



**Minutes of  
The 25th Interim Meeting of the ASA Seafarers Committee  
*Held at Ocean Hotel Shanghai, Shanghai, China  
on Tuesday, 22nd October 2019***

The Agenda and its corresponding Notes were circulated to Committee members and expected attendees on 12<sup>th</sup> September 2019. The revised Agenda and Notes were circulated on 14<sup>th</sup> October 2019.

Mr. HAN Chao, Chairman of the Committee, welcomed and thanked all attendees for attending the interim meeting in Shanghai, China, and presided over the meeting with the assistance of Mr. Zhang Duo, Secretary of the Committee. The meeting commenced at 1400hrs. An attendance list is attached as *Addendum 1*.

At the beginning of the meeting, Mr. Zhang Duo, as instructed by Chairman HAN Chao, announced the ASA Competition Law Competition Statement.

There were no comments or suggestions received on the proposed Agenda. Chairman HAN Chao proposed the adoption of the agenda, which was agreed by all the delegates present.

Before the meeting, the SC Secretariat had received written Association Reports from CSA, FASA-Philippines, FASA-Thailand, HKSOA, JSA and NACS. The Association delegates attending the meeting, based on their respective reports, presented a general introduction to their local seafarer development and other issues relating to the Agenda items.

Mr. Ow Keen Kay, technical manager of ASA, attended the meeting.

The following are the main points of the Association Reports and comments as well as suggestions made during discussion under the Agenda items at the meeting.

**1. Local Seafarer Development**

**1) The Current Situation of Local Seafarers**

**CSA:** As of 31 December 2018, 737,657 people had been registered with China Maritime Safety Administration (MSA) as seafarers, with a year-on-year growth of 4%. Among them, 545,877 are ocean-going seafarers, the other 191,780 are near coastal seafarers. Of all the registered seafarers, 388,372 seafarers hold valid seaman's passports, among them 250,066 are ocean-going and 147,324 are near coastal.

In 2018, there were 226 Seafarer Recruitment and Placement Service institutions in China, the total number of Chinese seafarers assigned to work on board foreign-flagged ships reached 145,922 person-times, with a year-on-year growth of 5.1%. By 31 December 2018, the total number of Chinese seafarers working on board foreign-flagged ships reached 78,245. The number of overseas assignments of Chinese officers increased steadily and accounts for 40.93% of the total. Of these ranks, cooks, stewards and attendants make up the majority. Seafarers serving on board ships flying flags of Hong Kong Special Administrative Region, Panama and Singapore account for 76.09% of the total.

**FASA-Philippines:** The statistical report of the Philippine Overseas Employment Administration (POEA) revealed that the total number of deployed seafarers was 448,102 in 2018 or a decrease of 1361 seafarers deployed in 2018 as compared to 449,463 seafarers deployed in 2017. According to the Maritime Industry Authority (MARINA), in 2018, a total number of 7063 candidates passed the Marine Deck and Engineer Officers Theoretical Examinations.

**FASA-Thailand:** There is oversupply of junior officers in the Thai Market, while there is a shortage of senior officers, due to the fact that the maritime colleges in Thailand are producing more cadets than demanded. However, the situation is improving as many foreign companies are currently recruiting cadets from Thailand. The oversupply of junior officers is also being mitigated by Thai shipowners' efforts to provide more placements on board their vessels and also by Thai maritime colleges' efforts to make the cadets more competitive in the international market. There is also a shortage of qualified tanker officers experienced in international voyages. This is because of the limited number of tanker companies that trade internationally. Most of the tankers that trade in Thailand are of local trade, which limits the experiences of seafarers. This issue is being mitigated by means of simulator training etc.

Thai seafarers generally prefer to sail on Thai shipowners' vessels, this in turn improves the retention rate. The retention rate for Thai Ship shipowners is approximately 95% which means that most of Thai seafarers will serve the same shipowners throughout their seafaring career.

**HKSOA:** As at 31 August 2019, there are 5,035 registered sea-going seafarers on the HK register.

**JSA:** in 2018, the number of ocean-going officers is 1,663 and ratings 430, which generally remain stable compared with the numbers in the previous years. The number of domestic seafarers in 2018 is 28142, which is gradually increasing from 2013. Approximately 50% of domestic seafarers are over 50 years old. It is an urgent matter to secure young seamen.

**NACS:** According to the maritime authorities, the total number of seafarers in employment is 6,228, of them, 78% on board national flag ships, and 22% onboard FOC ships. There is a tendency of increasing female seafarers going to sea, mainly in the Deck Department, 72% of them are Deck Officers. Female seafarers accounts for about 4% of total seafarers employed.

## **2) Local Efforts Being Made on Recruitment, Retention and Training**

**CSA:** The Chinese authorities attaches great importance to the development of the seafaring team. In 2018, the Ministry of Transport continuously strengthened seafarer education and training, examination and certification management. In 2018, China enrolled 17,358 nautical students with an increase of 31.3% than in 2017, of which 16,998 were enrolled by ocean-going seafarer training institutions with a year-on-year growth of 32.8%. In 2018, China carried out competency training courses for 9,284 masters and officers and 27,554 ratings of deck watch, engine watch and electricians. China further carried out special training of passenger ships, tankers, chemical tankers, liquefied gas carriers for 48,294 seafarers as well as certificate revalidation training for 60,426 seafarers. In 2018, 57,366 certificates of competency were issued by China Maritime Safety Administration.

China has continuously introduced new initiatives to enhance government's service capabilities. In 2018, the online application, mobile and on-site self-service terminal application of crew service have been realized, the Tripartite Coordination Mechanism for Maritime Labor Relations also strengthened. Up to now, the China Shipowners' Association has signed the Chinese Crew Collective Bargaining Agreement for 739 vessels, of which 684 are Chinese vessels, 91 are vessels flying the flags of convenience which are owned and/or managed by members of China Shipowners' Association. In 2018, China revised and promulgated the Regulation of the People's Republic of China on Seafarers' Working and Living Conditions on Board, developed the On-board Complaint Procedure, further strengthened the protection of the rights and interests of Seafarers.

**HKSOA:** For the purpose of attracting, recruiting and retaining seafarers, efforts have been made both by the local government and the shipping industry. The Sea-going Training Incentive Scheme (SGTIS) aims to encourage Hong Kong youngsters to take on and complete sea-going training with a view to developing their future careers in the port and maritime support industries. Under the Scheme, a cadet will receive HK\$6,000 per month from the Government during the individual stipulated training period which will qualify him/her to sit for the Class 3 Deck/Engineer Officer Examination. The incentive will be paid in arrears directly to the successful applicants by the Marine Department as a lump sum on completion of each employment contract up to the maximum training period of 18 months for Deck Cadet and 12 months for Engineer Cadet. Starting from 2004 and as at 31st August 2019, 405 Deck Cadets and 152 Engineer Cadets have joined the scheme.

To retain the cadets who have already gained valuable on-board experience on seagoing vessels, and address their needs during their study period for examination on shore, effective from April 2018, SGTIS offers (i) a special monthly subsidy of HK\$3,000 for up to six months to an eligible cadet who is preparing for the Certificate of Competency Class 3 examination on shore; and (ii) HK\$6,000 monthly subsidy to be provided to those cadets who have successfully acquired the Certificate of Competency Class 3 qualification and return to work on board but remain as cadets until they are promoted to rank of officer in charge of a navigational/engineering watch. These enhancements should help encourage young cadets who have gained seafaring experience to remain in the trade and to obtain Certificate of Competency

Class 3 qualification. As at 31st August 2019, 50 participants have enjoyed this enhanced arrangement.

**JSA:** In order to increase the number of competent Japanese seafarers, JSA conducts various public relations activities in collaboration with maritime educational institutes and shipping company. For example, every year since 2008, PR events of National Maritime Colleges are held for junior high school students and their parents, to provide them with knowledge of the features of the Colleges and seafarer job. In addition, since 2015, JSA has been arranging the Maritime events, which include visits on various ships (PTCT, Container, Bulk carrier, Training ships etc.) of associations and companies across the maritime cluster. Those visits target public young generation, especially students under the compulsory education. More than 4,000 people participate every year.

**NACS:** The Ministry of Transportation and Communications (MOTC) holds its national seafarers examinations four times per year. 2,149 persons in total sat the examinations and 467 persons succeeded in the year of 2019, the pass ratio is about 21.73%. About 1,374 students at operational level graduated from three Maritime Education and Training Academies (METs). According to the statistics, the actual number of graduates who will finally remain in the seafarer's market is about 23~26%. As a shortage of local seafarers, foreign seafarers are permitted to serve on board National Flag ships. By Oct. 2019, there are about 755 foreign seafarers serving on board National Flag ships. MOTC is now working on the Mid-Term (2020-2024) Implementation Plan for local Seafarers Development, focusing on strengthening seafarers' education, training and examination systems, upgrading the Seafarers Smart Service Platform so as to promote/improve the service quality, revising and modifying the Seafarer Act and relative Rules, and expanding the seafarer employment market and encouraging more people to invest/join in the maritime industry.

**Mr. Guo Jianliang (CSA):** The BIMCO/ICS Manpower Report in 2015 predicted that there would be a huge increase in demand for marine officers due to the worldwide increase in the size of merchant fleets. China, the biggest supplier of seafarers in the world, ranks top in terms of registered crew, marine labor supply and marine school students. According to the 2018 Chinese Crew Development Report issued by China MSA, by the end of 2018, China had 1,575,200 registered crew, however nearly half of them do not serve on board. It is expected that there will be an increase of officer shortage in the years to come. This is because seafarers' social status is no longer so admirable as before, the ship-shore income gap is no longer as large as before, fewer people will choose seafaring as a life career, which results in low retention rate in shipping companies.

It is my view that, in order to address this current situation, legislation pertaining to seafarers should be perfected, seafarer's personal income tax should be reduced or exempted following the practice of many other maritime States, seafarers' salary and welfare should be increased and a digital crew service platform should be developed to help seafarers acquire management skills from studying past cases.

**Mr. Mr. Augusto Y. Arreza, Jr. (FSA):** The number of Filipino seafarers is also decreasing. This is because maritime profession is no longer so popular among Filipino youths, shipping companies have to recruit future students for the maritime profession. Secondly, there is competition among maritime States, shipping companies can employ seafarers from other countries with lower salaries. Thirdly, now students are not encouraged to follow the footsteps of former generations, some families can afford to send their children to take better courses than maritime profession. Some companies now go to high schools to tell students what the maritime profession is all about, for the purpose of attracting them to take courses of maritime transportation and maritime engineering when going to college.

## **2. ILO Maritime Labour Convention**

### **1) The need and the appropriate ways of obtaining exceptions to the 11 month requirement on seafarers ‘maximum continuous service period on board.**

**FASA-Thailand:** With reference to the maximum continuous sea service period under MLC 2006, some members find that there are crew who are happy to extend beyond 11 months in order to ensure continuity in income. These members consider that if the seafarers and the ship-owners mutually agree to an extension, such extension should be allowed provided Flag administrations provide a dispensation for the same on a case by case basis. In this way we are able to ensure compliance and that the dispensation is not abused.

**Capt. Wang Quanben (CSA):** In recent years, Shipowners have experienced different PSC requirements on the maximum period of seafarers’ continuous service on board, typically 11 months’ limit required by Australia, Singapore. Shipowners and seafarers are becoming more concerned about this issue. According to the survey conducted by the SC Working Group, most of the shipping company respondents and nearly half of the seafarer respondents support the view that competent authorities should allow seafarers to take their leave in a flexible manner.

With respect to this issue, I appreciate and quite agree with the view of ICS: “no maximum period of service on board is stipulated in the Convention. While the ICS understands that Regulation 2.5 clearly outlines the maximum period of service on board following which a seafarer is entitled to repatriation, it considers that the seafarer can decide not to exercise this right. The ICS maintains that seafarers should be able to work beyond the 11-month period ‘if they wish’”. The above view provides opportunities for seafarers with special needs and is good for both seafarers and shipowners.

**Capt. Dominic Bernard Selvan (TSA):** We surveyed Thai shipping companies on the same subject, generally, 90% of them are happy with the 11 month limit, but there are still shipping companies feed-backing that if a shipowner and a seafarer agree to an extension, then extension should be allowed.

**Capt. Zong Xingdong (CSA):** The exceptions provide opportunities for seafarers with special needs, particularly for cadets. Cadets, after graduation from college, need a longer period of continuous service period on board to complete their required sea service on board one ship, because it’s very difficult for them to get onboard several times to obtain their required sea service period. The exceptions are good both for shipowners and for seafarers.

**Capt. Hua-Lung Li (NACS):** I agree that the 11 month limit is not provided in MLC 2006. It is the interpretation of particular countries. We have not encountered this problem in other countries.

## **2) Mental Health of Seafarers**

**Mr. Xin Xiaowei (CSA):** The working and living conditions of seafarers have an adverse effect on seafarer's psychological health. In order to maintain the healthy development of shipping, due attention should be paid to the mental and physical health of seafarers. For this purpose, it is my personal view that psychological testing and assessment shall be carried out for seafarers at regular intervals, recreational activities on ship, internet connection with their families, shore leave as well as short service period on board should be arranged for seafarers.

## **3) Other issues experienced in implementation of the Convention**

**NACS:** The occupational safety and health, labor protection, social insurance and medical system in Taiwan has been implemented smoothly for years. The implementation of MLC amendments relating to the financial securities for occupational death, personal injury and abandonment of seafarers, is not the problem to local shipowners due to the full cover by Labor law, Social Insurance and National Medical Care systems.

**HKSOA:** MLC ratification had been extended to the Hong Kong Special Administrative Region (HKSAR), China, on 20 December 2018. Local legislation has been effective at the same time. The implementation of the MLC, 2006 in Hong Kong SAR is considered of particular importance given that the total merchant fleet registered under its flag is among the most important worldwide, representing more than 128 million gross tonnage (GT). Hong Kong is also one of the largest global ports in terms of total cargo and container volume. In year 2019, two Hong Kong registered ships have been detained at Belgium and Australia due to noncompliance with MLC, 2006 Title 2 Regulation 2.2 and the Seafarer Employment Agreement (SEA), the members of the crew had not been paid monthly. At the same time, HKMD has enhanced shipowner/manager education to address the issue through issuing circular letters, conducting seminars, visiting ship management companies, and etc.

## **3. STCW 2010**

**HKSOA:** The Government of the Hong Kong Special Administrative Region (HKSAR) has revised the local legislation to implement the STCW 2010 Manila Amendments in HKSAR. Besides modification of the regulations, new areas such as prevention of unsafe alcohol use, format of medical fitness certificate, issuance of Certificate of Proficiency, training for service on ships subjected to new grades of "Able Seafarer Engine, Electro-technical Rating, Electro-technical Officer", operating in polar waters and using low-flashpoint fuels, have been incorporated into the legislation. Up to 31st August 2019, a total number of 1,941 certificates of proficiency had been issued. Furthermore, all approved/recognized Higher Diploma or Diploma or Degree courses offered by the approved institution had been reviewed to ensure fully compliance with STCW 2010.

**JSA:** According to the mandatory minimum requirement for the training and qualifications of masters, officers, ratings and other personnel on ships subject to the IGF Code, MLIT (Ministry

of Land, Infrastructure and Transport) amended Japanese law in 2017, and established basic and advanced training courses for seafarers serving on board ships subject to the IGF Code. These approved trainings have already been started in Marine Technical College in Japan.

**NACS:** Lack of experiences, inadequate risk awareness and failure to comply with safety procedures often result in accidents/casualties, which always cause serious losses. Collision, grounding and aground cases caused by over reliance on ECDIS, AIS and failure to pay attention to proper lookout. Training for seafarers should be focusing more on practical shipboard operations. To enhance ship operation safety, in addition to STCW Code, human element should be considered properly as per practice and together with other training courses.

**FASA-Thailand:** Training today is all governed by STCW 2010 but we recognize that this is the basics required and in order to have qualified crew, we need to do more to address the gaps in competency as it is really an issue. Hence, we look at better training to improve the skills and competencies of our seafarers especially better developmental training. Simulator training and hands-on practical training are always better than theoretical training, so this is what we emphasize. We work together with the maritime colleges to address the issues or shortcomings that we have identified through audits and interaction with the vessels.

**Mr. Gilbert Feng (HKSOA):** There are a lot of difficulties and problems experienced by HKSOA member companies with the STCW Convention. There is an industry appeal to the comprehensive review of the STCW Convention because it is outdated in some areas, and it's not fit for its purposes, especially with regard to the increase of automation in the industry. The Committee is suggested to echo the industry's appeal to the comprehensive review of the STCW Convention so that it can answer the current needs of the shipping industry.

**Mr. Zhang Duo (SC Secretary):** A resolution was adopted in 2010 in Manila saying that the STCW Convention should be comprehensively reviewed every ten years. By next year, the Convention will be ten years old, so ICS submitted a proposal to the sixth session of the Sub-Committee on Human Element, Training and Watch-keeping early this year proposing such a review. The Seafarers' Committee will participate in the discussions on the update of the Convention to echo our concerns, taking into account the new development of technology, and the needs of member companies and seafarers.

#### **4. Automation and Digitalization**

**FASA-Thailand:** As technology keeps improving so does automation and digitalization, and this has a direct impact on seafarers. Seafarers today need to be computer savvy to navigate through the various programs that are provided by ship owners to ensure that information is updated correctly and in real time. Seafarers need familiarization and training in order to handle any new automation that is placed on board. There should always be a ramp up plan for the implementation of any new program or equipment in order to ensure crew are able to practice the usage and familiarize themselves with the new programs or equipment. This will enable them to ensure the integrity of the data provided from the ship and improve efficiency.

**Capt. Dominic Bernard Selvan (TSA):** During the previous years when there was no internet connections onboard, people used to gather together, sit down together face to face, to interact

with each other. Today, when seafarers finish their watches, they get back to their cabins, sitting down with their own equipment and videos. Then there is no interaction between people, there's no sharing of feelings and views with each other. One important issue we need to address is identification of depression. Seafarers are not expert, they need to get some sort of training so they can identify the signs of depression.

**Mr. Gilbert Feng (HKSOA):** I agree with the above view. Internet access sometimes cause mental pressure. There is disadvantage in uncontrolled free access to internet onboard. The conclusion reached at a forum last year is that access to internet should be directed and regulated to avoid causing mental pressure on seafarers.

**Mr. Liu Xing, Chief engineer officer (CSA):** While shipping industry was originally at the core of the ecological chain of digitalization, if shipping industry lags behind the trend, shipping industry will face the threats of marginalization. However, the ability of the present seafarers can no longer keep up with the pace of digitalization. Therefore, we need to create a digital intelligent seafarer platform using cloud computing, internet of things, blockchain and maritime satellite communication technology as the foundation, making a wide range of connections between the enterprises and the seafarers, ships and seafarers and the seafarers and seafarers. With the platform, shipowners are able to quickly recruit suitable seafarers, seafarers quickly become industry experts. On the other hand, blockchain technology is very suitable for storing seafarers' certificates, training records and other data. Based on these reliable data, the platform can quickly make accurate matching between ships and competent seafarers through big data and AI intelligent algorithm. The expert system can integrate the previous experience with structured or semi-structured data. When seafarers encounter problems while working on board, the expert system, combined with AI technology, can provide corresponding solutions rapidly and precisely, so as to help them better complete their work.

**Mr. Zhou Yi, Chief engineer (CSA):** In recent years, with the development and progress of science and technology, more and more advanced automation and digital technology are used in the field of shipping. The application of these advanced technologies reduces human error risks. At the same time, more ship system components can realize internet access, which makes it convenient for shipping companies understand the ship conditions in time, collect ship data, analyze and evaluate through big data platform, reduce the operating cost of ships, improve the efficiency of ship operations. However, automation and digital technology not only bring convenience to the crew, but also make the crew face new challenges. In the future, seafarers will perform fewer operational tasks and more digital tasks, especially in the areas of operational monitoring and system management, which may mean that the overall manning will be reduced and that high-quality technical crew will be more popular. Therefore, it is my view that the STCW Convention needs to be updated in terms of its training and competency standards, so that seafarers' skills in automation and digitization can be improved.

**Capt. Wang Quanben (CSA):** The automation and digitalization are the trend of the times, the seafarers should be aware of the new technologies applied in navigation and adapt themselves to the trend of the times.



## **5. Internet Access on Board**

### **1) Internet access on board as welfare for seafarers**

**FASA-Thailand:** Most of the ships in Thailand do not subscribe to internet access for the crew as most of the vessel sail within Asia and they are able to obtain internet facilities via their mobile facilities.

**Capt. Qin Jiangping (CSA):** Today, young people, including young seafarers, cannot live without internet connection. Recently, a new development affecting seafarers which is called VSAT, a wireless network technology that enables seafarers onboard linking to their families almost without location and time limitation. Most of our container ships now have begun to install VSAT device on board. When there is potential for growth in the number of VSAT on board, the numbers of seafarers benefiting from the technology would increase. However, it poses challenges. With internet access, it is very easy to get addicted to social media just like on land. Therefore, we need management and regulation on internet access, for it be of wellbeing and betterment for crew on board.

**Capt. Yan Xiaobo (CSA):** Some delegates just suggested to raise salaries in order to attract youngsters to take the maritime profession. It is my opinion that salary is only one side. On the other side, young seafarers ask what equipment is equipped on board your vessel. If no internet connection, they would not join the ship. So shipowners should first of all equip their ships with such equipment, then carry out good management.

**Capt. Hua-Lung Li (NACS):** Our company allow our crew to communicate with their families, but only through text message. Transmission of pictures and videos are limited. Some seafarers experienced difficulties in communicating with their families because use of certain apps is limited. Authorities should not limit the use of the apps.

**Capt. Qin Jiangping (CSA):** VSAT should be equipped, but it should be equipped only in public areas on board such as in the mess room so that seafarers are encouraged to get out of their cabins, and to have opportunities to communicate face to face with each other. In this way, seafarers can release their pressure. We need control, guidance and training on the use of the internet connection.

### **2) Seafarers' awareness of the cyber risks associated with internet access on board**

**FASA-Thailand:** Seafarers have been made well aware of the cyber risk via various means, such as through the use of CBTs computer based training that provide them with informative videos and interactive sessions to enhance their awareness, through the company's procedures – mainly the cyber security procedure, or through regular trainings conducted by the office IT superintendents regarding steps taken to mitigate the risk such as USB Blockers, banning the use of personal hard drives and USB sticks and etc.

**Mr. Zhang Duo (SC Secretary):** In 2017, an IMO resolution was adopted providing that cyber security measures should be incorporated into the shipboard safety management system. So, we need to pay due attention to the new requirements.

## **6. Gender equality in shipping**

**FASA-Thailand:** In Thailand, though we emphasize gender equality, we find that not many females would like to join shipping as a career. In the entire pool of Thai seafarers, we find that we have less than 20 female officers and ratings in this profession. Thai females generally prefer to stay close to home. This is the current situation, even though there is a push by maritime colleges to increase the number of female cadets, this has not improved the situation.

**Mr. Gilbert Feng (HKSOA):** In respect of gender equality in shipping, it is an encouraging situation in Hong Kong. The former HKSOA Chairman is a lady, the current managing director of HKSOA is also a lady. In September of 2019, Hong Kong got its first lady marine chief engineer officer. Seven years ago, Hong Kong got its first lady shipmaster.

**Capt. Lv Hongzhi (CSA):** The theme of world seafarers' day this year is "I am on board with gender equality". I think there are two main reasons behind the theme. Firstly, women's rights in shipping and maritime fields need to be maintained, secondly, the "single-sex society" on board needs to be changed. To promote female seafarers' involvement in shipping, it is my opinion that cooperation between colleges and enterprises should be strengthened to enroll more female cadets, management experiences should be learned from passenger and cruise ships regarding recruitment, training and onboard management of female seafarers. Finally, I would like to propose the establishment of a Women Seafarers Union.

**Mr. Wang Lianrong (CSA):** Last year, COSCO SHIPPING Seafarer Management Company Qingdao Branch recruited three female students majoring marine navigation, serving on board ferry ships plying between China and the Republic of Korea. They are now doing well. This indicates that some female students have the intention to work on board after graduation, that there are still difficulties for female students to be recruited, and that it is slightly easier for the female deck officers and deck ratings to be recruited than their engine room counterparts. The main reasons preventing female seafarers from going to sea include traditional misunderstandings, lack of social and family support, reluctance on the part of shipping companies to employ female seafarers, and lack of an organization dedicated to the welfare and interests of women seafarers.

**Capt. Akihiro Fujimaru (JSA):** In Japan most shipping companies have recruited some female seafarers to serve on board. There is female shipmaster working in K-line, who is married and has a boy. What is concerned for shipowners to employ female seafarers is that, after female seafarers get married and have a baby, usually they would not return to the sea. Shipping companies need to have systems in place to facilitate their continuation of seafaring after getting married and having a baby.

**Capt. Chia-Tien Tun (NACS):** Our company started to recruit female seafarers about ten years ago. Nowadays, we have about 50 female seafarers on board, many of them are deck officers.

**Capt. Hua-Lung Li (NACS):** The problem with female seafarers is that when they rotate to work ashore for a while, particularly after they get married or have a baby, they would be reluctant to go to sea again.

**Capt. Li Erquan (CSA):** I agree with this proposal. It is important to create a social/enterprise atmosphere that females are welcome to work on board. The owners should provide adequate

convenience to ensure decent working and living conditions on board for female seafarers. We are looking forward to seeing more and more female seafarers working on board.

## **7. Any Other Business - Seafarers Facilitation**

**FASA-Philippines:** The Philippines' Maritime Industry Authority (MARINA) has issued Memorandum Circular 2019-01 for the issuance of the SID in compliance with ILO Convention 185. MARINA has started to issue SID in July 1st, 2019. Our Department of Foreign Affairs will be informing all Members States of the International Maritime Organization (IMO) and the International Labor Organization (ILO) that have ratified ILO Convention 185 about this development. Hopefully, the Philippines' compliance and issuance of SID for Filipino seafarers will facilitate the entry of Filipino seafarers into other Members States when joining ships or disembarking from them without the need for a visa.

**HKSOA:** IMO resolution on fair treatment of crew members in respect of shore leave and access to shore-side facilities has been well implemented in HKSAR. On the other hand, HK Marine Department does not prohibit shore leave for seafarers as long as consent is granted from the employer and proper formalities are made with the immigration department. The above measures have facilitated shore leave of all seafarers on ships visiting Hong Kong. Shore leave facilities such as accommodation, entertainment facilities are managed by Hong Kong Mariners Club which is also available for seafarers visiting Hong Kong. Hong Kong shipping companies, however, are facing difficulties in some Chinese ports when owners are arranging seafarers signing off there. Transit visas are impossible in some ports due to the fact there are no visa offices available there and it usually takes around one week for visa granting which causes delay to ships.

## **8. Next Meeting**

**SC Chairman HAN Chao** advised that, the venue and time for the next interim meeting would be decided at the SC morning session during 29<sup>th</sup> ASA General Meeting to be held in May of 2020 in Darwin, Australia, but before that, member Associations are always welcome to apply to host the next SC interim meeting.

At the end of the meeting, **Mr. Ow Keen Kay**, ASA Technical Manager, invited by SC Chairman Han Chao, made a brief speech, stressing the importance of seafarers' preparedness to guard against piracy and armed robbery. Mr. Ow particularly mentioned the new FR/UK Centre, called Marine Domain Awareness for Trade – Gulf of Guinea (MDAT-GoG), which commenced operations from June 2016. In order to reduce response time to alert the local authorities and vessels in the vicinity, mariners are encouraged to call the dedicated telephone number: +33(0)2 98 22 88 88, provided by MDAT-GoG.

After **Mr. Ow's** speech, **SC Chairman Han Chao** declared the interim meeting was closed.

## Addendum 1

### Delegation List

No	Name in Full (Title in SC)	Association & Title in the Association		Company & Title
1	Mr. Ow Keen Kay	ASA	Technical Manager	N/A
2	Mr. Han Chao	CSA	ASA SC Chairman	Executive Vice President COSCO Shipping Seafarer Management Co., Ltd.
3	Mr. Zhang Duo	CSA	ASA SC Secretary	Professor COSCO Shipping Training Centre
4	Mr. Atty. Augusto Y. Arreza, Jr.	FASA- PHILIPPINES	Executive Director	Executive Director Filipino Shipowners Association
5	Capt. Dominic Bernard Selvan	FASA- THAILAND	Member	Manager – Crewing And Marin Training Tipco Maritime Company
6	Capt. Bowonsak Somchitskul	FASA- THAILAND	Member	Managing Director T.I.M. Ship Management Co., Ltd.
7	Mr. Gilbert Feng	HKSOA	Deputy Director	N/A
8	Capt. Akihiro Fujimaru	JSA	Chairman of Labor Affairs Sub- Committee	General Manager Kawasaki Kisen Kaisha, Ltd
9	Ms. Hikari Kunishio	JSA	N/A	N/A
10	Capt. Hua-Lung Li	NACS	Vice Chairman Seafarers Committee	Junior Vice President, Evergreen Marine Corp. (Taiwan) Ltd.
11	Capt. Chia-Tien Tun	NACS	Convener Of SC	Vice President Yang Ming Marine Transport Corp.
12	Mr. Zhao Qingfeng	CSA	Director	N/A
13	Mr. Wang Xinquan	CSA	Director of CSA SC	Vice President, COSCO Shipping Seafarer Management Co., Ltd.
14	Capt. Yan Xiaobo	CSA	Vice Director of CSA SC	General Manager, China Marine & Seamen Service Corporation
15	Mr. Leng Jingbo	CSA	N/A	Senior Manager Seafarer Management Dept. COSCO Shipping
16	Capt. Qin Jiangping	CSA	N/A	General Manager, Shanghai Ocean Shipping Co., Ltd
17	Capt. Sun Yangang	CSA	N/A	General Manager, HR Dept., COSCO Shipping Seafarer Management Co., Ltd.
18	Mr. Guo Jianliang	CSA	N/A	General Manager, COSCO Shipping Seafarer Management Co., Ltd. Shanghai Branch
19	Mr. Lin Chuanbin	CSA	N/A	Vice General Manager, COSCO Shipping Seafarer Management Co., Ltd. Shenzhen Branch

20	Capt. Wang Lianrong	CSA	N/A	Vice General Manager, COSCO Shipping Seafarer Management Co., Ltd. Qingdao Branch
21	Mr. Wang Yue	CSA	N/A	Manager Of Talent Development Section, COSCO Shipping Seafarer Management Co., Ltd.
22	Capt. Wang Quanben	CSA	N/A	Manager Of Crew Integrated Management Section, COSCO Shipping Seafarer Management Co., Ltd.
23	Capt. Sun Lin	CSA	N/A	Deputy Manager Of Crew Dept., COSCO Shipping Seafarer Management Co., Ltd. Dalian Branch
24	Capt. Lv Hongzhi	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Tianjin Branch
25	Mr. Liu Xing	CSA	N/A	Chief Engineer, COSCO Shipping Seafarer Management Co., Ltd. Shanghai Branch
26	Mr. Zhou Yi	CSA	N/A	Chief Engineer, COSCO Shipping Seafarer Management Co., Ltd. Shanghai Branch
27	Capt. Zong Xingdong	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Shanghai Branch
28	Capt. Li Erquan	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Guangzhou Branch
29	Capt. Song Qihua	CSA	N/A	Captain, COSCO SHIPPING Seafarer Management Co., Ltd. Guangzhou Branch
30	Capt. Pu Lianjun	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Dalian Branch
31	Capt. Wang Shengdong	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Dalian Branch
32	Mr. Xin Xiaowei	CSA	N/A	Chief Engineer, COSCO Shipping Seafarer Management Co., Ltd. Tianjin Branch
33	Capt. Ma Jianzhong	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Qingdao Branch
34	Mr. Ye Hongcai	CSA	N/A	Chief Engineer, COSCO Shipping Seafarer Management Co., Ltd. Qingdao Branch
35	Capt. Gong Yangfeng	CSA	N/A	Captain, COSCO Shipping Seafarer Management Co., Ltd. Shenzhen Branch
36	Mr. Song Zijie	CSA	N/A	Chief Engineer, COSCO Shipping Seafarer Management Co., Ltd. Shenzhen Branch
37	Capt. Liu Yue	CSA	N/A	Captain China Marine & Seaman Service Corp. ( Mases – COSCOMan )
38	Capt. Miao Jiquan	CSA	N/A	Captain China Marine & Seaman Service Corp. ( Mases – COSCOMan )