



PRIORITY 6

SUSTAINABLE SURFACE TRANSPORT

MTCP

Maritime Transport Coordination Platform

Contract: 506328

Start: 13th April 2004

End: 12th April 2007

WORK PACKAGE 2.3
MARITIME HUMAN RESOURCES

**Term of Reference study on the Supply & Demand of EU Officers/ Ratings
and Manning Levels (Phase One)**

Document ID: **M23.12.04.051.001B/ToR**
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Contributing to WP/Task: **2.3**

Circulation: **Public**

STUDY ON THE SUPPLY AND DEMAND OF EU OFFICERS/RATINGS AND MANNING LEVELS

I. Introduction/background

Supply and demand

The European Commission addressed the issue of the declining number of EU seafarers and, in particular the shortage of well qualified officers, in its Communication to the Council of Ministers and the European Parliament, adopted in April 2001 (COM(2001)188 final).

This text provided an update on the shortage of seafarers on the basis, in particular, of the 1998 FST and ECSA Joint Study¹. The general interest in the dramatic decline in EU seafarer numbers is also reflected in a number of other studies and research projects, such as the 1996 "Study on the maritime professions in the European Union", the BIMCO/ISF 2000 Manpower Update², the OECD Study on the "Availability and Training of Seafarers" (2003) and the METHAR research project³.

Moreover, in its conclusions on improving the image of Community shipping and attracting young people to the seafaring profession, adopted on 5 June 2003, the Council invited the Commission to continue monitoring the evolution of the training and recruitment of seafarers on the basis of data provided by the Member States.

Against this background, the Commission intends to have an accurate overview of the current seafaring population in the Community and the acceding countries⁴ and bring the supply and demand figures for seafarers up to date.

Manning levels

Manning levels are dictated by the size and operation of the ship, its machinery and trading area. The principle document for defining the number of seafarers required on board a ship is the Safe Manning Certificate which is issued by the flag state upon registration. While many ships use this certificate as the definitive number of crew required, others use it as a minimum guideline and allocate additional crew members as necessary.

Safe manning is internationally governed by the SOLAS Convention and the IMO guidelines on the "Principles of safe manning"⁵. At Community level, Directive 1999/63/EC defines the applicable manning levels for ships registered in the territory of

¹ Joint Study of the Federation of Transport Workers' Unions in the European Union (FST) and the European Community Shipowners' Association (ECSA): "Improving the Employment Opportunities for EU Seafarers: An investigation to Identify Seafarers Training and Education Priorities (1998).

² BIMCO (Baltic and International Maritime Council) / ISF (International Shipping Federation) 2000 Manpower Update – The World-wide Demand for and Supply of Seafarers –April 2000.

³ Research project funded by the European Commission under the Transport RTD Programme of the 4th framework programme).

⁴ The 10 Candidate countries that will accede to the Community as from 1 May 2004.

⁵ IMO Resolution A.890 (21).

a Member State⁶. However, these texts do not impose specific manning levels for the different types of ships, while they simply lay down the obligation of the Parties to ensure that ships are sufficiently, safely and efficiently manned.

Besides, in defining manning levels, the competent administrations have to address certain specific concerns, such as respect of regulations on hours of work/rest and regulations on maritime security, the introduction of new technologies and the new tasks assigned to officers (administrative, managerial).

In this context, the Commission intends to identify the current practices in the Member States and acceding countries as regards manning levels.

II. Work to be performed and objectives

The study should thus:

1. Determine for each individual Member State and Candidate country the following data on the last 4 years:

Supply

- Yearly promotion numbers in the approved national maritime training institutes and number of certificates of competency awarded in compliance with the STCW Convention to officers and ratings;
- Yearly new intakes of officers and ratings to the ships flying the national flag (national ships) and the shore based industry;
- Number of nationals employed as officers or ratings on board national ships (in particular on the basis of the revalidation of certificates of officers) and number of non-nationals employed on these ships (per nationality);
- Number of former seafarers employed by the shipping industry and other shore based maritime related activities⁷;

Demand

- Number of officers and ratings required to man the national ships;
- Number of former seafarers required for employment in the shipping industry and other shore based maritime related activities;

2. Analyse the supply/demand data and determine:

⁶ And which is ordinarily engaged in commercial maritime operations.

⁷ Maritime training and developments organisation, Ship owners/technical and ship management companies, ship owners'/seafarers' organisations, shipbuilders and equipment manufacturers, as well as other supporting shore based activities, such as: flag states, pilotage authorities, insurance, port companies, classification societies.

- The countries that are faced with a deficit in the numbers of officers or ratings and the ones which experience an excess in seafaring skills;
- The impact of declining seafarer numbers on the operation of fleets and skilled shore based maritime functions;
- Forecasts on the growth of the seafaring population;

Manning levels

3. Determine for each individual Member State and Candidate country:

- The minimum manning levels according to national regulations and operating manning levels by ship type (for the last 4 years);
- The forecast as regards alterations in manning levels;
- Identify the major factors that affect manning levels.

III. Methodology

The above data collection and analysis involve interviews with competent administrations, shipping companies and other shore based organisations, professional organisations etc.

IV. Reporting (indicative)

A start up meeting will be held shortly after the signature of the MTCP contract on 16 April 2004. Following this meeting, and within **two weeks** from the signature of the contract, the consultant shall submit a working plan detailing the work to be performed (annotated outline) and the timetable for the completion of the work.

DG TREN will have **two weeks** to assess the content of the study and submit any comments.

- An interim report should be submitted no later than **16 weeks** following the signature of the contract.
DG TREN will have **two weeks** to assess the draft report and submit to the consultant any comments thereon after reception.

- The draft final report should be submitted no later than **20 weeks** after signature of the contract.
DG TREN will have **two weeks** to assess the draft final report.

The final report should be submitted within **2 weeks** following the approval of the draft final report.