in the last 30 years. The Chinese shipping industry is one of the fastest developing sectors in the Chinese economy. Its human resource element – seafarers – work on board ships, both nationally and internationally. Although China's seafarer labour export has been growing since the 1990s, it is still lower than the expectation of the international shipping industry and some academics.

Since the late 1990s, articles in trade papers for the maritime industry have reported that China's seafarer export will increase remarkably (Lloyds list, 1998; 2000a; 2000b; 2008). In the academic field, Sharma (2002) predicts that China is going to emerge as the new leader of the global seafaring labour market after evaluating the advantages and drawbacks of China in seafarer export. Wu et al argue for the substantial increase of China's seafarer export by considering the following two aspects. On the one hand, they deem that the emergence of the hundreds of crewing agencies in the market opens new channels for Chinese seafarers to work on board foreign ships (Wu et al, 2007, p15). On the other hand, as a consequence of China's economic reform, the planned employment system in the planned economy period was destroyed, and consequently, freelance seafarers who are not signed to any agencies or shipping companies have emerged in the shipping industry. Therefore, Wu (2003; 2004a; 2004b; 2005; Wu et al. 2006; Wu et al 2007) argues that Chinese seafarers are becoming freelancers, and that they will flood the world's seafarer labour market due to the attractiveness of working in foreign shipping companies (hereinafter referred to as the 'trend theory').

Despite these expectations, the annual export of Chinese seafarers has not increased much since 2000, but has remained at around 40,000 each year (Bao and Liu, 2008, p380). In addition, BIMCO/ISF (1995) estimated that China's seafarer export would increase to more than 89,000 by 2000 and to 104,000 by 2005. However, in 2000

and 2005, there were only 38,164 and 41,260 Chinese seafarers working in the global labour market, representing only 42.8% and 39.7% of the numbers predicted by BIMCO/ISF, 2 respectively.

In 1999, Li and Wonham argued that BIMCO/ISF had underestimated China's export of its seafarers in the 2000s and that it could be the alternative to the Philippines as the largest supplier of global seafaring labour (1999, p299). However, **China's seafarer supply represented around one fourth / fifth of the seafarer export of the Philippines in both the 1990s and the 2000s (Bao and Liu, 2008, p380; Philippine Overseas Employment Administration, 2007 a and b).**

Seafarer Supplier	All Officers %	All Ratings %
Philippines	12.39	21.86
Indonesia	3.84	8.26
China	8.47	5.81
Russia	5.37	4.13
Turkey	5.03	4.03
India	4.87	3.56
USA	4.77	3.26
Japan	4.66	1.48
Korea	2.35	0.85
Canada	1.13	1.22
Malaysia	1.05	1.03
APEC Total	44.03	44.09
World Total	100	100

Fig. 1 Percentage of all officers and ratings from major seafarers suppliers (2010)



CONCLUSION

The worldwide supply of seafarers in 2010 is now estimated to be **624,000 officers** and **747,000 ratings**. (bimco-manpower 2010 update)

The demand for the **world commercial fleets in 2020** was predicted by looking over the world economy in recent years and the number of seafarers in 2020 required for their operation was calculated as the demand for seafarers in 2020.

As a result, "It would be necessary that an additional 32,153 officers and 46,881 ratings would be supplied from 2010 toward 2020."

(This is corresponding to the increase of 7.2% to the supply of seafarers on 2010.)

(IJTASE -2012 Volume 1 Issue3)



STATISTICS

According to the Philippine Overseas Employment Administration (POEA), the Philippines is the world's main supplier of seamen since 1987, making the Philippines the manning capital of the world. While, according to the Department of Labor and Employment of the Philippines (DOLE), around 390,000 Filipino Seamen were on board merchant shipping vessels around the world at any given time.

POEA - OVERSEAS EMPLOYMENT STATISTICS ANNUAL DEPLOYMENT OF FILIPINO SEAFARERS

1985	52,290
1986	54,697
1986	67,042
1987	85,913
1988	103,280
1989	111,212
1990	125,759
1991	136,806
1992	145,758
1993	154,376
1994	165,401
1995	175,469
1996	193,300
1997	196,689
1998	198,324
1999	204,951
2000	209,593
2001	204,951
2002	209,593
2003	216,031
2004	229,002
2005	247,983
2006	274,497
2007	266,553
2008	261,614
2009	297,467
2010	347,150
2011	369,104
2012	366,865
2013	367,166
2014	401,826
2015	389,460

According to the Philippine Overseas Employment Administration (POEA), there are **27,104 registered active vessels** as of 16 June 2015.

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**PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
TOTAL NUMBER OF REGISTERED VESSEL PER YEAR**

2005	2,782
2006	2,790
2007	2,696
2008	2,907
2009	2,656
2010	2,659
2011	2,835
2012	2,413
2013	2,042
2014	2,303
2015	5,542

Currently the POEA has a total of 33,826 accredited/enrolled vessels of all types, covering YR1988-YR2015.

Number of Seafarers by Top Ten Vessel Types: 2009 - 2015

	2009	2010	2011	2012	2013	2014	2015
Total	330,424	347,150	369,104	366,865	367,166	401,826	389,460
Bulk Carrier	62,229	67,247	79,381	75,745	80,649	91,205	91,058
Passenger	61,705	69,298	65,510	66,704	68,863	79,941	77,799
Container	44,276	44,691	47,851	46,831	47,251	46,888	44,984
Tanker	30,459	28,065	29,385	24,977	22,808	26,093	21,189
Oil/Product Tanker	22,366	23,319	26,018	23,055	22,203	22,988	26,357
Chemical Tanker	17,179	19,617	21,475	19,498	19,436	21,690	20,288
General Cargo	14,695	14,740	18,660	15,852	16,884	19,017	16,958
Tugboat	10,347	10,396	8,823	10,580	10,456	11,683	9,780
Pure Car Carrier	7,918	9,091	11,555	9,532	9,772	11,405	10,506
Supply Vessel	5,926	6,559	7,458	7,919	9,739	11,030	10,259
Other Vessel Types	53,324	54,127	52,988	66,172	59,105	59,886	6,621



CONTRIBUTION TO PHILIPPINE ECONOMY

In 2014, there are 398,100 Filipino Seafarers deployed overseas, roughly 35-40 percent of the world's mariners and 60,000 more working in domestic routes. (DOTC)

Filipino Seamen are a major segment of overseas Filipino workers who contributed to the Philippines Economy. Filipino Seamen have been a major source of US dollar remittances to the Philippines.

Annual Remittances of Filipino Seafarers: 1985-2000

YEAR	Remittances in million US Dollars
1985	89.31
1986	108.71
1987	120.48
1988	173.5
1989	217.83
1990	287.67
1991	375.23
1992	445.02
1993	389.28
1994	379.35
1995	210.51
1996	251.24
1997	257.61
1998	274.54
1999	846.2
2000	926.66

Seafarers in this survey reported an average total "all in" monthly pay of US \$1,225.27 and an average employment contract of 9.7 months. Total average income for the whole contract (excluding other payments like extra overtime) is estimated at about \$11,868, of which at least 80 percent or \$9,494 could have been remitted. It is possible that the 209,953 Philippine seafarers contributed approximately \$ 1.99 billion to the Philippine economy in 2002.

The Central Bank of the Philippines, however reported \$1.12 billion in remittances from the seafarers in 2002, or 44 per cent less than what could have been potentially contributed .

Monitoring by the banking system is well known to be inadequate, and banks are commonly unfriendly towards remittances from OFWs, charging high fees and imposing requirements for foreign exchange transactions as if remittances were business transactions. Many Filipino seafarers, like other OFWs do not use banks for all their remittances. Informal remittance channels include trusted fellow seafarers, friends and relatives who frequently act as couriers carrying large amounts of cash.

Assuming the survey's estimate is correct, seafarers' remittances amount to approximately \$1.99 billion. This would represent about 31 percent of the \$6.4 billion total remittances from all Filipinos working overseas. Given that exports in 2002 were valued at \$34 billion, overseas workers' earnings represent some 19 percent of all export earnings, and the earnings of seafarers alone are equivalent to 6 percent of the value of the country's exports.

According to the Trade Union Congress of the Philippines (TUCP), total of financial remittances sent to the Philippines by Overseas Filipino Seamen was US\$2.501 Billion during the first nine months of 2009 (US\$2.393 Billion in 2008).

In a speech during the Commencement exercises of the Philippine Merchant Marine Academy in San Narciso, Zambales, President Aquino said seafarers remitted \$4.34 billion of the \$20.12 billion worth of remittances from overseas Filipino workers in 2011.

From January to November 2013 alone, the Bangko Sentral ng Pilipinas reported that sea-based overseas Filipino workers (OFW's) remitted US\$4.765 Billion to the Philippines, which is equivalent to a whopping Php213 Billion infused into Philippine Economy.

A labor group advised that the value of remittance in **2014** from Filipino Seafarers have reached **US\$ 5.6 billion** amid growing number of deployment abroad. (Pinoy-ofw.com)

While, \$1.9 billion amount of remittances in dollars sent in by sea-based Filipino workers in January to April 2015, up by 5.6 percent from \$1.8 billion during the same period in 2014. (globalnation.inquirer.net)

As of end-November 2015, the cash remitted through banks by sea-based Filipino workers abroad reached \$5.2 billion, the BSP said. (business.inquirer.net)

Number of Seafarers by Top Ten Occupations 2009-2015

	2009	2010	2011	2012	2013	2014	2015
Total	330,424	347,150	369,104	366,865	367,166	401,826	389,460
Able Seaman	45,338	47,864	53,239	50,075	51,537	58,219	56,551
Oiler	27,483	28,523	31,424	28,959	29,730	32,263	30,258
Ordinary Seaman	23,737	24,794	27,999	25,530	26,046	28,437	27,429
Chief Cook	12,651	13,252	14,827	13,914	14,040	15,890	14,984
Second Mate	12,119	12,876	14,189	13,235	13,591	14,873	14,198
Bosun	11,555	12,039	13,621	12,783	13,208	14,645	14,411
Third Engineer	11,307	11,695	12,701	11,855	12,031	13,184	12,619
Messman	10,536	11,238	12,531	11,171	11,146	11,711	11,286
Third Mate	9,857	10,025	11,152	10,275	10,546	11,586	11,278
Waiter/Waitress	8,848	9,864	9,123	9,942	9,426	11,538	10,588
Other Occupation	156,993	164,980	168,298	179,126	175,865	189,480	185,858

Number of Seafarers by Category: 2009 - 2015

	2009	2010	2011	2012	2013	2014	2015
Total	330,424	347,150	369,104	366,865	367,166	401,826	389,460
Officer	78,893	81,761	90,506	84,836	86,636	93,686	90,000
Rating	92,027	124,765	140,681	136,505	139,211	154,963	142,200
Non-Marine	158,808	133,082	136,971	129,822	132,396	151,402	154,512
Others	696	7,542	946	15,702	8,923	1,775	2,748

Total Number of Deployed Seafarers by Top Ten Flags of Registry

	2009	2010	2011	2012	2013	2014	2015
Total	330,424	347,150	369,104	366,865	367,166	401,826	389,460
Panama	67,361	66,523	72,614	67,567	69,297	71,356	67,091
Bahamas	36,054	41,814	42,363	38,942	41,627	50,379	48,068
Liberia	29,796	32,561	39,260	36,912	35,585	35,974	36,233
Marshall Islands	18,068	21,824	24,235	25,795	27,444	32,179	34,703
Malta	14,786	16,971	17,116	17,662	19,249	23,793	24,383
Singapore	15,674	16,417	17,401	19,488	18,820	22,561	22,818
Bermuda	7,620	9,562	12,830	12,621	15,203	16,509	16,691
Norway	11,447	12,136	14,187	11,916	11,877	13,232	10,849
Netherlands	9,281	9,602	10,198	10,644	7,921	12,582	9,889
Italy	8,486	11,927	12,822	11,564	11,865	12,297	12,684
Other Flags Registry	111,851	107,813	106,078	113,754	108,278	110,964	283,409

Number of Seafarers with Contracts Pro –cessed

	2009	2010	2011	2012	2013	2014	2015
Total	330,424	347,150	369,104	366,865	367,166	401,826	519,977
Seabased Workers							



WHY HIRING FILIPINO SEAMEN

We commend our Filipino Seafarers whose efficiency, resiliency, competency and willingness to endure hardship or make sacrifices in the name of the family continually make them the seafarers of choice worldwide. Indeed, they are the source of pride, as they are living testament to the Filipinos' dedication to duty and commitment to excellence.

Filipino crew have good command of the English Language. Every officers and ratings is certificated in compliance with the Standards of Training Certification and Watchkeeping (STCW) for Seafarers.

They are competitive to employ but do not compromise themselves on performance or attitude towards their duties and responsibilities.



UPDATED MAY 2016

PHILIPPINE MANNING AND SEAFARING INDUSTRY EXPRESSES SUPPORT TO DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE) REFORM

In a show of unity and solidarity, stakeholders of the Philippine manning and seafaring industry recently issued a manifesto declaring its full support to the 22-point Platform and Policy Pronouncement on Labor and Employment of President Benigno S. Aquino III, through the Department of Labor and Employment (DOLE).

Led by Eduardo Manese, president of the Philippine Japan Manning Consultative Council (PJMCC) and Capt. Gregorio Oca, president of the Associated Marine Officers & Seamen's Union of the Philippines (AMOSUP), the employer and labor sector industry representatives vowed to continue maintaining the position that **the Philippines is the "Seafaring Capital of the World"** by providing competent seafarers to man the world's fleet of ocean-going vessels.

To always be mindful that Filipino seafarers play a vital role not only in sustaining the Philippine economy, but also in ensuring that the fleet of merchant vessels is able to transport cargo needed for the world trade,"

To continue our program of attracting better students to enter the seafaring profession while working with maritime institutions to improve the quality of graduates in order to expand the number of officers and engineers that will address the current global shortage of officers," it added.

To continue industry's support of providing quality education, skills and upgrading training for Filipino seafarers both through private initiative and through programs that can be provided or sponsored by the Commission on Higher Education (CHED) and Technical Education and Skills Development Authority (TESDA),"

They also commit to support an improved "One Stop Shop" facility for faster and more convenient documentation of overseas workers especially speedy processing of documents like passports (DFA), seaman's book, COP, COC/COE and mandatory training certificates (MARINA), and COP for Steward (TESDA).

The group fully supports the plan to put in place a complete and accurate government data base of information common to all concerned government agencies in order to develop proper strategies, programs and policies that will allow benchmarking with global standards and adjust to specific market conditions.

Source: Labor Communications Office (DOLE)



HOW TO CHOOSE THE RIGHT MANNING AGENCY

When you choose to man your ships via INTERORIENT MARITIME ENTERPRISES, INC., you can be sure that you will only receive the right man for the right job, at the right time.

The reason why we can claim this with confidence is that we have a pool of more than 4000 qualified, trained, experienced, medically fit, certificated and dedicated personnel. Our aim is to provide you with man power that is committed to the safety of the vessel, cargo and crew, working to promote eco-friendly practices and fulfilling their commercial obligations.

A rigorous process of interviews and testing such as Seagull CES 5.0 and Marlins English Test is followed by us not only check for skills and knowledge but to also ensure that each candidate recommended by us is the best fit for you.

What makes us the better Manning agency, We offer the following services;

- Screen seafarers in a manner that fits the ship-owner's needs.
- Ensure that language does not become a stumbling block to working as part of the crew.
- Ensure a pool of potential candidates for a wide variety of ships and sizes, including Bulk, Container, General Cargo, LPG, Oil Tankers and Chemical Tankers.
- Arrange for intensive training, ensuring compliance with STCW Regulations, educating the crew about regulations on the international drug and alcohol policy, provide training and familiarization in accordance with the ISM Code, Anti-Piracy, Drug and Alcohol Policy and the Quality System Policy of the shipping company he is to join.
- 24hrs emergency phone support

It is worthy be noted that our seamen, currently serving onboard are of more than 92% ex-Interiorient crew, almost the highest percentage in the manning market, which means: Crew Loyalty, Quality, Efficiency and Dedication.

The remaining 8% are either qualified officers from other source who have been employed for the first time by us or new graduates who fill the positions of Cadets and Trainees, so they can get trained and enter later on International pool with higher ranks.



WORKFORCE

We have a team of (76) qualified staff, occupying Executive, Managerial and Support level positions. The most of us count more than 20 to 25 years of continuous service with the company, steadily implementing our ambitious goals by empowering and utilizing our abilities, resources and potentials towards the highest standards of strategic and operational excellence.

In 1996, the company's Quality Management System has been certified compliant to ISO 9000 standards, one of the first few Philippine manning company to achieve this feat.

In April 2014, further demonstrating our commitment in providing quality service, we were given Certificate of Compliance on General Labor Standards and Occupational Safety and Health Standards by the Department of Labor and Employment (DOLE).

The Philippine Overseas Employment Administration (POEA) also certifies that the recruitment and placement services provided by **INTERORIENT MARITIME ENTERPRISES, INC.**, comply with the requirements of the Maritime Labor Convention, 2006 of the International Labor Organization (ILO)

Our Mission

To uphold a highly professional service based upon sound and internationally accepted business practice and quality standards

To provide the best employment opportunities, career advancement and welfare of our seamen

Our Vision

To be among the leading manning agencies in the world who are committed to absolute quality

As of **December 31, 2015**, there are **381 active manning agencies** registered at Securities and Exchange Commission (SEC) and licensed by the Philippine Overseas Employment Administration (POEA) for the recruitment and placement of Filipino Seafarers on board ocean going ships.

Since, the first Agency Performance Awards were given in 1984, the POEA has honoured outstanding licensed recruitment agencies that play an integral part in a world-renowned Philippine migration management program.

In 2010, Her Excellency Gloria Macapagal Arroyo has instituted the Presidential Award of Excellence through the Proclamation No. 1519, series of 2008.

The evaluation criteria includes volume and quality of workers/seafarers deployed, technical capabilities, compliance with recruitment rules and regulations, marketing capabilities, presence of welfare programs and human resource development plans, industry leadership and social responsibility.

After more than two decades, a total of 171 agencies consisting of 44 Awardees of Excellence and 127 Top Performers have been conferred the awards.

In 2009, there are 37 agencies awarded for their outstanding performance. Nine (9) land based and ten (10) manning agencies which received the Top Performer Award, while one (1) land based and four (4) manning agencies received the Award of Excellence.

UPDATED MAY 2016

An elite group of four (4) land based agencies and nine (9) manning agencies were conferred the Presidential Award of Excellence

INTERORIENT has been consistently recognized and honoured by the POEA for its exemplary performance in the promotion of employment and welfare of Filipino Seafarers since 1989 and a consistent recipient of an Award of Excellence.

In 2009, **INTERORIENT MARITIME ENTERPRISES, INC.**, made it to the elite group of only nine (9) manning agencies who have received the highest honor and distinction that may be bestowed on a private recruitment agency in the Philippines, the **“PRESIDENTIAL AWARD OF EXCELLENCE”**



TRIVIA

PHIPPINE Seafarers: Fast facts in numbers

- 1 out of 5 seamen in the world is Filipino (OFWGuide.com)
- In 2013, the number of Filipino seafarers in the world is approximately 460,000 in comparison to the 250,000 figure in 1996.
- The total number of OFW's in 2013 is 2.2 million and approximately 21% of them are Seafarers.
- 30% Percentage of Filipino seafarers out of the more than 1.2 million mariners in the world, making the Philippines the manning capital of the world.
- 100 Maritime academies in the Philippines, which produce some 40,000 seafarers each year, according to a 2011 United Nations Conference on Trade and Development (Unctad) report.
- 421 Licensed crewing agents in the Philippines, according to the same Unctad report.
- 107,313 Number of deployed Filipino seafarers working as an able seaman, oiler and ordinary seaman, the positions occupied by most Filipinos overseas.
- The remittances amount of Filipino Seafarers reach up to US\$1Billion and contribute significantly to the national economy
- 2012 Year the county became the 30th member-state of the International Labor Organization to ratify the Maritime Labour Convention of 2006 or the international seafarers' bill of rights. (globalnation.inquirer.net).

