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## Job security awareness in relation to job continuity for seafarers sailing on international ships

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**WORLD MARITIME UNIVERSITY**

Malmö, Sweden

**JOB SECURITY AWARENESS IN RELATION  
TO JOB CONTINUITY FOR SEAFARERS  
SAILING ON INTERNATIONAL SHIPS**

By

**JIHYEON GINA KIM**

**Republic of Korea**

A dissertation submitted to the World Maritime University in partial  
fulfilment of the requirements for the award of the degree of

**MASTER OF SCIENCE**

**In**

**MARITIME AFFAIRS**

**(MARITIME EDUCATION AND TRAINING)**

2017

## DECLARATION

I certify that all the material in this dissertation that is not my own work has been identified, and that no material is included for which a degree has previously been conferred on me.

The contents of this dissertation reflect my own personal views, and are not necessarily endorsed by the University.

(Signature):

  
.....  
(Jihyeon Giza Kim)

(Date):

.....  
19. 09. 2017  
.....

**Supervised by: Dr. Lisa Froholdt**

**World Maritime University**

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## ABSTRACT

Title of Dissertation: **Job Security Awareness in Relation to Job Continuity for Seafarers Sailing on International Ships**

Degree: **MSc**

This dissertation is about the perceptions of the world seafarers, who are sailing on international ships, of job security in relation to job continuity.

There are leading trends that have influenced the structure of global maritime employment worldwide; 1) globalization, 2) technological development, 3) intensification, and 4) flexicurity. Shipping, in the contemporary era, has a significant impact on the global and national economy, the global community, society, culture, and education and training. Therefore, it makes sense to evaluate the current maritime labor market, and envisage the appropriate future maritime employment environment.

The purpose of this dissertation is to present the international seafarers' perceptions of job security in relation to job continuity, address the significance of job continuity to job security, and finally foster the global attention to the matter.

Triangulated approach was applied to enhance the validity of the results. Non-reactive research included reviewing the existing international legal instruments, and the previous studies regarding improving employment conditions. Reactive research encompassed quantitative and qualitative research: surveys and interviews.

ILO Convention No. 145 was integrated into MLC, 2006 Regulation 2.8 with the addition of areas associated with skill and career development, and emphasis on the competence of the individual. However, the ambiguity, and non-mandated statements need to be observed and improved. On the other hand, according to the survey results, slightly more than half the seafarers generally perceived their jobs as secured. When it comes to the termination of the current contracts, a majority have to search for jobs via individual approach to manning agencies, and by human networks predominantly. Job continuity was selected as one of the burdens that seafarers have in continuing their career at sea; as significant as salary. Besides, job continuity was considered to be the most important prerequisite for seafarers' career development. There were no significant correlations between nationalities and perceptions of job security, or nationalities and job continuity. However, there were negative correlations between experience and job continuity as well as rank and job continuity.

In conclusion, the effectiveness of MLC, 2006 Regulation 2.8 needs to be evaluated by reflecting the global trends, and the diversities of ranks and experience. Furthermore, considering the benefit from the secure individual career development to the industry, the seafarers' career development path model was introduced, and the further research on RIR loop was recommended. Finally, universal robust employment regimes that enhance seafarers' job continuity should be developed. This research stands as a leverage for the world attention to seafarers' job continuity.

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## LIST OF ABBREVIATIONS

ASA	Attraction-Selection-Attrition
BIMCO	Baltic and International Maritime Council
CPS	Career Pattern Study
FTC	Fixed-Term Contract
ICS	International Chamber of Shipping
ILO	International Labour Organization
IMO	International Maritime Organization
ITF	International Transport Worker's Federation
METI	Maritime Education and Training Institutions
MLC, 2006	Maritime Labour Convention 2006, as amended
PGA	Participatory Gender Audit
RIR	Retention – Interruption – Re-entry
SAR	Search And Rescue
STC	Special Tripartite Committee
STCW	The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers
UNCTAD	The United Nations Conference on Trade and Development
UNCTAD STAT	The United Nations Conference on Trade and Development Statistics

# 1 INTRODUCTION

## 1.1 Background

How a seafarer initiates his or her career in the maritime field differs individually. However, some prevalent reasons are the relatively high salary in comparison to ashore jobs, inheritance of family business or family legacy, impartial opportunities for everyone to start the career regardless of any specific background, chances for early acquisition of responsibility, the charm of adventure in the light of chances to travel around the world, rapid career development path regarding promotion, and opportunities to work and live in a multicultural environment since the emergence of open registry (Alderton, 2004). However, there are also disadvantages seafarers encounter. According to research by Raunek (2016), the common reasons for seafarers' determination to change their careers at sea are the unsettled lifestyle, particularly after marriages, the isolation from the society, demanding physical workload, the conflict between social and professional lives derived from politics onboard, possible dangers on the open seas, medical issues, criminalization and, last but not least, the insecurity of higher remuneration and unstable career continuity which became worse as a result of the world economic depression. There are, however, reasons for them to be at sea. In reality, most global seafarers from developing countries have no choice but to continue staying in this field for relatively high salary so that they can remit the majority of their income back home where the entire family economy is depending on them.

Seafarers' unrecognized contribution to the country and the world is enormous. For instance, in 2014, Filipino seafarers contributed to the national economy by remitting 5.5 billion US dollars to their home country (Richter, 2016). Seafarers are the core

resources in the global marine industry, including the maritime and fisheries, in areas such as navigating, controlling and monitoring the safe vessel operation, and handling cargo for 90 per cent of the world trade (Asarioti, R et al., 2016) and fishing. Seafarers have been greatly appreciated for their experience and knowledge in safety management, passenger ship management and advisory for marine accident tribunals. In addition, they play important roles in navies and coast guards and contribute to the national ocean security (Park, 2016). In cases of marine accidents, seafarers render assistance in search and rescue (SAR). Paradoxically, they are not recognized for what they have been dedicating to the world by working in an extreme working environment and being secluded from the world. This is because the maritime industry has focused mainly on economic benefits, technological development and more efficient operation on board (Alderton, 2004), not considering the importance of working and living conditions for seafarers.

Seafaring is one of the occupations that is directly influenced by global circumstances such as the rapid development in technologies, the economic circumstances, political tensions between countries at the seas as well as on land, and the environmental changes (Asarioti, R et al., 2016). The current worldwide trend in maritime technology puts significant focus on the automation of ships (Hatfield, M. R., Smith, H. R., Holder, L. A., & Taylor, A. R., 1975). A considerable number of research and experiments have been being conducted mainly for ship owners and shipping companies aiming to reduce part of operation costs, particularly manning. In reflection of this trend, the number of crew members on board has been reduced in the engine room, bridge, deck and galley, in other words all possible parts of ships (King, 2000). Without a large number of workers, it seems to be possible to manage multiple tasks efficiently. It is possible to substitute seafarers with the developed technology (Tucker, 2016). Moreover, one of the leading research in maritime technology is 'unmanned ships' that literally seems to be 'no need for seafarers anymore' (Intelligence, S., n.d.). If there are no job vacancies, what is the point of staying in the seafaring industry? However, the experts say, the complete unmanned ship would take significant time to be publicly utilized. In addition, developing and designing optimum curricula in maritime education and training regarding new technologies would turn the table around and provide more new types of job opportunities. It is time for us to prepare

for the new paradigm of seafarers' careers, not only their competencies but also protection for their basic rights as employees.

Since the world economic recession in 2008, security and continuity for the current career in the sense of long-term stable career have been raised as big concerns for the world population. The world population is estimated at 7.5 billion in 2015 and the growth is continuing (Population Reference Bureau, 2017). Amongst the 7.5 billion, the age range that is defined to be the working age-group is from 15 to 64 (OECD, 2017). The working group of the whole population is estimated at 66 per cent in 2016 (The World Bank Group, 2017). According to the given data, the working population around the world is 4.88 billion (OECD, 2017). Amongst the 4.88 billion, the supply of seafarers around the world is estimated at 1,647,500 in 2016. (BIMCO/ICS, 2016). In other words, 0.03 per cent of the world working population participate in the maritime industry as seafarers in international commercial vessels. The estimated number of merchant ships has exceeded 50,420 in January 2015 (President, B. S., 2015) and the number is predicted to be increased more taking into account the more globalized world trade. According to UNCTAD STAT (2017, June 21), the total global gross tonnage of ship building in 2016 was estimated at 66,256,634. In other words, despite the unstable world economy, the seaborne trade is still an essential sector. Therefore, the shipping industry demands sufficient manpower in ships. Besides, there is a shortage of officers by 16,500 and a surplus of 119,000 ratings in 2016. The prediction is a further shortage of officers by a number of 147,500 by 2025, notwithstanding the current endeavor regarding training, which aims to produce competent seafarers complying to STCW 78, as amended, and minimizing the wastage of seafarers' recruitments (BIMCO/ICS, 2016). There are more types of ships other than commercial vessels, such as fisheries ships, passenger vessels, ferries and service vessels, for example tugboats. As a result, the global shipping industry still needs more human resources, not only officers but the ratings, who are to be the future officers, to be employed so as to satisfy the demand. Therefore, the sufficient research and creation of a robust framework for seafarers' recruitment are deemed to be important.

Previously, under the circumstance of low employment rates, creating more jobs was highlighted (Eurofound, 2002). However, in the contemporary market situation for

seafarers regarding demand and supply, the industry has started to recognize the essence of the quality of jobs. The importance of job security was elaborated by Herzberg's two-factor theory. The indicators that influence job satisfaction, which are presented in Figure 1, are divided into motivation and hygiene factors. Job security along with company policy, administration, working conditions and salary underlie hygiene factors which drive job dissatisfaction that can affect overall an individual's satisfaction with his or her job (Alshmemri, Shahwan-Akl, & Maude, 2017). Octaviannand, Pandjaitan, and Kuswanto (2017) evaluated the significant impact of job satisfaction and motivation on employee performance.

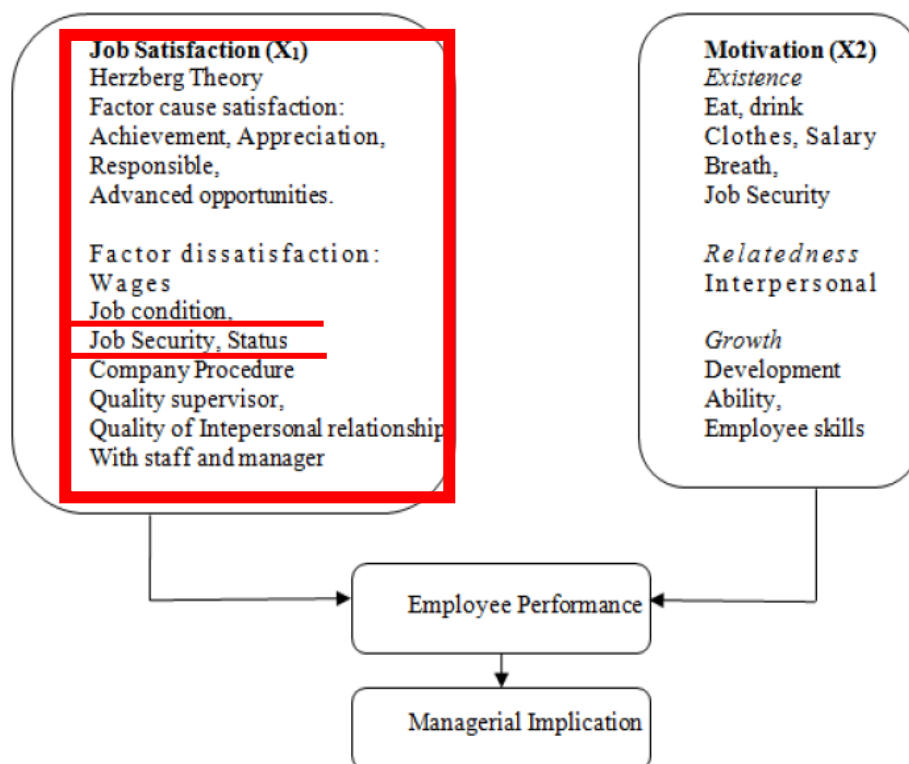


Figure 1: The indicators that influence job satisfaction, adopted from Herzberg's two factor theory (Octaviannand, Pandjaitan, & Kuswanto, 2017).

The employment guideline, adopted in 2002 in Europe, elaborates career and employment security as one of superordinate indicators and that is depicted in Figure 2 (Eurofound, 2002). In addition, Maritime Labour Convention 2006, as amended



(MLC, 2006) which was established to enhance and ensure seafarers' working and living rights, provides regulations that manifest and facilitate improvement of hygiene factors (ILO, 2015). The importance of the provision of quality jobs to make employees obtain job satisfaction (Belias, D., Koustelios, A., Sdrolas, L., & Aspridis, G., 2015), evidently, has been emphasized through conducting studies and making regulations. In pursuant to MLC, 2006, the indicators for seafarers' rights with regards to employment are predominantly provided under the Title 2, 'Conditions of employment'. The employment guideline describes security of employment as in types of contracts; fixed contract or temporary contract, and retention in terms of the continuity (Eurofound, 2008). As a result, it can be perceived that paying attention to continuous employment opportunities, 'job continuity', would render job satisfaction. Moreover, considering the factual circumstance that the seafarers' prevalent contracts of employment vary from temporary agency contract, indefinite contract to fixed contract (Eurofound, 2002), continuous opportunities shall contribute to seafarers' feelings of being satisfied.



Figure 2: An analytical framework for job and employment quality criteria (Eurofound, 2002).

Therefore, enhancing seafarers' job security, as one of the promotion strategies in terms of improving the quality of work and employment, shall be considered essential to attract more numbers. Employment of seafarers, particularly retention, in other words, job continuity stands on a profound agenda. There have been studies conducted, as well as international and national legal efforts, such as MLC, 2006, to preserve ship crew members' fundamental rights. However, there is still a lack of appreciation for the world seafarers' life-dedicating work, as well as a lack of reported case histories of awareness of job security and the stability of continuity (ITF, 2016).

## 1.2 Statement of the problem

The current trends in the maritime sectors are globalization (Lane, 2002), developments in technology, intensification, and focusing on employment flexicurity. Flexicurity is a concept that describes the integration of flexibility and security with regard to employment (Eurofound, 2002). In the sphere of the employment trend, the world shipping industry is encountering a shortage of seafarers. Thus, maintaining personnel by rendering decent working conditions has come into focus. Che (2006) elaborated the changes on board where there is less hierarchy, and masters or higher-rank officers as well as companies are unable to force or bully lower-rankers anymore. However, the unfair treatments with regard to employment by shipowners or manning companies are still reported. As it was mentioned in the previous chapter, considering the importance of world seafarers, enhancing the quality of job satisfaction will foster more involvement of seafarers.

If we look at the bright side, there have been the international endeavors on seafarers' working conditions. The International Maritime Organization (IMO) has established a legal committee by joining a group with the International Labour Organization (ILO) in order to improve seafarers' rights in terms of their welfare, salaries, living and abandonments at sea (IMO, n.d). The joint committee has established a convention for the maritime labour, in other words, the most recognized international conventions, the Maritime Labour Convention, 2006 that entered into force on the 20 August 2013 (MLC, 2006). As of November 2016, 84 countries have ratified the Convention so as to ensure their rights (ILO, 2016, Oct.). Under ILO, in cooperation with seafarers'

unions, shipowners' associations and governmental bodies, Special Tripartite Committee (STC) has been convened in order to develop and improve seafarers' rights and welfare (ILO, 2016).

Moreover, the products of worldwide endeavors to improve seafarers' rights are known to be international conventions, such as ILO Conventions and Recommendations. In terms of mandatory Conventions with regards to seafarers' employment, there are: 1) Placing of Seamen Convention, 1920; 2) Employment Service Convention, 1948; 3) Employment Policy Convention, 1964; and 4) Continuity of Employment (Seafarers) Convention, 1976. Relevant Recommendations are: 1) Statement 14 of Employment of Seafarers (Technical Developments) Recommendation, 1970, 2) Employment Service Recommendation, 1948, 3) Termination of Employment Recommendation, 1963 Replaced by Recommendation 166 'Termination of Employment Recommendation, 1982', 4) Employment Policy Recommendation, 1964, and 5) Continuity of Employment (Seafarers) Recommendation, 1976. Besides, The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978, as amended, may as well be considered. For instance, the standards about companies' responsibilities in Regulation I/14, and resting hours in Chapter 8 'Watchkeeping' are relevant. Since the development of MLC 2006, it has become the representative legal instrument for the world seafarers' rights. Particularly, MLC 2006, Title 2 provides regulations regarding conditions of employment. Notwithstanding the existence of such instruments, the focus is on the conditions of employment. Important matters covered by the MLC, 2006, include the obligations of employers with respect to contractual arrangements with seafarers, negligence of manning agencies, health and safety, work hour limits, crew accommodation, catering standards, and seafarers' welfare. In terms of job continuity, the term as used in the relevant conventions is ambiguous.

Furthermore, it is possible that there are differences amongst seafarers according to experiences, nationalities, and levels of responsibility, regarding awareness of job security in relation to job continuity. For instance, support level ratings may perceive that their occupations are not guaranteed, whereas that operational and management levels may perceive the opposite. Thus, provision of a substantial study which mirrors

what they actually know and think at three different levels of responsibility - management, operational and support levels - would facilitate developing a model that ensures job security for all seafarers. In order to prove whether this is a misconception or the fact, and seek for solutions for augmenting the awareness and stability, the scope of this research reflects on the current circumstance of seafarers' awareness of their own status in terms of job security and their individual perception of whether they could continue working in the maritime industry.

The purpose of this study is to address seafarers' feelings with regard to their 'awareness of job security' and their individual perceptions of stable 'job continuity' - In other words, how secure they feel about their current careers and whether they think they can continue working in the maritime field without the burden of seeking for jobs or contracts after termination of the previous ones. The scope of this research extends to how seafarers regard job continuity to plan their success or the further career development.

### 1.3 Objectives

- To elaborate influencing factors that precipitate seafarers' job security in danger
- To address the significant importance of job continuity for seafarers' career security via survey and interview results
- To provide significant aspects which MLC, 2006, may also pay attention to, based on the research results
- To recommend global scale attention to the matter and endeavor to improve the issue

### 1.4 Research questions

- What is job continuity and what is the relation to job security?
- What are the international legal endeavors to date for enhancing seafarers' job security in relation to job continuity?

- How much does seafarers' job continuity contribute to job security? What is the impact of seafarers' job discontinuity?
- What is the current international seafarers' perception of their career security in relation to job continuity?

## 1.5 Scope

### Expected results

- There are significant relationships between job security and job continuity.
- With secure job continuity, a variety of benefits can be guaranteed.
- There are differences in seafarers' perceptions of their job security by nationalities, experience, and levels of responsibility.
- Job discontinuity is one of the influencing factors for seafarers' perceptions of career establishment in the maritime industry.
- There are possible improvements in the current system that would enhance job security in relation to job continuity for seafarers.

### Implications

- There is, and will be still, a considerable demand for the number of seafarers.
- The majority of seafarers are eager to, or forced to, continue and expand their careers depending on circumstances in the maritime industry.
- Seafarers' career security is endangered owing to several aspects, including technical development. Thus, it should be necessary to improve existing protection instruments, and develop recruitment and employment systems.
- Having proven the importance of job continuity, awareness of the current circumstances fosters attention for the optimum resolutions at international level.
- This research may trigger enthusiastic endeavors to promote seafarers' rights and broaden the scope of criteria for the rights as restoration for one of the issues the maritime industry has been encountering.

- In addition, this research may create a guidance for other consecutive studies regarding the world seafarers' job security in relation to job continuity.

## 2 LITERATURE REVIEW

### 2.1 Job security in relation to job continuity

#### 2.1.1 The importance of job security

A career for a human being used to mean making a living (Eurofound, 2002). However, it is beyond the mere fulfillment of the primitive needs. A career may reflect his or her life in contemporary society. In that context, establishment in a career shows achievement of a person. It has been said that a job is who you are and how successful you are. Super (1985) identified five factors that reflect establishment in a career in his and his colleagues' most renowned study on the 'Career Pattern Study (CPS)'. The five factors are attained status, job satisfaction, occupational advancement, career progress, and career satisfaction. In his further study, 'Life-Span Career Development' was created (Super, 1990). Besides, Clausen (1991) cited by Jepsen & Dickson (2003) utilized career satisfaction and career orderliness as measurements for career establishment. Jepsen & Dickson (2003) have defined that through each lifelong career development stage, the continuity is an essential factor to guide a person to reach his or her own career establishment stage. The success of continuity is determined by coping behavior against any events and tasks (Havighurst (1953) cited by Jepsen & Dickson (2003)), which appear anytime and anywhere, at each stage. Figure 3 describes the five stages and external influencing factors that differentiate individuals' career establishment results.

Bandura (1977) addressed the impact of coping behavior that has a significant relation to self-efficiency for individuals' work performance, hence high self-efficiency contributes, undoubtedly, to job satisfaction. That is, improving employees' working and employment conditions will enhance the perception of self-efficiency, and

generate a better outcome. Ann & Choi (1992) cited by Cho (2014) evaluated job satisfaction as one of the factors that contribute to a technician's career professionalism. Furthermore, job security was identified as one criterion for job satisfaction<sup>1</sup>.

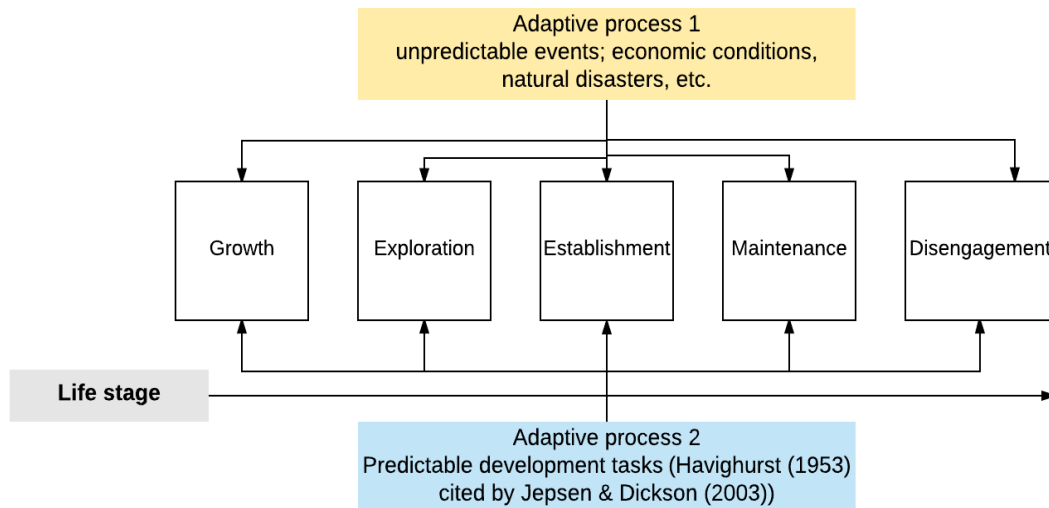


Figure 3: Life-span career development model adopted after Super's development theory (Super, (1996),and (1990) cited by Jepsen & Dickson (2003), pp 217-220)

Regarding job and employment quality, Eurofound (2002) promoted four means, as shown in Figure 2 in Chapter 1. Career and employment security encompass employment status, income, social protection and workers' rights. In further studies (Eurofond, 2002), Laeken indicators were introduced, as a measure of the quality of job and employment. Transitions between non-employment and employment, and part-time and fixed-time contracts ratio were enclosed in three dimensions - 1) Intrinsic job quality, 2) Flexibility and security and 3) Inclusion and access to the labor market as shown in Figure 4 (Eurofound, 2008)

In conclusion, employment status under non-permanent contracts affects job security, which contributes to job quality, satisfaction and self-efficiency. The three aspects have significant influence on work performances and outcomes. In other words, stable

1. In that research, professionalism was evaluated by career value and job satisfaction. Job satisfaction was measured by the value of self-actualization and value of rewards. Rewarding value was measured by social echelon, power of social influence, income, job security, and prospect.



contracts and sufficient employment opportunities should be guaranteed in order to obtain high quality achievement. Based on the previous research and notions regarding job security, the definition has been made. In this research 'job security' means the possibility of a job and whether it enables a person to continue being employed in order to ensure making a decent living and career establishment.

*Table 1: The Laeken Indicators of job quality*

Dimension	Indicator
1) Intrinsic job quality	Transitions between non-employment and employment and, within employment, by pay level
	Transitions between non-employment and employment and, within employment, by type of contract
	Satisfaction with type of work in present job
2) Lifelong learning and career development	Percentage of the working age population participating in education and training by gender, age group, employment status and education level
	Percentage of the labour force using computers in work, with or without specific training
3) Gender equality	Ratio of women's gross hourly earnings to men's for paid employees at work
	Employment rate gap between men and women
	Unemployment rate gap between men and women
	Gender segregation in occupations <sup>1</sup>
	Gender segregation in sectors <sup>2</sup>
4) Health and safety at work	The evolution of the incidence rate <sup>3</sup>
5) Flexibility and security	Number of employees working part-time and with fixed-term contracts as a percentage of the total number of employees
6) Inclusion and access to the labour market	Transitions between employment, unemployment and inactivity
	Transitions between non-employment and employment or training
	Total employment rate, and by age group and education level
	Total long-term unemployment rate, and by gender
	Percentage of early-school-leavers <sup>4</sup>
	Youth unemployment ratio <sup>5</sup>
7) Work organisation and the work-life balance	Difference in employment rates for individuals aged 20 to 50 in households having or not a child aged between 0 and 6 years
	Children cared for (other than by the family) as a proportion of all children in the same age group
	Employees who left over the last year their job for family duties and intend to go back to work but are currently unavailable for work
8) Social dialogue and workers' involvement	No agreement
9) Diversity and non-discrimination	Employment rate gap for workers aged between 55 to 64 years old
	Employment and unemployment rate gaps for ethnic minorities and immigrants
10) Overall economic performance and productivity	Growth in labour productivity (both per hour worked and per person employed)
	Total output (both per hour worked and per person employed)
	Percentage of the population having achieved at least upper secondary education by gender, age group and employment status

Figure 4: The Laeken indicators of job quality. Adopted from Eurofound (2008).

### 2.1.2 The term 'job continuity' and the relation to job security

It has been addressed in the previous chapter that the attention on stability and sustainability of employment opportunities for employees is vital for improving performance efficiency. Here in this research, the term 'job continuity' will be utilized. Other terminologies that may trigger confusion with the term are 1) career continuity,

2) business continuity awareness, 3) employment continuity, and 4) continuity of employment.

Jepsen & Dicken (2003) elaborated that career development is constructed by mastering each of five life-span career stages<sup>2</sup> hierarchically. They proved the profound value of career continuity in between each stage. Here, the terminology 'career continuity' implies the continuum of staying in a certain career field in order to improve one's status, in terms of development and accomplishment.

'Continuity awareness' is frequently used in business management studies as 'business continuity awareness'. The term can be uniformly defined as sustainability and potential development capability, which is measured by human factors, organizational structure and amenities (Arthur, 2003).

The government of the United Kingdom defines 'employment continuity' as one employee's continuous employment under one particular employer without a break. The importance underlies the benefits when it is achieved<sup>3</sup>.

The closest term for 'job continuity' was used in one of ILO Conventions, Convention No. 145, as 'continuity of employment'. The term 'continuous employment' was aligned with 'regular employment'. This may cause confusion of exact meaning, whether it means the status at sea without periods of leave, or the agreement between a shipowner and a seafarer for the consecutive contract after termination of the current contract.

In another case, the term 'continuity of employment' was utilized to describe a court case between an Education Council and an irregularly contracted teacher over her private tutoring activities during unemployed period, that is 'no job period' (Davies, 2006). The term was used to exaggerate the plaintiff's anxious situation, which could have been derived from an uncertain future<sup>4</sup>.

The term 'job continuity' has rarely appeared in studies. Klerman & Leibowitz (1999) used this term to show the relations between type of employment - full-time or part-time worker - and returning ratio to the previous jobs after maternity leave.

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2. Refer to Figure 3. Five stages of life-span career development

3. The benefits are maternity pay, flexible working requests and redundancy pay. The calculation commences from the first day of work.

4. The verdict of this case asserted the uncertainty of the future and justified her action of private tutoring during unemployed periods.

Finally, based on the studies and definitions, associated to continuity, the definition for this research has been created. 'Job continuity' for this research indicates the continuum of working opportunities for a person in a career so as to support his or her living, minimizing uncertainty for the future, and providing career establishment, in other words to improve job security.

### 2.1.3 Research regarding job security for seafarers

The holistic atmosphere of the maritime labor market is affected by the global economic circumstances, political tension, diplomatic and economic agreement between countries, international and national regulations and globalization (Asarioti, R et al., 2016). Globalization has introduced a new manning paradigm, so to say 'multi-culture'. Consequently, alteration in the shape and composition of manning has occurred. For example, the emergence of manning clusters in ports<sup>5</sup>, such as Piraeus and Rotterdam, Japan, Republic of Korea and other Asian-Pacific regions where there are big ports, has generated opportunities for individual seafarers to contact manning agencies, or small shipping companies for jobs (Alderton, 2004). However, there is a high risk of fraudulent crimes by unscrupulous brokers and crewing managers (Alderton, 2004).

Artuso et al. (2015) explained the importance of labor costs for shipowners' decisions for ship registration. Open registry is one of the reasons why cheaper labor outside western Europe has become renowned. This phenomenon caused chaos regarding unemployment rates for the past primary manpower countries, particularly developed countries, and crimes targeting labor market in developing countries.

Studies and research to enhance the maritime career security are: 1) a study regarding seafarers' professionalism and provision of factors that influence

seafarers' career perception by Lim & Lee (1993) cited in Kim & Lee (2011), 2) description of seafarers' recruitment problems and the contribution of ILO conventions to enhance seafarers' rights by Jatau (2002), 3) improvement in seafarers' welfare and well-being to promote manpower by Cho (2014), and 4) the importance of

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5. Other types of manning in the maritime labor market include: 1) direct employment by sponsor companies through maritime education and training institutions (METI), 2) international and national job search and employment data base services by manning agencies or governments, and 3) using human networks, such as family, colleagues and acquaintances.

promoting more human resources in the maritime labor industry owing to the insufficient demand and supply by ICS (2017).

However, the studies chiefly focused on generic welfare, such as working environment related to bullying and harassment, and the repercussions on economy in relation to seafarers' mental health (Iversen, 2012). Alderton (2004) elaborated that thanks to international and national works by ILO, ITF and Seafarers' unions, there has been an improvement in seafarers' working and living conditions. They are mainly concentrated on remuneration, repatriation, abandonments, criminalization, family caring, accommodation and catering, piracy, and education and training, with a small part for sudden dismissal.

In conclusion, precise and explicit research on job security and continuity that reflect the current stream in the maritime labor market circumstances are essential.

#### 2.1.4 Rationale for research regarding job continuity for seafarers

The global labor market and employment trends are different from the past few decades (Eurofound, 2002). The maritime labor market is no exception, needless to say, but the research to ensure seafarers' job security in relation to job continuity are seldom. The following studies assert the importance of substantial research.

Jepsen & Dickson (2003) developed a life-span career development stages, particularly exploration, by adopting Super's (1990) theory. In relation to seafarers' career development, pre-judgmental perceptions regarding job security, owing to extreme working and living conditions at the exploration stage, may hinder the individual from creating a positive picture to continue seafaring. In order for an individual to have a guaranteed period for his or her career establishment, continuous job opportunity shall be a prerequisite (Jepsen & Dickson, 2003).

In developing countries with a high supply of manpower, the candidates are often forced to pay 'gatekeeper's fee', which is charged for training, issuing certificates and preparing necessary documents, by crewing managers or manning agents (Alderton, 2004). This action is proscribed by MLC, 2006, Standard A1.4 paragraph 5. However, the devastated job seekers are willing to pay this fee, which costs from 1,200 to 1,500

USD (Alderton, 2004). Alderton (2004) recommended that the Continuity of Employment (Seafarers) Convention, 1976 (No. 145) should be integrated into the rubric of Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147) in order to provide sustainable employment opportunities.

IMO has already been aware of the problems regarding seafarers' recruitment and low retention owing to the supply and demand. As one of the promotion strategies, the Day of the Seafarer has been created to foster more involvement of seafarers, for instance 'Go to sea' campaign in 2010 (International Maritime Association, 2011).

Cho (2014) described criteria of positive and negative factors that influence seafarers' professionalism, presented in Table 1, by adopting from Lim & Lee (1993)'s research on seafarers' job perception. Having no authority over choosing sign-on/off periods was pointed out in terms of employment system (Lim & Lee (1993) cited by Cho (2014)).

Cho (2014) introduced national 'Seafarers' employment stabilization project' in South Korea: 1) registration on employment & recruitment data base, 2) certification for overseas employment, 3) affiliation with International Transport Worker's Federation (ITF), and 4) issuing seaberth record certificate for the next employment.

Park (2016) asserted the necessity of establishing Panel Data of seafarers' embarking and disembarking records as an endeavor to reduce career changes and increase career continuity for seafarers

Table 1: Positive and negative aspects that influence seafarers' professionalism (adopted from Lim & Lee (1993) cited by Cho (2014)).

Positive aspect	Negative aspect
Pride towards the profession	Safety issues
Aptitude	Scarifying social relationships
Satisfying salary	Low salary
Rapid promotion	Strict hierarchy - difficulty in presenting true ability
	No authority in choosing sign-on/off periods

The cited studies address the importance of enhancing job continuity. However, the recommendation was derived from indirect factors, which include speculations from descriptions of certain situations not via an explicit research to the topic.

#### 2.1.5 Trends and influencing factors for seafarers' job insecurity

The global trends in the maritime labor industry are: 1) globalization, which brought multicultural crewing – this aspect is mentioned in a majority of studies about the maritime labor -, 2) development in technology (Jatau, 2002), 3) intensification (Eurofound, 2002), which incurred minimization of labor wastage, and 4) flexicurity in employment (Eurofound, 2002).

The trend globalization, comparatively higher salaries than ashore jobs in developing countries, increased the number of not only crewing agencies and brokers for efficiency, but also frauds targeting candidates. On the other hand, the replacement of seafarers from western Europe or developed countries by relatively cheaper labor nationality crews caused a severe unemployment crisis (Artuso et al., 2015). Therefore, the necessity of enhancing the maritime job security arose for both developed and developing countries.

Jatau (2002) stated:

“Some of this progress is clearly a result of the profound technological changes ..... although not all technological changes have necessarily improved the

quality of life of seafarers.....thus reducing manning and creating a need for polyvalent personnel.”

Development in technology has fostered the intensive work during decreased working hours. Eurofound (2002) described that the emergence of intensification accelerated the diverse employment status<sup>6</sup> in order to avoid labor wastage costs, and reduce working hours. However, working intensity per hour has increased owing to the market demand on performances and outcome. To prevent individual career insecurity owing to the instability in labor market, a new notion ‘flexicurity’ was introduced, which guarantees individual and social systems to be flexible for any employment situation

by implementing various employment statuses particularly for workers (Eurofound, 2002). However, seafarers are unable to enjoy flexicurity, taking into account their unique working conditions, being away from the society for a certain period, and the unpredictable labor market structure. Their working place is where they live. Seafaring careers were estimated to be approximately seven to eight years (Turnbull, 2013). The necessity of improving seafarers' stable job security shall be reiterated and their job continuity which reflects the real employment conditions shall be considered at this point.

What are the factors that affect their career? Table 2 presents the factors with references to five different scopes: individual, company, country and society, the world and aboard.

Table 2: Factors that influence quality of seafarers careers at different scopes.

Scope	factors	References
Individual	✓ <u>Family</u>	Alderton (2004)
	✓ <u>Isolation from the society</u>	Cho (2014), Park (2016), Alderton (2004)
	✓ <u>Promotion</u>	Park (2016)
	Reconciliation of working & non-working life	Eurofound (2002)
	Self-actualization	Cho (2014)
	Self-efficiency	Cho (2014)
Company	* <u>Abandonments</u>	Alderton (2004)
	<u>Competition in the labor market</u>	Alderton (2004), BIMCO/ICS (2015), Eurofound (2002)
	<u>Criminalization</u>	Alderton (2004)
	<u>Development in technology</u>	Jatau (2002)
	<u>Imbalanced education &amp; training quality</u>	Alderton (2004)
	Information dissemination	Eurofound (2002)
	Involvement in the organization	Eurofound (2002)
	Prejudice against nationalities, genders and ages	Alderton (2004)
	✓ <u>Promotion</u>	Park (2016)
	*✓ <u>Salary</u>	Cho (2014), Eurofound (2002), Artuso et al. (2015)
	* ✓ <u>Terms of employment:</u> - ✓ <u>Unscrupulous recruiters</u>	Jatau (2002), Alderton (2004), Cho (2014), Eurofound (2002)

	- ✓Employment status <sup>6</sup> -✓Inflexibility regarding contract period - ✓Poor employment system	
	The industry's intensive focus on capital	Jatau (2002)
	✓Working environment - *✓ <u>Safety</u> - *Multicultural - Heavy workload	Cho (2014), Park (2016), Alderton (2004)
<b>Country Society</b>	Availability of human resources	BIMCO/ICS (2015)
	* ✓ <u>Career development path</u>	Cho (2014)
	<u>Criminalization</u>	Alderton (2004)
	Diplomatic relations	Asarioti, R et al. (2016)
	<u>Imbalanced education &amp; training quality</u>	Alderton (2004)
	Piracy	Alderton (2004)
	Political tension	Asarioti, R et al. (2016)
	Prejudice against nationalities, genders and ages	Alderton (2004)
	Segregation - * ✓ <u>Salary</u> - ✓ <u>Promotion opportunity</u> - * <u>Social protection</u>	Cho (2014), Eurofound (2002), Artuso et al. (2015), Jatau (2002), Alderton (2004)
	Social reputation	Cho (2014), Jatau (2002), Park (2016)
	✓ <u>The national maritime labor market structure</u>	Asarioti, R et al. (2016)
	Working environment - Hierarchy	Jatau (2002)
	<b>World</b>	✓Demanding requirements
✓ <u>Development in technology</u>		Jatau (2002)
Diplomatic relationships -Geographical characteristics		Asarioti, R et al. (2016)
✓ <u>Employment status trend</u> <sup>6</sup>		Eurofound (2002)
* ✓ <u>International legal instruments</u>		Jatau (2002)
Political tension		Asarioti, R et al. (2016)
Prejudice against nationalities, genders and ages		Alderton (2004)
The industry's intensive focus on capital		Jatau (2002)
The market demand & supply for (qualified) manpower		BIMCO/ICS (2015), Alderton (2004)
<u>The world economy</u>		Asarioti, R et al. (2016)



	- The seaborne trade fluctuation	
	*Time management - Working & resting hours	Eurofound (2002), Alderton (2004)
<b>Aboard</b>	Bullying & Harassment (particularly for female seafarers)	Turnbull (2013)
	√ <u>Development in technology</u> - <u>Automation</u>	Jatau (2002), Eurofound (2002)
	√ Isolation from the society	Cho (2014), Park (2016), Alderton (2004)
	Piracy	Alderton (2004)
	Repetitive work	Cho (2014)
	*Time management - Working & resting hours	Eurofound (2002), Alderton (2004)
	√ Working environment - * <u>Safety</u> - Multicultural - Heavy workload - Hierarchy	Cho (2014), Park (2016), Alderton (2004)

First, in terms of the factors associated with individuals, Alderton (2004), Cho (2014), Park (2016), and Eurofound (2002) addressed family, isolation from the society, promotion, reconciliation of working and non-working life, and perceptions for self-actualization and self-efficiency.

Second, Alderton (2004), Cho (2014), Park (2016), Eurofound (2002), Jatau (2002), and Artuso et al. (2015) selected several factors as responsibilities or obligations of companies. Such factors are abandonments, the labor market competitiveness in the light of aiming for cheaper and more efficient manning combinations. Moreover, the cost effectiveness aiming at crew combination without sufficient and careful research has incurred the perception of prejudice against nationalities, genders and ages as well as discrimination with promotion and salary (Alderton, 2004). Other factors are 1) criminalization, 2) development in technology, 3) imbalanced education and training qualities between companies, 4) information dissemination systems and the extent of employee involvement in the organization, 5) industry's intensive focus on capital, and 6) the demand and supply for qualified personnel. In addition, the provision of a safe working environment, the combination of multicultural manning, and the degree of workload intensity are able to be controlled by companies. Finally, terms of

employment are highly associated to seafarers' job security. The terms are related to unscrupulous recruiters, employment status, inflexibility regarding contract period, and poor employment systems.

Third, for national and societal scopes, Alderton (2004), Cho (2014), Park (2016), Eurofound (2002), Jatau (2002), and Artuso et al. (2015), BIMCO/ICS (2015), and Asarioti, R et al. (2016) chose labor supply, career development paths and criminalization that are influenced by national regulations, diplomatic relations, political tension, piracy and education and training quality. Furthermore, the hierarchical working environment with different cultures, prejudice against nationalities, genders and ages cause segregation in salary, promotion opportunity, social protection, and social echelon.

Fourth, the international dimension encompasses more holistic aspects over economy, the market trend, diplomatic relations, cultural differences, technological development (Jatau (2002) and Eurofound (2002)), and legal instruments. The world economy, such as the seaborne trade fluctuation (Asarioti, R et al., 2016), the market trend – employment status trend (Eurofound, 2002), the industry's intensive focus on capital (Jatau, 2002), and the market demand and supply for qualified and competent seafarers ((BIMCO/ICS (2015) and Alderton (2004)) are categorized. In terms of diplomatic relations, geographical characteristics and political tension (Asarioti, R et al., 2016) were mentioned. Cultural differences, prejudice against nationalities, genders and ages were stated by Alderton (2004).

Finally, demanding requirements (Alderton (2004) and Jatau (2002)), and working and resting hours<sup>7, 8, 9</sup> were addressed (Eurofound (2002) and Alderton (2004)).

Taking into consideration the unique working environment of seafaring, factors that are generated on board were presented in Table 2 as well. Turnbull (2013) pointed out that bullying and harassment interrupt seafarers significantly, particularly females and those who are a minority aboard. Jatau (2002) and Eurofound (2002) admitted the great contribution of technological development, as in automation. The studies

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7. The minimum hours of rest in pursuant to the ILO Maritime Convention should be a minimum of ten hours in any 24-hour period and a minimum of 77 hours in any seven-day period (Marine Insight, 2012).

8. MLC, 2006, states that the number of ship working hours should be eight hours per day, under normal circumstances, with one day as a rest day. The maximum of working hours should not exceed 72 hours in any seven-day period (Marine Insight, 2012).

9. In pursuant to STCW 78, as amended, rest periods should be a minimum of ten hours of rest in any 24-hour period. Working hour should not exceed 77 hours in any seven-day period (Marine Insight, 2012).

also pointed out that, in contrast, this development is a threat to workers' job opportunities and career accomplishments. To support the idea, Jatau (2002) elaborated the importance of the establishment of legal regulatory:

“The protection of seafarers' rights remains a question of law and not of charity.”

In addition, isolation from the society, piracy, repetitive work, working and resting hours and overall working environment – safety<sup>10</sup>, multicultural crews, heavy workload, hierarchy – were mentioned (Alderton (2004), Cho (2014), Eurofound (2002), and Park (2016)).

In conclusion, the factors that influence seafarers' job security are defined unclearly in the previous research. The provision of criteria for job continuity was similar to job security. Therefore, the indicators for job security and job continuity were developed to be used for this research. The factors that affect seafarers' job security in accordance with the definition stated in part 2.1.1 are underlined, and the factors in relation to job continuity according to the definition in part 2.1.2 are marked with checkmarks. Finally, the factors which are enclosed in MLC, 2006 (MLC, 2006) were marked with asterisks.

## 2.2 Case studies from other fields

### 2.2.1 ILO Career Cycle Model for female career path

Turnbull (2013) elaborates that women, living and working in contemporary society, are expected to manage double workload. That is, after work, household chores tend to be considered as female responsibilities. The workload increases after returning from giving birth because of child care and striving to return to work after maternity-leave. Eventually, the reality reminds and pushes them to choose another career path to balance between child care and work, or no career at all.

To identify the issues women transport workers are encountering, the renowned 'Attraction-Selection-Attrition'(ASA) model was adapted (Turnbull, 2013). The ASA model, which is depicted in Figure 5, focuses on the interaction between the human

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10. With regard to safety issues, transportation and storage were ranked third for accidents at work after construction and manufacturing (Eurostat, 2016).

and the organization and addresses the utmost importance of human behavior for achievement of goals (Schneider, 1987).

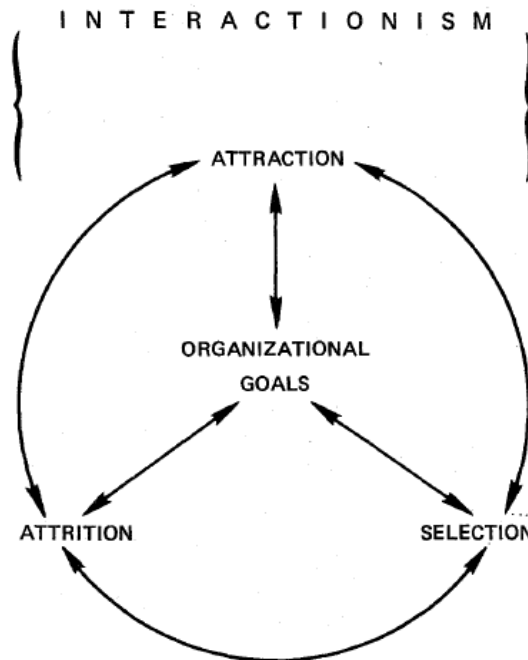


Figure 5: Attraction-Selection-Attrition framework from 'Interactionist perspective on organizational effectiveness' (Schneider (1987) adopted from Schneider (1983)).

Figure 6 describes six stages of female transport workers' career cycle including realistic factors that they encounter as well as neutral aspects that can be improved at each stage, such as stereotyping from gender discrimination, career breaks, maternity and caring provision, re-training. The model emphasizes re-training, human resource management in terms of placement, flexible working hours, equal salary and a participatory gender audit (PGA) (Turnbull, 2013).

In conclusion, ILO Career promotion scheme for female transport workers aims to reduce career discontinuity and encompasses provision of training and education, quality human resource management, and external audit. Seafarers' careers resemble the female career cycle owing to the existence of fragments in between contracts. Therefore, adoption of this concept may render the development of an effective scheme for seafarers' job continuity.

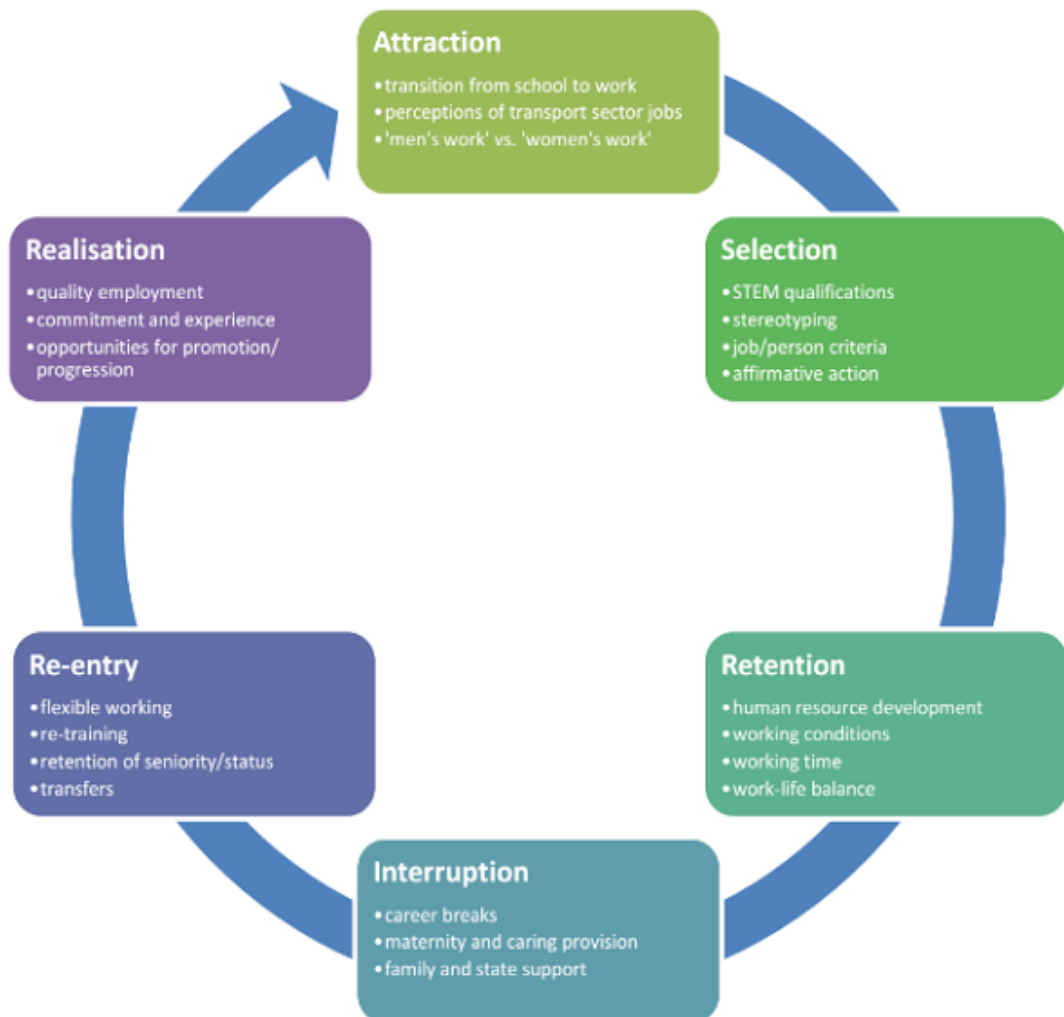


Figure 6: ILO Career Cycle Model for female career path (Turnbull, 2013).

### 2.2.2 Study of European Foundation for the improvement of quality of work and employment

The scope of employment has shifted from quantity to quality. However, the quality does not imply only jobs but also employees. Hereby, the labor market has become more and more competitive and complex (Eurofound, 2002).

European Foundation has been conducting numerous pieces of research and proposing various measures for stable and quality employment in Europe. For

instance, rendering diverse flexibilities with regards to employment status, and policies for both external, and internal systems as shown in Table 3.

Table 3: Different forms of flexibility (Eurofound, 2002).

	<b>Quantitative</b>	<b>Qualitative</b>
<b>External</b>	<p><b>Employment status</b></p> <ul style="list-style-type: none"> <li>• Permanent contract</li> <li>• Fixed-term contract</li> <li>• Temporary agency contract</li> <li>• Seasonal work</li> <li>• Ad hoc working</li> </ul> <p><i>Numerical and/or contractual flexibility</i></p>	<p><b>Production system</b></p> <ul style="list-style-type: none"> <li>• Subcontracting</li> <li>• Outsourcing</li> <li>• Self-employed work</li> </ul> <p><i>Productive and/or geographical flexibility</i></p>
<b>Internal</b>	<p><b>Working hours and pay</b></p> <ul style="list-style-type: none"> <li>• Reduction/adjustment of working hours</li> <li>• Part-time work</li> <li>• Overtime/additional hours</li> <li>• Shift work</li> <li>• Night/weekend working</li> <li>• Irregular/unpredictable hours</li> <li>• Changes in pay (individualization, variable fraction, etc.)</li> </ul> <p><i>Time and/or financial flexibility</i></p>	<p><b>Work organization</b></p> <ul style="list-style-type: none"> <li>• Job enrichment</li> <li>• Teamwork/semi-autonomous team</li> <li>• Multitasking/multiskilled</li> <li>• Delegation of responsibilities</li> <li>• Project groups</li> </ul> <p><i>Functional and/or organizational flexibility</i></p>

One of the strategies is a contract form of employment by manning agencies that are popular in Dutch and Swedish systems, called the placement contract of temporary employment in permanent contract (Storrie (2002) cited in Eurofound (2002)). A manning agency provides a permanent contract for job seekers to temporary employment opportunities. Another strategy is the implementation of ageing working population exploitation, as a system and policy in an organization to enhance continuous opportunities for workers (Walker (1997), and (1999) cited in Eurofound (2002)).

As a result, considering the uncertainty of seafarers' employment, the maritime labor market may pay attention to various employment strategies that the European Union has developed.

## 3 METHODOLOGY

### 3.1 'Triangulation' – integration of non-reactive and reactive procedures

Triangulation, which includes more than two means of perspectives in social science research, enhances the logic and reliability of the research by combining those various scopes (Flick, 2004). The different approaches make it possible to measure validity, reliability, or confirmability of the research or research data (Trochim, Donnelly, & Arora, 2016).

Therefore, as Figure 7 shows, this research implemented the concept of triangulation in both methods, and data collection. In terms of methods, reactive procedures, including qualitative and quantitative methods such as interviews and surveys, and non-reactive, such as current system review, and analysis of available international legal instruments, were conducted. The non-reactive procedure renders the international minimum standards for seafarers' job security in relation to job continuity. Besides, the relevant studies were reviewed to investigate the history of effectiveness of the standards. Interview and survey results present the end-users' perceptions with quantified data as well as thematized details. Finally, the center common area will be findings of this research – the seafarers', sailing the international waters, perceptions and the effectiveness of the relevant ILO Convention and Recommendation as well as MLC, 2006.

On the other hand, for data collection, ten interviewees who participated in the survey were either invited for vis-à-vis interview, or asked to be engaged for video chat in time and place. Four of the interviews were recorded with the permission of the interviewees. At the end of the survey questionnaire, there is a box for open-ended



opinions. As a result, both survey and interview results were attained to be triangulated.

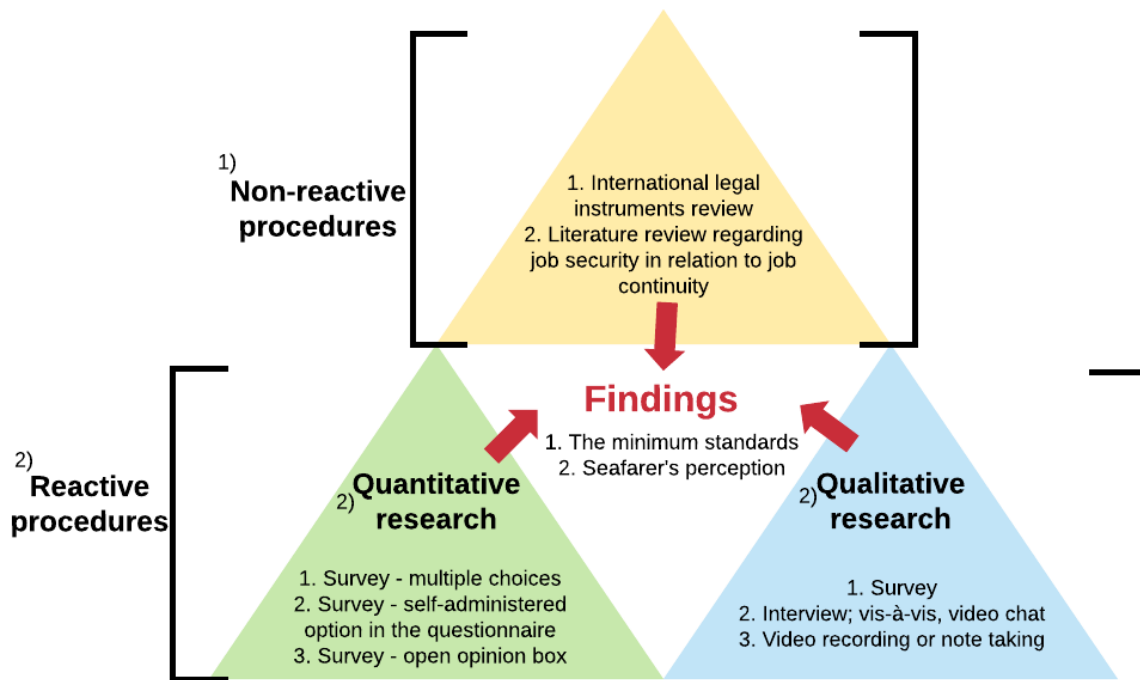


Figure 7: Triangulation of this research: triangulation for methods and data (adopted from Flick (2004)).

### 3.2 Primary source of data

#### 3.2.1 Reasons for the choice of the data collection tools

For the non-reactive part, materials, statistics, the international Conventions and any relevant information were collated in any means available - paper copied, e-documents, or hard copied books. Printed materials or hard copied publications were through library of World Maritime University (WMU), Malmö University, and Malmö Stad Biblioteket [Malmö City Library], and electronic documents and the Conventions were available at WMU library, WMU library database, Google Scholar database, Pukyong National University, Korea Maritime and Ocean University, IMO

document, ILO – Information System on International Labour Standards (NORMLEX), and KR – CON.

Surveys and interviews were conducted for the sake of accountability, accessibility and availability to collect as much data as possible within the time fragment. Surveys rely on the availability of the internet and location. Figure 8 describes the choice of data collection tools. Seafarers who are ashore for their vacation or job seeking were sent either e-survey form in Googleform link<sup>1</sup>, or printed photocopies. Completed survey sheets were collected and delivered in either paper, scanned files or photographed images. There was a case of Google software unavailability in a country. The same questionnaire was translated into the native language and converted into WeChat survey system.

In the case of interviews, six vis-à-vis, and four video chats, via SNS messengers at the convenience of the interviewees, were conducted taking into account the time differences and vacation periods. Video recording was to catch facial expressions or body language which are likely to be overlooked during interviews.

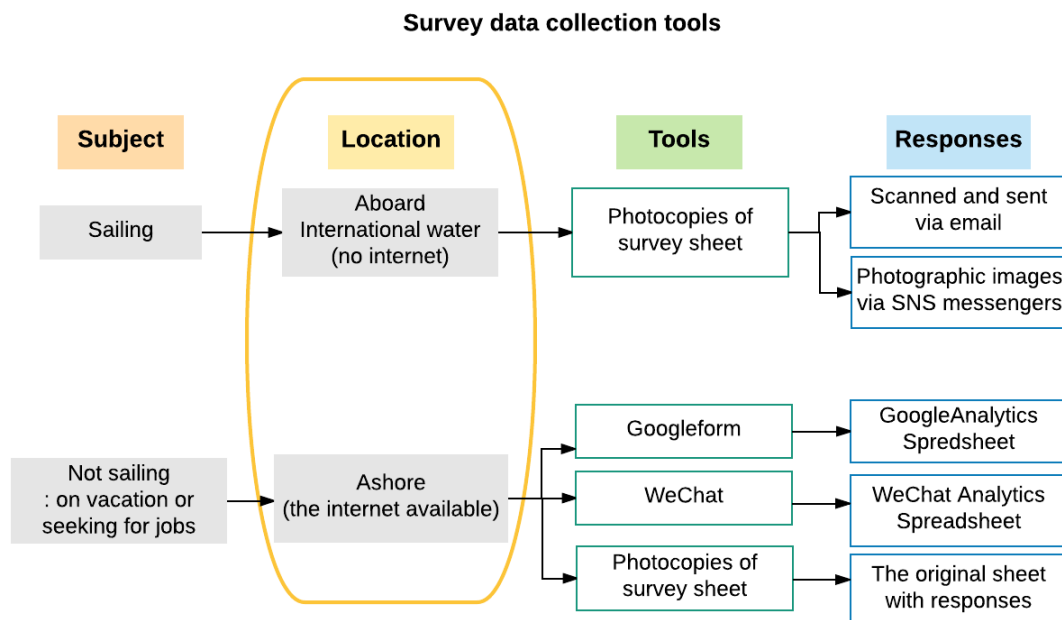


Figure 8: The choice of survey data collection tools.

1. Googleform link of the survey: <https://goo.gl/forms/Ae0tsWDWkvqYaMw53>

### 3.2.2 Reasons for selection of the sample

The criteria for the selection of the study samples were 1) any seafarers who have experiences sailing in international trade vessels within the last 6 months, 2) seafarers from various ranks and experience distribution, and 3) seafarers from various countries. The research aimed to gather as many samples as possible within a four-month period from April, 2017 to early August, 2017.

## 3.3 Survey and interview questionnaire

### 3.3.1 Structure of the questionnaire

The purpose of this questionnaire was to measure seafarers' perceptions on job security in relation to job continuity. The notion of job security was likely to cause confusion with safety. Hence some questions embedded adequate options to remind the respondents about the meaning of 'job security' by providing the choices that were identified as influencing factors in the previous research, shown in Table 2. The structure of the questionnaire was constructed with five criteria; 1) personal information reflecting only the experience, nationality, and rank, 2) perception of general job security, and protectivity, 3) prevalent job searching methods, 4) burdens and job continuity, and 5) perception of career development.

### 3.3.2 Questions creation

Table 4 elaborates the structure of the questionnaire and the interpretation of each criterion. Questions 1, 2 and 14 belong to the first criterion to investigate any differences and similarities amongst experiences, nationalities, or ranks. More various sample composition enhances the validity of the results.

Questions 3 to 7 cover the second criterion 'perception on job security'. This criterion aims to provide the overall perceptions of job security and to evaluate the importance of given factors for seafarers' job security or insecurity. The questions 5, 6 and 7 can

be interpreted and exploited to identify the most predominant measures that seafarers perceive that they can take in any trouble. In case of negative answers, the parts that need to be improved with regard to protecting the career can be identified as an assessment of the effectiveness of MLC, 2006.

Questions 8 and 9 belong to the third criterion 'prevalent job searching methods'. The results could show the essentiality of job security in relation to job continuity depending on how many seafarers have to seek for jobs after the termination of the current contracts. On top of that, the following question could navigate to the areas that can be improved to enhance job security and continuity.

Questions 10 and 11 are associated with the fourth criterion 'burdens and job continuity'. How significant job continuity is, amongst other factors, which were covered by MLC, 2006, could be interpreted, as well as the effectiveness of MLC, 2006, for the chosen areas.

Lastly, questions 12 and 13 ask seafarers to picture their individual career development paths in the maritime field. The question 13 can show the importance of seafarers' perceptions of job continuity for their career development and underpin the necessity of worldwide attention.

Table 4: The structure of the questionnaire and interpretation of each criterion.

<b>Criteria</b>	<b>Questions</b>	<b>Interpretation</b>
<b>Personal information</b>	1. How long have you been a seafarer? 2. What is your rank?  14. What is your nationality?	- Are there any differences by experiences, nationalities, and ranks?
<b>Perception of job security and protectivity</b>	3. Do you think your job (seafarer) is secure?  4. Yes/No for 3. How?	- What is an overall perception of job security? - What and how the given options influence seafarers' job security or insecurity?

	5. Do you think your career is protected well?  6-7. What do you think is protecting/ not protecting your job?	- The effectiveness of MLC, 2006 - Perception of the most predominant measures for seafarers in trouble - Areas that need to be improved regarding protection of career
<b>Prevalent job searching methods</b>	8. Do you seek jobs after a contract termination?  9. How do you search for a job?	- How profound job security is in relation to job continuity? - What area can be improved in terms of enhancing job security and continuity?
<b>Burdens and job continuity</b>	10. Do you experience any burden in continuing seafaring?  11. What are the burdens?	- The significance of job continuity parallel to other aspects, under MLC, 2006 - The effectiveness of MLC, 2006 and the areas that need to be improved
<b>Career development</b>	12. What do you think is the final destination of your career in shipping? 13. How do you think different levels of responsibility can be achieved? What can assist you?	-Expectation about career development in seafaring and the significance of job continuity

### 3.3.3 Selection for the options

The influencing factors, that are options for each question of this research, have been selected out of all factors from literature review, according to the definition of job security and job continuity, stated in 2.1.1 and 2.1.2. In Table 2 Chapter 2, the underlined factors represent those influences on seafarers' job security, and the factors with asterisks indicate those covered under MLC, 2006. Besides, those with checkmarks are the factors related to job continuity. In case of the factor 'health', it was separated as an independent agent from a category of 'working environment', taking into account the significance of general understanding.

All overlapped factors are listed in Figure 9. The factors are filtered by the five criteria of the questionnaire. Finally, each option was chosen relevantly. Table 5 describes the process and final option selection.

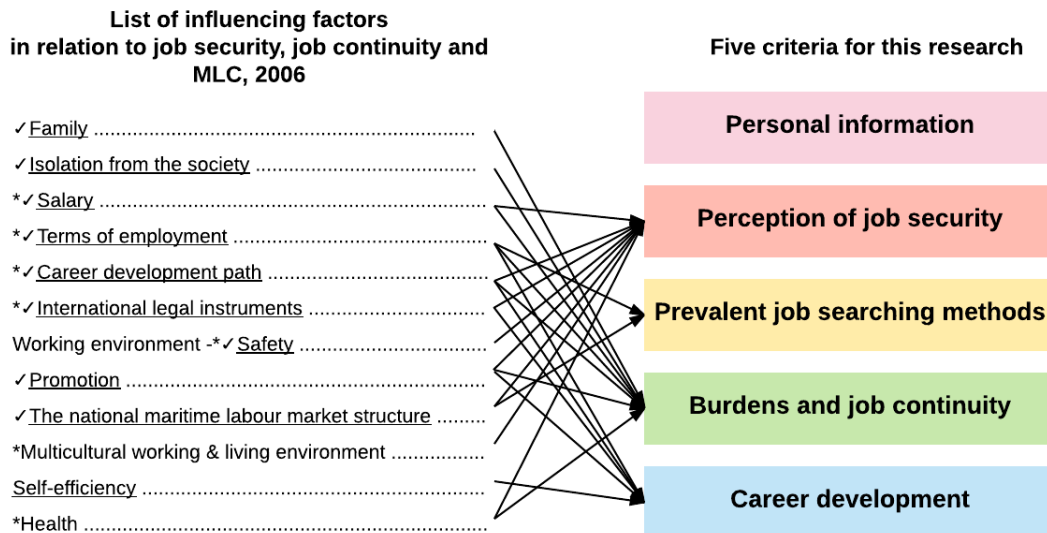


Figure 9: Options filtration by five criteria.

Question 4 includes salary, prospective career development, working environment, and health as reasons for the generic perception of job security. Questions 6 and 7 contain the international conventions/ national law, society, company, and colleagues for the means of protection. Individual approach to manning agencies, by using human network, and national agency (on/offline) were included in question 9 for job seeking methods. Question 11 provides salary, family, social relationships, health, and continuous contract (job continuity) as options for burdens of seafarers' careers. Finally, question 13 contains job security, job continuity, international regulations, and my willingness as factors that contribute to career development. Apart from personal information and 'my willingness' in the last criterion, all factors were overlapped, and represent job security in relation to job continuity under MLC, 2006.

Table 5: Selection of options for each question.

Criteria	Questions	Options
Personal information	1. How long have you been a seafarer?	
	2. What is your rank?	
	14. What is your nationality?	
Perception of job security and protectivity	3. Do you think your job (seafarer) is secure?	
	4. Yes/No for 3. How?	a. Salary b. Prospective career development c. Working environment d. Health
	5. Do you think your career is protected well?	
	6-7. What do you think is protecting/ not protecting your job?	a. The international conventions/ national law b. Society c. Company d. Colleagues
Prevalent job searching methods	8. Do you seek jobs after a contract termination?	
	9. How do you search for a job?	a. Individual approach to manning agencies b. By using human network c. National agency (on/offline)
Burdens and job continuity	10. Do you experience any burdens in continuing seafaring?	
	11. What are the burdens?	a. Salary b. Family c. Social relationships d. Health f. Continuous contract (job continuity)

2. Correlation analysis is a statistical evaluation method to investigate either positive or negative relationships between two or continuous variables. +1 means strong positive correlation, 0 means no relation, and -1 implies strong negative correlation.

3. Cross Tabulation is a categorical data analysis method.

<b>Career development</b>	12. What do you think is the final destination of your career in shipping?	
	13. How do you think different levels of responsibility can be achieved? What can assist you?	a. Job security b. Job continuity c. International regulations d. My willingness

### 3.4 Procedure for data collection: survey and interview

Surveys and interviews were attempted for the subjects that satisfy the criteria of this research described in part 3.2.1 with the same questionnaire. Owners or employees of shipping companies, managers of manning agencies, officials of maritime administrations, and sailing graduates of various METIs were contacted. Owing to possible ethical issues of this research, such as the anonymity, and any further repercussions for the subjects, an official research ethics permission procedure was undertaken.

Several survey and interview trials were conducted with ex-seafarers, who have not had sailing experiences in the past two-year period, to evaluate the validity and practicality of the questionnaires. Those data were excluded for the results.

All responses of the survey, both in digital and analog based, were stored in Microsoft Excel Spreadsheet version 2016. The interview results were recorded in videos and documented with Microsoft Word version 2016 in table form for the later analysis.

### 3.5 Data analysis and presentation methods

According to the principle of triangulation, the collated survey data were analyzed and presented by Google Analytics Spreadsheet, Microsoft Excel Spreadsheet Analytics, PEARSON Correlation analysis<sup>2</sup> and Microsoft Excel Cross Tabulation<sup>3</sup> as quantitative results. The validity and significance of correlation coefficients were examined by regression analysis. The significance threshold was set at 0.05. The interview transcript, as qualitative data, was categorized by thematization, correspondent to the five criteria, and analyzed via thematizing technique, introduced

2. Correlation analysis is a statistical evaluation method to investigate either positive or negative relationships between two or continuous variables. +1 means strong positive correlation, 0 means no relation, and -1 implies strong negative correlation.

3. Cross Tabulation is a categorical data analysis method.



in Kvale & Brinkmann (2009). The final presentation is to be integrated with survey results, then discussed further by coupling with the MLC, 2006.

### 3.6 Limitations of data collection and the questionnaire

Time and space limitation, particularly the internet availability which is an infamous restriction agent for surveys and interviews of the maritime studies, hindered larger sample collection. Thus, participants were not able to represent the perception of the whole world seafarers. However, the diversity of nationalities, and types of vessels, which the participants have had experience on, for this research strived to include as many numbers as possible. The types of vessels were excluded for this research, owing to the non-uniformity as a group amongst the 202 individuals' different types of vessels experience. Secondly, the language means, English, was another limitation. All seafarers had different English competences and came from countries where the language is not the mother tongue. Therefore, the survey and interview questionnaire was designed to be as simple and precise as possible.

Some questions required justification with regard to options and interpretation. For instance, question 2, the terminology of ranks, abided by the provision of STCW, 78, as amended. However, the options did not include all the uncommon ranks existing in the world.

Secondly, question 5 requires a yes/no answer. The follow-up questions 6 and 7 allow for multiple neutral answers. However, taking into account the subjectivity, complementary responses were to be used in interpretation. For example, some answered 'yes' that overall job security was due to salary, but picked the society as a factor that decreases the security partly, in a self-administered option. Triangulation of methodology, that is combination of quantitative and qualitative data, enhanced the validity of such responses.

Finally, question 12 did not include 'chief cook' for catering department. However, the self-administered option compensated such limitation.

## 4 DATA PRESENTATION, ANALYSIS AND RESULTS

### 4.1 Non-reactive research: international legal instruments about job security in relation to job continuity

#### 4.1.1 ILO Convention 145: Continuity of Employment (Seafarers) Convention, 1976, and Recommendation 154: Continuity of Employment (Seafarers) Recommendation, 1976

The existing ILO maritime labour Conventions will be obsolescent gradually once countries that have ratified those Conventions ratify the MLC, 2006. However, there will be transitional periods for some Conventions that stay in parallel with the MLC, 2006. The 36 ILO Conventions and one protocol that are consolidated in the MLC, 2006, are in Article X (ILO: International Labour Organization, 2014)<sup>1</sup>.

ILO Convention No. 145 entered into force in 1979. 17 countries ratified from 1979 to 1990, Brazil was the last state in 1990. With the development of MLC, 2006, 12 countries denounced the Convention automatically owing to the inclusion of the contents into MLC, 2006. Brazil, Costa Rica, Cuba, Iraq, and Egypt are still in force. The status of this Convention is 'Up-to-date' and categorized in 'Technical Convention'.

Articles 2, 3 and 4 provide regulations regarding continuity of employment for seafarers. In pursuant to Article 2, qualified seafarers shall be provided with continuous or regular employment for shipowners to derive a stable and competent workforce. Seafarers shall be assured minimum periods of employment, or income or a monetary allowance.

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1. Refer to appendix iii.

Article 3 provides regulations regarding contracts or agreements, and maintenance of registers or lists of qualified seafarers. Article 4 ensures the implementation of the registers or lists into national law, practice or collective agreement during employment bargaining. Seafarers on such registers or lists shall be assured to have engagement for employment first as well as be available for work. On the other hand, ILO Recommendation No. 154 provides supplementary guidelines for the previous Convention. Paragraph 3 recommends the creation of systems that allocate jobs for unemployed qualified seafarers efficiently and preserve the right to select for the sake of the seafarer's interest and benefit. Paragraph 4, which has been eliminated in MLC, 2006, advises to allow regular contracts to seafarers to transfer to another temporary work. Finally, paragraph 5 provides a guidance for compensation when continuous or regular employment is not feasible. The other following paragraphs 9 and 10 describe the reduction of the registers or lists, and termination of employment considering avoidance of any damage on seafarers' rights.

#### 4.1.2 MLC 2006 Regulation 2.8<sup>2, 3, 4</sup>

Amongst MLC, 2006, Regulations and Codes, Regulation 2.8, Standard A 2.8, and Guideline B 2.8 provide contents regarding employment opportunities. The differences between them, and ILO Convention No. 145 and Recommendation No. 154 are the omission of the word 'continuity' from the title, addition of scope about an individual's career and skill development, and stress on the duties of each Member State towards domiciled seafarers in its territory.

Standard A 2.8, which is also mandatory, paragraphs 1 and 2 add the importance of a Member State's role for seafarers' career and skill development to guarantee their employment opportunities. In addition, Guideline B 2.8.1 'Measures to promote career and skill development and employment opportunities for seafarers', which is tentative, stresses the importance of education and training by mentioning 'developments in technology' and 'the maritime labour market conditions'. In ILO Recommendation No. 154, they were stated as 'modernisation' and 'trends in trade'. In the light of Guideline B 2.8.2 'Register of seafarers', the statements are similar to ILO Recommendation No. 154 enclosing registers and lists of qualified seafarers.

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2. ILC (2009)  
3. ILO (2014a)  
4. ILO (2014b)

Guidance B 2.1.1 'Record of employment' under Guideline B 2.1 'Seafarers' employment agreements' elaborates regarding career development and emphasizes the Record of Employment, which shall be placed on board with the holder, for the further career path and promotion.

To summarize, MLC, 2006, Regulation 2.8 elaborates the close relation between continuous opportunities for further employment and individuals' competencies.

After entry into force on August 20, 2013 of MLC, 2006, four years have passed. The effectiveness, and practicality may well be assessed to attain the purpose of the Convention, guaranteeing the world seafarers decent working and living conditions.

#### 4.1.3 STCW 78, as amended Regulation I/14 and Chapter VIII 'Watchkeeping'

STCW 78, as amended provides the minimum standards for seafarers' mandatory competencies on board for the sake of safety. In pursuant to Regulation I/14 'Responsibilities of companies', companies of an employee on board shall ensure his or her certificate to be appropriate, training to be up to date, and familiarization process on board. Furthermore, safe manning, accessibility of relevant documentation and data of all seafarers, and the ship's competence in emergency shall comply with the Convention.

Chapter VIII 'Watchkeeping', Regulation VIII/1 'Fitness for duty', paragraph 1 requires each Administration to prevent fatigue by conforming to rest periods under Code A-VIII/1, paragraph 2, 3 and 4.

However, these two provisions aim to assure safe navigation, prevention of pollution and protection of life at sea, not seafarers' rights.

## 4.2 Personal information: sample profile

The number of total participants were 202 active seafarers who have been sailing in international commercial vessels from ten different countries - Azerbaijan, Bangladesh, Brazil, China, India, Indonesia, Korea, Malta, Myanmar, and the Philippines – with various experiences, and ranks. Amongst the 202, ten interviews were conducted with six Filipinos, two Koreans, one Chinese, and one Indian. Table 6, and Figure 10 show. Experience composition was evenly distributed. Regarding nationality, 68 per cent of the respondents were Filipinos, 13 per cent Koreans, and 6

per cent for Chinese and Indians each. The other nationalities were less than 2 per cent. Lastly, all given ranks were collected; more than 50 per cent were from deck side, nearly 40 per cent were from engine side, and 10 per cent were from galley. The most respondents were from support level - deck crew at 30 per cent, engine crew at 12 per cent, and catering crew at 10 per cent.

In conclusion, the 202 collated samples covered all experience range and ranks with 10 various nationalities mainly focused on Asian seafarers, except for Azerbaijani, Brazilian, and Maltese.

Table 6: Sample composition.

Nationality Rank	Experience (year)				Grand Total
	Less than 1	Less than 5	Less than 10	More than 11	
<b>Azerbaijan</b>		1			1
2 nd officer		1			1
<b>Bangladesh</b>				1	1
Chief engineer				1	1
<b>Brazil</b>	1				1
Catering crew	1				1
<b>China</b>		2	6	4	12
2 nd officer		1	1		2
Chief officer			2	1	3
Deck crew			1		1
Electro-technical officer		1			1
Master			2	3	5
<b>India</b>	2	3	6	2	13
2 nd engineer			2	1	3
2 nd officer			2		2
3 rd engineer		1			1
3 rd officer		1			1
4 th engineer	1	1			2
Chief engineer			1		1
Deck crew			1		1
Engine crew	1				1
Master				1	1
<b>Indonesia</b>	1	3	1		5
Catering crew	1	2	1		4

Deck crew		1			1
<b>Korea, Republic of</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>14</b>	<b>27</b>
2 nd engineer		3	2	1	6
2 nd officer		2		1	3
3 rd engineer		1			1
3 rd officer	2	1			3
Catering crew				2	2
Chief engineer				3	3
Chief officer		1	1	2	4
Deck crew				2	2
Engine crew				1	1
Master				2	2
<b>Malta</b>	<b>2</b>				<b>2</b>
3 rd engineer	1				1
Engine crew	1				1
<b>Myanmar</b>			<b>2</b>		<b>2</b>
Catering crew			1		1
Deck crew			1		1
<b>Philippines</b>	<b>21</b>	<b>45</b>	<b>26</b>	<b>46</b>	<b>138</b>
2 nd engineer		2		1	3
2 nd officer		1	2	4	7
3 rd engineer	4	5	2	4	15
3 rd officer	3	3	1	2	9
4 th engineer			1	1	2
Catering crew	2	3	4	3	12
Chief engineer				3	3
Chief officer		2		4	6
Deck crew	8	23	10	14	55
Engine crew	4	6	5	7	22
Master			1	3	4
<b>Grand Total</b>	<b>29</b>	<b>62</b>	<b>44</b>	<b>67</b>	<b>202</b>

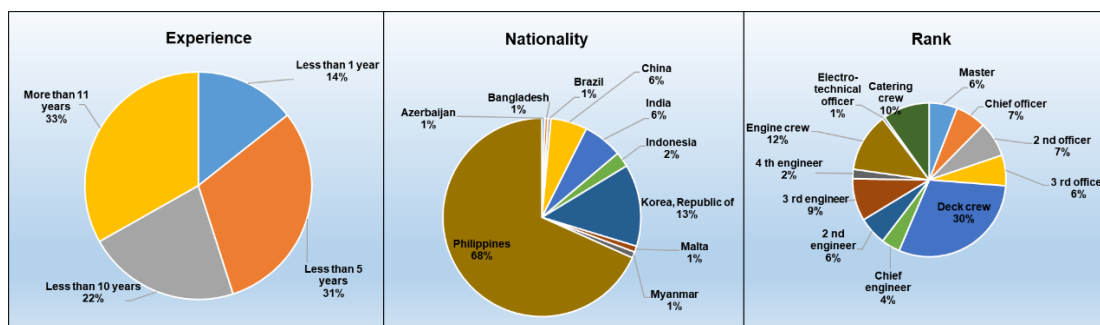


Figure 10: Sample composition.

### 4.3 Quantitative data: survey

#### 4.3.1 Perception of job security and protectivity

Out of the 202, 57 per cent answered that seafaring is a secure job (Figure 11). More than 50 per cent of respondents selected salary and prospective career development for job security, and working environment and health for job insecurity (Figure 12). One of the self-administered rationale for the answer 'yes' was a company's retention policy for employees. The company retains a certain portion of salary that is going to be returned when the employee is on leave. Another responded that owing to the shortage of officers, possession of Certificate Of Competency (COC) secures his job opportunities. Finally, one respondent pointed out that there are equal opportunities for everyone to obtain COC. On the other hand, other reasons for the insecurity were low social echelon, uncertain future under not-fixed employment, uncertain continuous job opportunities due to the market fluctuation and world trade economy, no income during vacation, limited seaberthing opportunities for training cadets, unfair salary, and different provision of working and living conditions by companies.

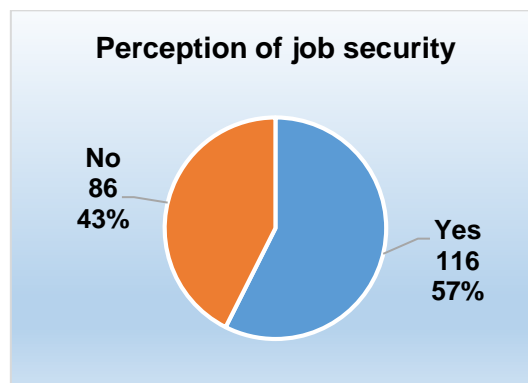


Figure 11: Perception of job security.

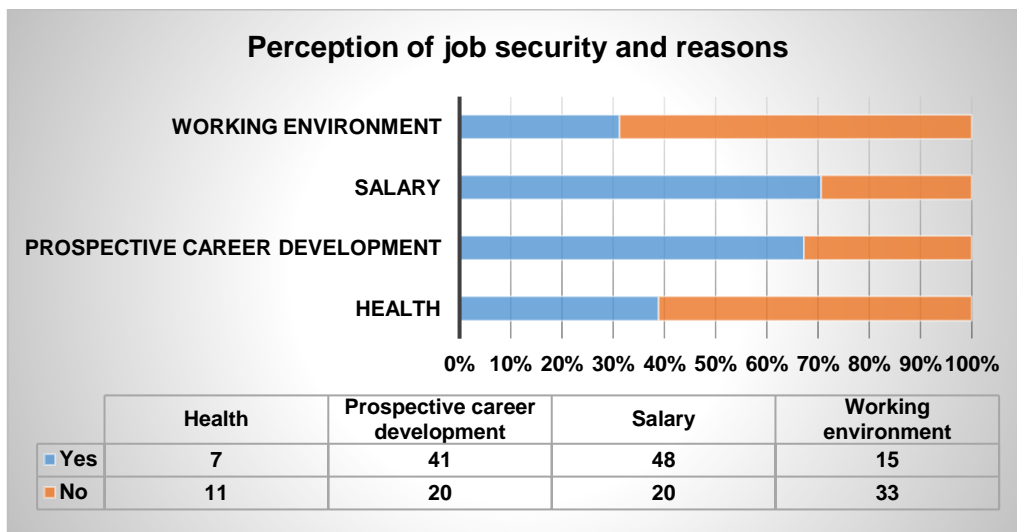


Figure 12: Perception of job security reasons.

The effectiveness of protectivity in relation to job security was 69 per cent, and 31 per cent did not think their job security was protected well. According to the results, international conventions and national laws as well as companies were the predominant protection means, but society does not protect the career (Figure 13 and 14). Other opinions for the perception of protectivity were descriptions of specific policies of companies, such as higher salary for retaining seafarers with COCs, compensation policies in case of any accidents, and efficient communication systems between a seafarer whose contract is near termination and the human resources department for readiness. Whereas other self-administered answers for the opposite were also companies' policies and unscrupulous employers, particularly the non-compliance with the regulations, which protect seafarer's rights, unfair salary negotiation and job opportunities.



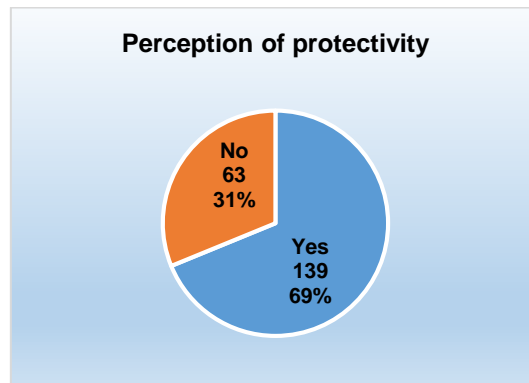


Figure 13: Perception of protectivity in relation to job security.

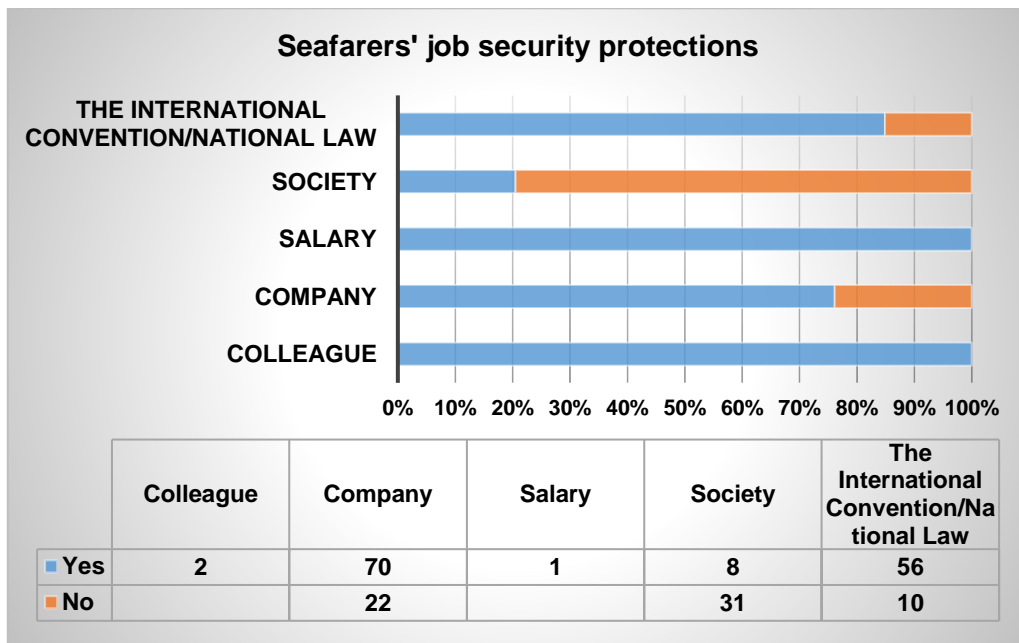


Figure 14: Protection means in relation to job security.

According to Table 7, the perceptions of job security and protectivity have a higher negative correlation to rank, significantly. That is, the higher the rank, the less secure they think their job is. Besides, higher rank seafarers perceive that their jobs are less protected. Experience and nationality showed less correlation to job security, and protectivity. In conclusion, regardless of experience or nationality, nearly 60 per cent

of seafarers perceive their job as secure, and 70 per cent perceive their jobs are protected, accordingly.

Table 7: Job security and job protectivity correlation coefficients by different personal profiles (\* $p < .05$ ).

	JOB SECURITY	JOB PROTECTIVITY
EXPERIENCE	0.413	0.502
NATIONALITY	0.507	0.513
RANK	-0.696*	-0.630*

#### 4.3.2 Job searching

After the termination of a contract, nearly 80 per cent of the respondents search for the next contracts (Figure 15). The job searching methods, and the composition are shown in Figure 16. 54 per cent of respondents approach manning agencies individually. 32 per cent seek for jobs through their family members who have experience, ex-colleagues, or friends. Figure 17 describes the significance of the individual approach as well as the utilization of human networks by nationalities. Direct individual approach to manning agencies, or shipping companies were predominant in India, Republic of Korea, and Philippines. Whereas utilization of human network was slightly more prevalent in China and Indonesia. The other method mentioned was private recruitment website thanks to the development of information technology.

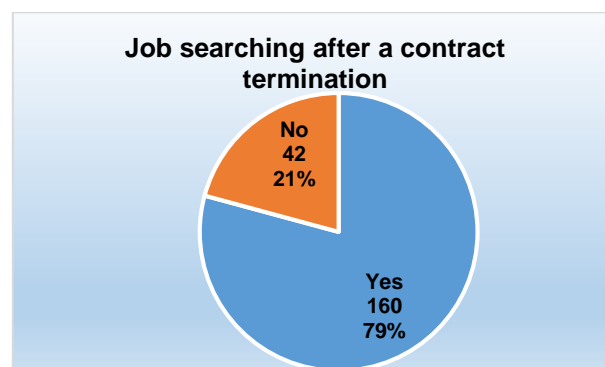


Figure 15: Job searching after a contract termination.

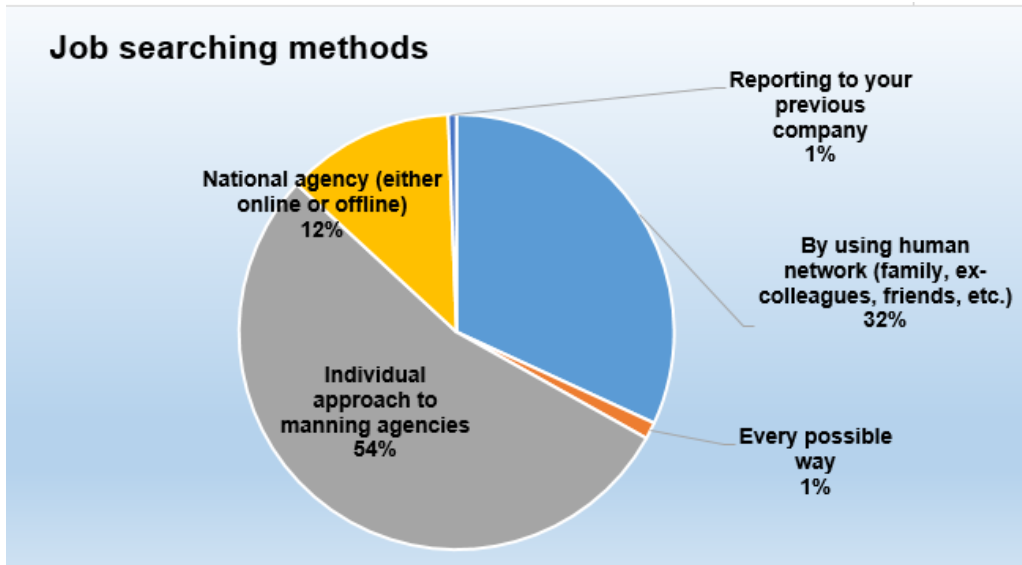


Figure 16: Job searching methods.

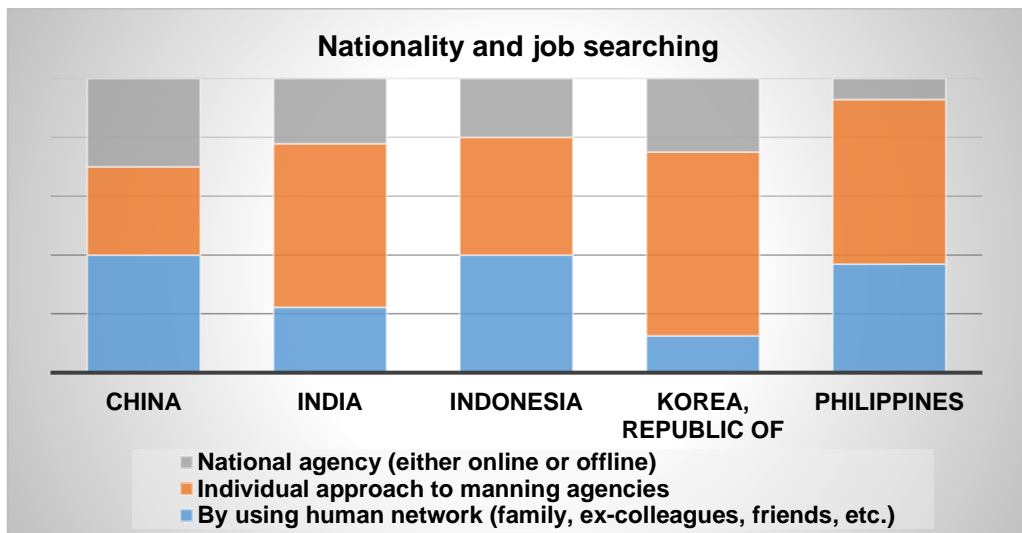


Figure 17: Frequency of job searching methods by nationality.

#### 4.3.3 Burdens for seafarers

According to Figure 18, 86 per cent of seafarers experience burdening in continuing this career. The rationales are firstly family, salary, job continuity, and social relationships, in that order (Figure 19). Job continuity was as significant as salary for seafarers. Other self-administered answers were living after retirement, communication restriction owing to the no-internet availability, relationships with

colleagues, disturbance in current relationships with their life partners, and demanding trainings.

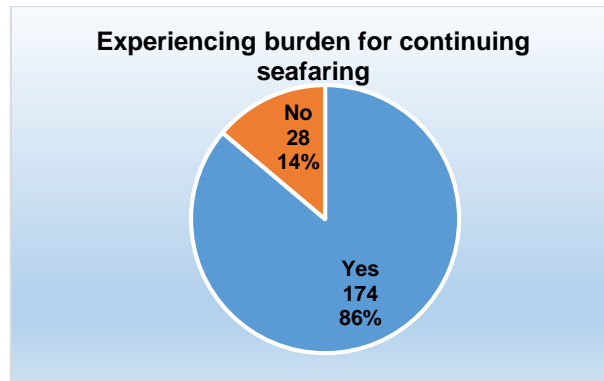


Figure 18: Experiencing burdening for continuing seafaring.

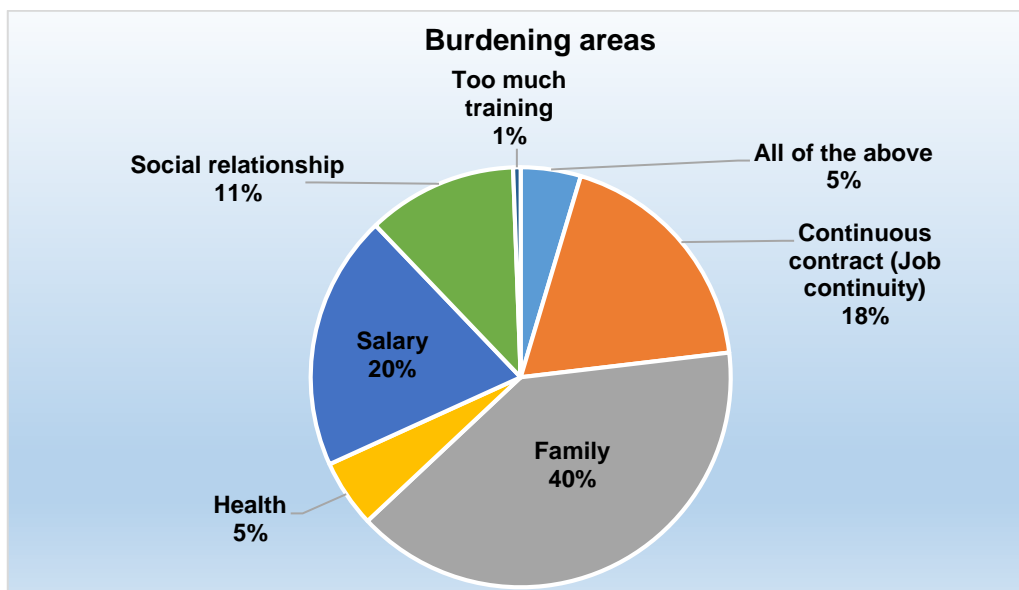


Figure 19: Burdens for continuing seafaring.

The correlation between experience and health, as well as experience and salary were significant as shown in Table 8. The more experience seafarers have, the more health and salary become burdens. Moreover, the lower the rank, the more they worry about job continuity (Table 8 and Figure 20). Thus, the assumption regarding the relation between the rank and perception of job continuity does exist. There was a

negative correlation. Finally, higher ranks worry about social relationships more. The self-administered opinions regarding relationships with family, life partners or friends were chiefly from managerial level.

Table 8: Correlation coefficients between burden areas and personal profiles ( $*p < .05$ ).

	JOB CONTINUITY	FAMILY	HEALTH	SALARY	SOCIAL
EXPERIENCE	0.424	0.581	0.750*	0.860*	-0.478
NATIONALITY	0.485	0.549	0.314	0.536	0.323
RANK	-0.669*	-0.551	-0.540	-0.546	0.636*

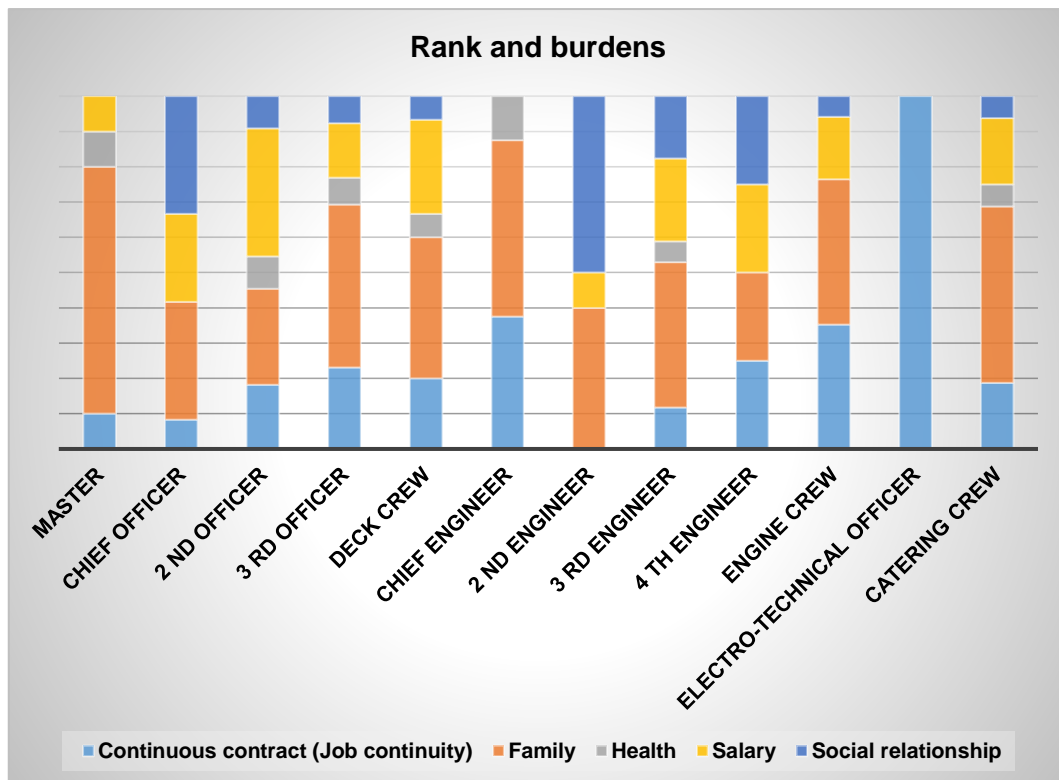


Figure 20: Proportion of burden areas by rank.

#### 4.3.4 Career development and influencing factors

60 per cent of currently sailing seafarers answered that their final goals in the maritime field are the top ranks on board. 40 per cent planned a career transition to ashore, including starting own business, working in pilot associations, being a surveyor, or being a consultant (Figure 21). The following question was about factors that contribute to achieving the goals. Figure 22 indicates job continuity was the first at 32 per cent, and job security was as significant as job continuity at 31 per cent. Extra opinions were employers' good will and non-bullying culture aboard.

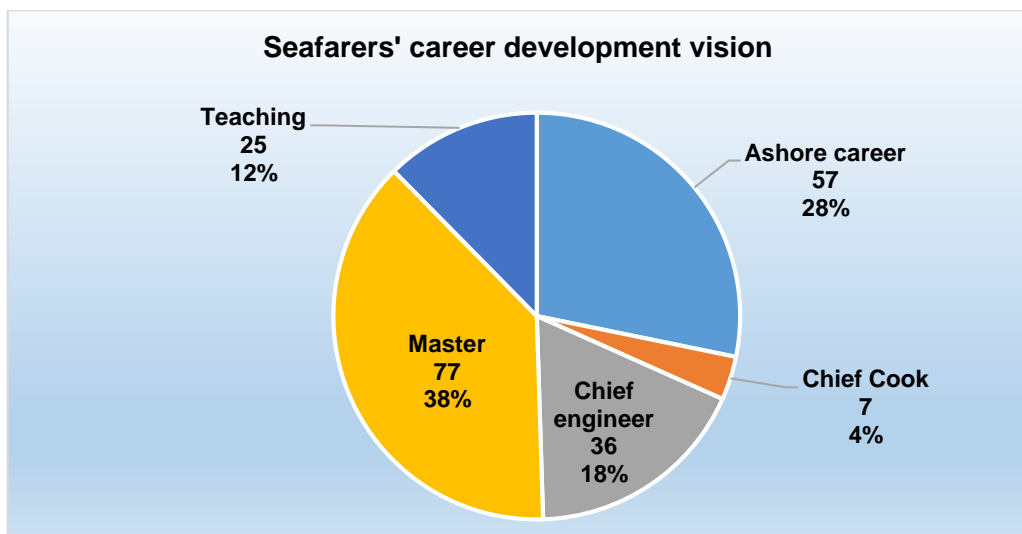


Figure 21: Seafarers' career development vision.

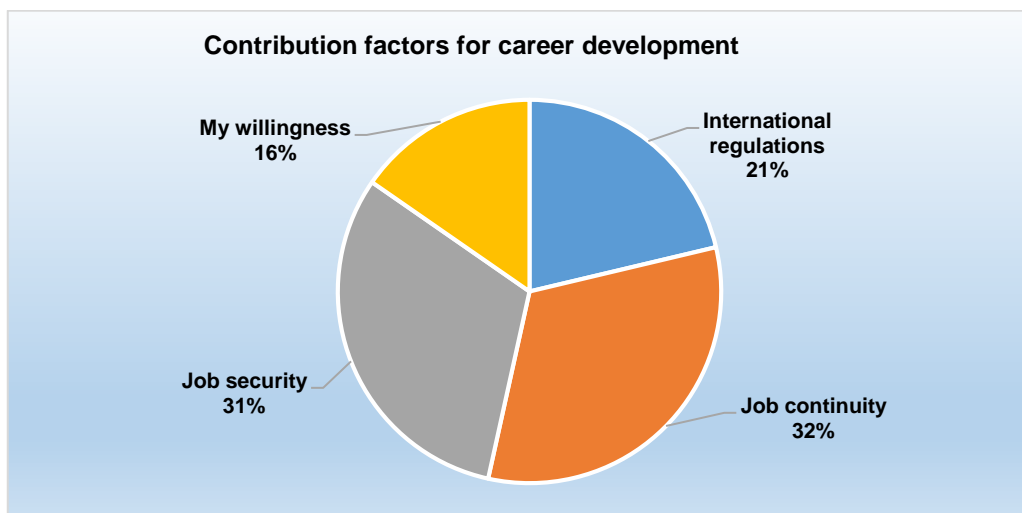


Figure 22: Contribution factors for career development in the maritime field.

Table 9: Correlation coefficients between contribution factors for career development and personal profiles (\* $p < .05$ ).

	INTERNATIONAL REGULATION	JOB CONTINUITY	JOB SECURITY	MY WILLINGNESS
EXPERIENCE	0.910*	0.838*	0.647*	-0.775
NATIONALITY	0.485	0.341	0.367	0.015
RANK	-0.676*	-0.694*	-0.528	0.341

As presented in Table 9, experience has a significant relation to each factor, especially international regulations, job continuity, and the individual's will. More experienced seafarers answered that international regulations, and continuous employment would contribute to achieve the goals, but not individuals' willingness. Whereas, less experienced seafarers saw the success in the maritime industry would be obtained if they strived to excel.

Correspondent to 4.2.3 seafarers' burdens, lower ranks showed a tendency to put more weight on job continuity and international regulations.

#### 4.4 Qualitative data: interview

The results of thematized interview data are shown in Table 10<sup>14</sup>.

Table 10: Interview data thematization.

Thematized Idea	Theme	Centralized Idea
<ul style="list-style-type: none"> <li>• <u>The contract of company, a national maritime university</u>, protects my job security.</li> <li>• <u>Equal opportunity to start</u> make this job secure for everyone.</li> <li>• Being employed in <u>a big company</u> normally guarantees job security, because such companies comply with the international standard regulations. My country promotes the job.</li> <li>• <u>High salary and prospective career development</u> path are advantages. As long as you do your job well, you will have opportunities.</li> </ul>	<p><b>Perception of job security and protectivity</b></p>	<p><u>Job security</u> - Company policies which comply with regulations for seafarers' rights</p>

14. The detailed interview transcript is provided in appendix vii.

<ul style="list-style-type: none"> <li>• A seafarer is an insecure job due to <u>unsafe and substandard working and living environment, and workload.</u></li> <li>• The insecurity comes from <u>company's policy</u> which is derived from the market fluctuation.</li> <li>• It is not a secure job thus keeping myself qualified is the key to survive. My country promotes this job thus it increases <u>competition.</u></li> <li>• <u>Working environment</u> for young socially-active people</li> <li>• Unsafe <u>working environment</u></li> <li>• The <u>career development path is limited</u> for catering crews.</li> </ul>		<p><u>Job insecurity</u></p> <ul style="list-style-type: none"> <li>- Substandard working and living environment on board, and unfair salary owing to company policies.</li> <li>- Competitive market situation</li> <li>- Catering crews' limited promotion</li> </ul>
<ul style="list-style-type: none"> <li>• My <u>company</u> protects my job.</li> <li>• <u>MLC, 2006</u> protects seafarers but not for all aspects.</li> <li>• <u>Society</u> protects the job security.</li> <li>• <u>Regulations and company</u> protect the job.</li> </ul>		<p><u>Protectivity for job security</u></p> <ul style="list-style-type: none"> <li>- Regulations and policies at international, national and corporate level</li> </ul>
<ul style="list-style-type: none"> <li>• For all seafarers, it is not protected well due to the <u>national law or society, as well as the market fluctuation.</u></li> <li>• However, after the accident, <u>international conventions do not take seafarers' side.</u></li> <li>• Salary and vessel conditions vary amongst <u>companies.</u> They do not protect seafarers.</li> </ul>		<p><u>Non-protectivity for job security</u></p> <ul style="list-style-type: none"> <li>- The market fluctuation</li> <li>- Limited coverage of international/national laws</li> <li>- Imbalanced company policy</li> </ul>
<ul style="list-style-type: none"> <li>• In my case, I once was employed through <u>a friend.</u></li> <li>• National/ International <u>recruitment websites</u></li> <li>• By using <u>human network</u></li> <li>• <u>Individual approach to manning agencies</u> or human connection as he was doing when the interview was conducted.</li> <li>• Individual approach to manning agency</li> <li>• <u>Online websites are not reliable.</u> Individual approach to manning agency</li> <li>• <u>National agency (online)</u> : having difficulty in adapting digitalization</li> </ul>	<p><b>Job searching</b></p>	<p><u>Yes</u></p> <ul style="list-style-type: none"> <li>- Individual approach</li> <li>- Using human network</li> <li>- Using recruitment website owing to digitalization.</li> </ul>



<ul style="list-style-type: none"> <li>• Currently, I do not have to search for sailing jobs thanks to <u>my position as an associated professor</u>.</li> <li>• Due to <u>the serious shortage of seafarers</u> in Korea, but thanks to good quality education and training, companies provide sufficient job opportunities with good terms of contracts.</li> <li>• I belong to a company which is <u>affiliated to the maritime academy from which I graduated</u>.</li> <li>• I belong to a company which <u>sponsors the maritime university from which I graduated</u>.</li> </ul>		<p><u>No</u></p> <ul style="list-style-type: none"> <li>- Their competencies</li> <li>- Less competitive market situation</li> <li>- Guaranteed job opportunities METI they graduated</li> </ul>
<ul style="list-style-type: none"> <li>• <u>Family, psychological trauma from harsh working environment and maintaining self-reputation</u> For my <u>future marriage</u>, I will not sail forever.</li> <li>• <u>Uncertain future due to ambiguous employment status</u></li> <li>• Since I did not have stable <u>income owing to unemployment</u> for the last couple of years, <u>job continuity</u> is my burden.</li> <li>• In the <u>working environment</u>, you cannot take good care of <u>health and loneliness</u>.</li> <li>• <u>Self-efficiency</u> <u>Retirement</u></li> </ul>	<p><b>Burdens</b></p>	<ul style="list-style-type: none"> <li>- Family.</li> <li>- Job continuity in relation to income</li> <li>- Possible mental or physical illnesses derived from the harsh working environment</li> <li>- Loneliness</li> <li>- Self-efficiency</li> <li>- Retirements</li> <li>- Uncertain future owing to employment status</li> </ul>
<ul style="list-style-type: none"> <li>• <u>My willingness to pursue, and explicit convention implementation tools</u> should be underpinned.</li> <li>• Personally, I want to be a pilot if I were to stay in the maritime industry. <u>To become a pilot, job continuity, my willingness including improving English, and more substantial conventions</u> are necessary.</li> <li>• To become a professor. <u>Experience on board</u> is essential.</li> <li>• There are abundant job opportunities in my country. Thus, my willingness will be important. Also <u>hard and soft sets of skills</u> for operating a vessel and managing crews.</li> <li>• As long as I am competent and have a willingness, I will achieve.</li> </ul>	<p><b>Career development</b></p>	<p><u>The goals</u></p> <ul style="list-style-type: none"> <li>- Professor</li> <li>- Pilot</li> <li>- Master</li> <li>- Chief engineer</li> <li>- Working aboard until retirement</li> </ul> <p><u>The factors</u></p> <ul style="list-style-type: none"> <li>- My willingness</li> <li>- Competences in hard and soft skills</li> <li>- Job continuity</li> <li>- Substantial regulations and effective implementation</li> </ul>

<ul style="list-style-type: none"> <li>• <u>Job security</u></li> <li>• <u>Safety</u></li> <li>• <u>Age discrimination</u> may be the glass ceiling.</li> </ul>		
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#### 4.4.1. Expression and body language via interviews

The interviewees consisted of six Filipinos, two Koreans, one Chinese, and one Indian. The ranks varied from support to managerial level, including catering department crew. The Chinese master described himself as a part-time seafarer and a full-time associated professor, who dreams of becoming a professor. One of the Koreans, a 3rd officer, was a graduate from the representative national maritime university from the country, and he chose to go aboard for the benefit of 'Substitute Military Service', which requires 30 months aboard. The other Korean, a chief cook, had three years left until his retirement. The Indian 2nd engineer is currently working as a ship operator due to an accident he had. Six Filipino seafarers were all either deck or engine crews. One of them had 3rd officer COC.

When the Chinese master mariner was talking about his status as a master mariner and associated professor, he was confident. However, when he was recalling the early years in a ship, especially the bullying and unfair treatment from superior ranks, he lost his peace and started to share more stories about it. The interviewer had to remind him of the question asked several times.

For the Korean 3rd officer, the interview was conducted via video chat. He had just disembarked from a LPG carrier. He consistently asked about his appearance - in fact he was about to meet his girlfriend - and did not seem to be able to focus on the

interview by either touching his hair repeatedly or adjusting the position of his glasses. Eventually he answered all questions promptly, apart from one about the future plan. He spent about 1 minute without talking. He had a strong belief that he would not stay as a seafarer. When he talked about the advantage of the substitution of military service, which is compulsory in the country, he was deeply engaged in the interview. For the question regarding burdening, he looked nervous and began to do the repetitive gesture again. And he chuckled when he described himself as a financial sponsor to his girlfriend to keep her.

The other Korean, a chief cook, was at a port. His vessel had just arrived at the port. The interview was interrupted several times owing to the poor internet reception. He said he was glad to be appointed as one of subjects. Along with that, he mentioned how useless he feels at his age on land. This comment appeared predominantly for the question regarding burdens during this interview. However, he was happy when he was talking about his heroic early sailing days in a variety of vessels, multicultural crews and places he went.

The Indian 2nd engineer was quite enthusiastic about the interview. Most of the conversation was about the consequences of his accident, and the time he had no job as well as his entire family. When he was describing the time in a small company, according to his definition such companies do not have well-structured systems for employees, his voice sounded anxious and emotional.

One of the interviews with a Filipino deck crew member was conducted in front of board members of the company. Throughout the entire interview his eyes were constantly checking on the two directors' reactions. When he was talking about the elements that protect seafarers' job security, his answer was the company. While giving the answer, his sight was on the directors. However, for the question regarding job searching and burdens, he looked into the interviewer straight but with a lower voice.

Another Filipino deck crew member was sitting and waiting for his turn in the maritime administration with his friend. He was in his early 20s. Throughout the entire interview, he was smiling and checking his smart phone frequently. However, when he was

asked regarding career development plan, he and his friend were engaged in the subject.

For another crew who had 3rd officer COC, most of his answers reflected an experience in a world-rank company. It took a longer time for him to answer what burdens he experienced, with hesitation. Eventually, he picked family by saying "the same as for every seafarer." Most Filipino participants did not have gloomy expressions despite sharing burdens, or bad experiences.

#### 4.4.2 Perception of job security and protectivity

The perception of job security and protectivity were divided evenly. Seafaring has job security thanks to company policies which comply with regulations for seafarers' rights. Big companies tend to provide higher salary and better working conditions. Whereas, the perception of insecurity comes from the substandard working and living environment on board, and unfair salary. Those factors are the responsibility of companies. Depending on the market situation, competition may increase job insecurity. For catering crews, there is a limited career development path, that causes job insecurity.

In the sphere of protectivity, regulations and policies at international, national, and corporate levels protect the job security. However, the market fluctuation as well as imbalanced policies by companies do not protect seafarers' job security. Finally, seafarers perceived that international/national laws do not cover all their rights.

#### 4.4.3 Job searching

Half of the interviewees search for jobs after termination of one contract. All methods were attempted, such as individual approach, using human network, and using recruitment website. One interviewee mentioned the change owing to digitalization. The other half of seafarers do not have to search for jobs. The reasons were their competencies, less competitive market situation, guaranteed job opportunities from METIs where they graduated.

#### 4.4.4 Burdens for seafarers

There were various types of burdens. The most common factor was, assimilated to the quantitative research, family. Six out of ten interviewees answered job continuity was a fundamental factor in relation to income, not the amount of salary. The other reasons were; 1) any mental or physical illness derived from the harsh working environment, 2) loneliness which implies social relationships, 3) perception of self-efficiency by aging, 4) after retirements, and finally 5) uncertain future owing to employment status. The interviewee said that he was always under pressure when the company would want him to sign-on.

#### 4.4.5 Career development and influencing factors

The goals for the interviewees were a professor, a pilot, a master, chief engineer, and working aboard until retirement. Filipino crews were more inclined to stay on board. The factors that contribute to the career development were chiefly, my willingness, competences in hard and soft skills, continuous job opportunities, substantial regulations, and effective implementation of them.

## 5 DISCUSSION AND RECOMMENDATIONS

### 5.1 Introduction

The research that was mentioned in Chapter 2 indicated the importance of job security in general as one of the elements of job satisfaction. Studies were conducted regarding welfare to facilitate better work performance, or to prevent seafarers from leaving the maritime industry and increasing the shortage of officers. The continuum of employment opportunities, in accordance with the definition created in Chapter 2 'job continuity', should have been paid more attention to as a significant influencing factor. However, the explicit research about seafarers' job security and job continuity is scarce. Therefore, this research strived to approach the awareness of job security in relation to job continuity directly in order to address the matter. The findings are discussed according to triangulated scopes, and recommendations are presented in correspondence with each criterion.

Finally, to provide assistance to the further research, a seafarers' career development path model was developed taking the periodic unit into consideration. The model is a result of integration of the three frameworks presented in Chapter 2: Super's career development path (Super, 1990), ASA framework (Schneider, 1987), and ILO Career Cycle Model for female career path (Turnbull, 2013).

### 5.2 Discussion of data analysis results and recommendations

#### 5.2.1 MLC, 2006, Regulation 2.8

Under MLC, 2006, it is stated that encouraging career and skill development and employment opportunities are vital for the provision of a stable and competent

workforce. Although the guideline includes further training and education opportunities for promoting opportunities aboard and ashore, without robust mandatory regulations, seafarers still remain vulnerable. In pursuant to the guideline B2.8.2, the registers or lists of seafarers shall be utilized to render fair opportunities. This guideline is likely to be abused by employers who can damage seafarers in reality; for example, by accepting bribes in order for seafarers to stay in the lists.

Thus, to make efficient use of such standards and guidelines, the actual effectiveness of the registers and lists should be examined. Moreover, there should be thorough evaluations for the criteria inventory of such registers and lists, for instance including a soft skill evaluation category pertaining to principles included in '*Bridge resource management*' under STCW A-II/1. Besides, there should be additional guidelines about the unions' roles, and protection for the procedures of employment in terms of bribery or nepotism.

Finally, not only the evaluation, but also the ratification and effective implementation of the Convention are essential. Furthermore, to facilitate the use of such legal instruments, the provision of a standardized quality standard system model at a company level would be a proper initiative.

#### 5.2.2 Perception of job security and protectivity

57 per cent of the participants perceived seafaring as a secure career with regard to high salary, and equal opportunities to commence the career. However, it was a general perception of the career 'a seafarer' not the reflection of the individual situation. Besides, the percentage should be increased. On the other hand, working environment and health were the major reasons for the perception of job insecurity. In addition, the uncertainty of job opportunities derived from the market conditions and unequal treatments by different companies' policies were mentioned. Overall, seafarers were aware that the uncertainty owing to job discontinuity can affect their job security. The uncertainty is usually driven by the differences of companies in terms of size and policies.

In relation to job security, nearly 70 per cent of seafarers perceive their job security is protected, chiefly by international or national legal instruments. Interestingly, 'company' belonged to both the opposite sides as a reason. Those who had worked in companies with robust employment and retention policies considered that 'company' is the subject that protects their job security. Whereas those who had experienced working in companies with poor policies stated that companies are the cause of insecurity. Therefore, it can be assumed that to enhance seafarers' rights in the light of job security, there should be company-level endeavors and more efficient regulations to standardize the imbalance of companies.

### 5.2.3 Job searching

According to the quantitative research, 80 per cent of seafarers have to search for the next contracts. The other 20 per cent may include seafarers with permanent employment contracts, or belong to governmental institutions in the sphere of the qualitative research responses.

The most common job seeking methods were individual approach to the shipping companies or manning agencies, and by using human network. Hereby, the results imply that the scopes of possible improvement for employment conditions should reflect the different ways of job searching. Moreover, digitalization may assist job searching procedure, but it may hinder those generations without computer utilization skills. Therefore, the provision of job searching training via online will resolve the issue. In pursuant to MLC, 2006, Regulation 2.8, each Member State should have standardized employment systems in order to provide equal opportunities so that job continuity improves accordingly. As a result, the regulation shall encompass a diversity of ways in the provision.

### 5.2.4 Burdens for seafarers

80 per cent of the respondents experience burdens. Of these, 18 per cent regard job continuity as the burden. It was as significant as salary, and higher than health. Fewer



higher rank seafarers perceive job continuity as the main burden, whereas lower ranks worry more about individuals' job continuity.

These lower rank seafarers are the future officers, and the manpower for the ashore based jobs. Based on the results of seafarers' perceptions of job security, they generally perceive their job as secure with a slightly higher percentage than 50. Paradoxically, individual job continuity still manifests itself as a burden for lower ranks. Providing continual job opportunities to lower ranks would facilitate them to remain at sea and pursue their career development. Therefore, in order to address the shortage of officers, attention could be paid to the hierarchical differences between ranks and job continuity.

#### 5.2.5 Career development and influencing factors

Despite a number of reported studies about seafarers leaving their jobs, 60 per cent of seafarers sailing in the international waters desired to pursue their career at sea. The contributing factors were job continuity, job security, and the individual willingness. Overall, more experienced seafarers, and the lower ranks chose systemic factors, such as international regulations and job continuity, to be more important for the career development. In fact, experience did not represent the level of responsibility. There were seafarers with more than 11 years of experience who belonged to the support level. Regardless of the length of experience, the lower ranks desired more enhanced job continuity.

In conclusion, there should be improvement in the provision of continuous employment opportunities reflecting different experience and ranks so that the qualified human resources can be retained for the future of the maritime industry as well as the education and training for the next generation.

## 5.3 Sample profile

### 5.3.1 Nationalities

There were no significant correlations between nationality and the four criteria, based on the quantitative research. Globalization in the maritime labor market may be introduced as an influencing factor for such results. The issues of seafarers' job security in relation to job continuity are not confined to nationality, but more universal. Therefore, the importance of the international regulations must be emphasized.

On the other hand, through the interviews, it was established that the ways seafarers from different nationalities express their thoughts and experiences differ. For the same subject, such as a question about burdens, a certain nationality was inclined to answer with a serious expression on his face, while another was inclined to smile all the way. Notwithstanding the different ways of expressing themselves, there were common perceptions regarding burdens, and career development. However, this cannot be grounded taking into account the limited number of samples.

### 5.3.2 Experiences

The experiences did not show strong significant correlations to job security, protectivity, and job continuity as a burden. Experience varies individually. Longer experience at sea does not represent diverse experience in different companies, working and living conditions on board, types of vessels, ranks, or crew compositions. However, experience showed stronger correlation to job continuity in terms of career development. Therefore, the longer experience at sea has taught them that continuous opportunities must be guaranteed to pursue a career at sea. Job continuity is not merely securing a seafarer's job to make him or her feel satisfied to perform better, or remain at sea, but also fostering an individual to have a prospective vision of career development.

### 5.3.3 Rank

The higher the rank, the less job security as well as protectivity was perceived as significant, in accordance with the quantitative result. That is, lower rank seafarers think that a career 'seafaring' is secured and protected by international or national regulations, and companies. However, with regard to burdens, the lower ranks worry about job continuity more than the higher ranks. Moreover, the lower ranks put more weight on the contribution of job continuity to the career development.

In conclusion, the lower rank seafarers consider seafaring a secure and well protected job. Nevertheless, when it comes to an individual level, job continuity was identified as burdensome. In addition to that, it was thought to be an important factor that would guarantee the individual career development, which corresponds to the result of periods of experience at sea in 5.3.2.

## 5.4 Model and policy recommendations

A holistic seafarers' career development path model was created, shown in Figure 23, by adopting 'ILO Career Cycle Model for female career path' (Turnbull, 2013), and Super's 'Life-span career development path (Super, 1990). The purpose of this creation is to provide a more authentic description of seafarers' career paths from the beginning to the disengagement; in order that the maritime labor market is able to develop a universal strategic plan for seafarers' employment. The red lines indicate the phases or processes that job continuity affect.

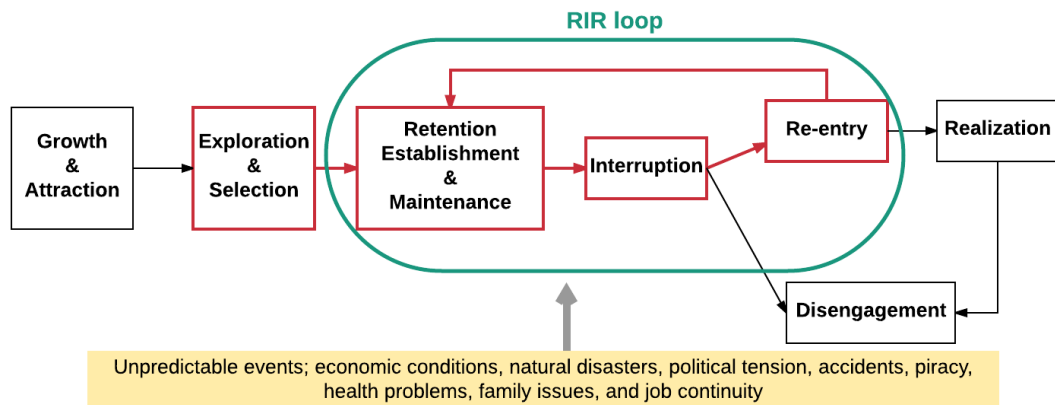


Figure 23: Seafarers' career development path (adopted from Turnbull (2013), and Super (1990)).

In the beginning, individuals are introduced and attracted to seafaring via their surroundings, such as family, or friends, or by their own will. Then, they enroll at METIs. After completion or graduation from the institutions, they select, and commence a career as seafarers at sea. During the exploration, they experience the advantages and disadvantages. Here job continuity is underlying as one of the hygiene factors for job satisfaction. In the retention phase, they are satisfied at being seafarers, and continue. The accumulated achievement will encourage them to plan their own career establishment paths, either aiming for further promotions or simply keeping the current positions. Job continuity as an incentive underlies as a fundamental factor in this phase as well. Throughout the entire career development path, everyone is inclined to encounter interruption. The interruption can be caused by unpredictable events, such as economic conditions, natural disasters, political tension, accidents, piracy, health problems, family issues, and job discontinuity. A fact to be noted is that such interruption factors do not emerge only for a certain period, but throughout the whole path. However, the interruption phase in this model indicates the phase where individuals thoroughly consider and interrogate the value of their career for their lives. Some may take a break and enter again, the others decide to disengage. If the interruption is due to retirement age, the disengagement manifests itself as retirement. In case of re-entry, some overcome the interruption and strive to remain at sea. Whereas others terminate seafaring, owing to a realization of the

disadvantages, and the leverage of repetitive interruptions. In such a situation, they leave the sea, and face the challenge of starting different careers.

According to the seafarers' career development path model, the significance of job continuity manifests itself during 'Retention – Interruption – Re-entry' stages, hereafter RIR loop, where ranks and experience matter a great deal. Those who have already experienced the interruption stage are likely to experience the similar situation again frequently. Therefore, guaranteeing job continuity in order to enhance higher job security could contribute to increase the number of re-entry and retention. The average career lengths for the global seafarers were estimated to be seven to eight years. Investigation on an accurate numerical period for each phase will guarantee more authentic situation awareness, and facilitate developing a substantial employment scheme reflecting job continuity for seafarers.

Finally, European Foundation for the Improvement of Living and Working Conditions has been conducting studies, providing reports from various career sectors, and proposing solutions. One of the provisions is different types of employment status, introduced in Table 3. The different types of employment status should be considered for the case studies of seafarers, in order to present clearer information of the maritime labor market situations. Therefore, more effective employment schemes can be developed.

## 5.5 Limitation of the research

One of the limitations of this research is the limited coverage of samples, collected from Asian countries mainly, including few other nationalities. Second, the imbalance of seafarers' individual qualifications and competences were not taken into consideration. The consequence of this is that the result could have provided more comprehensive interpretations regarding sample profiles. Lastly, the substantial information about companies where the samples were employed was unable to be provided owing to confidentiality.

## **6 CONCLUSION**

Often we are asked what occupation could possibly stop the world when it vanishes. As it has been stated, the importance of seafarers is the impact on economic, societal, technological, and educational aspects. In spite of this, the appreciation seafarers receive is little. Thus, investment in the protection of seafarers' rights in terms of employment will contribute to those areas, in other words, to the world. Besides, taking into consideration the shortage of seafarers, an investment will enhance attraction to the career.

The world has faced globalization, exponential technological development, intensification, and flexicurity. These trends, evidently, have affected the maritime labour market. Therefore, there is a great need for research that represents the real employment situation, by reflecting the global trends. Furthermore, that research would encourage more decent employment conditions for seafarers. Thanks to the international endeavors to date, particularly MLC, 2006, standards and guidelines have been provided with measures.

With due regard to the scarcity of relevant studies, this research was conducted to attain the authentic information about seafarers' job security awareness in relation to job continuity, as well as to identify the significance of job continuity according to the different personal profiles. The results of this research assert the world-class attention to the matter. It is important that the effectiveness of existing regulations can be evaluated and substantial employment schemes can be developed.

The provision of definitions of job security, and job continuity in this research are:

Job security is the possibility of a job which enables a person to continue being employed in order to ensure making a decent living and pursuing career establishment.

Job continuity is the continuum of working opportunities for a person in a career so as to support his or her living, minimizing uncertainty for the future and providing career establishment.

The two concepts are highly interrelated in terms of practical, and self-actualization aspects, that is earning for living, and providing career development.

The perception of job security should be improved for individuals' psychology that affects the work performance, and increases the productivity. In other words, an individual's status will be implicitly internalized, and manifest itself in the organizational improvement. Besides, a secure job renders prospective career development paths. For instance, via the secured employment system, seafarers would be retained at sea, and gain more experience. Furthermore, considering those seafarers becoming trainers, or instructors for the next generation, societal and educational benefits are deemed to be promising.

The options for the questionnaire of reactive research were by different scopes, as shown in Table 2; individual, company, society, world, and on board. Through the scope analysis, the factors that are related to job security, job continuity, and factors underlying MLC, 2006, were selected for the questionnaire. The questionnaire was structured to ask about participants' perception of overall job security in the beginning, and gradually narrowed down to the individual's perception of job continuity. The questionnaire contains five criteria; personal information, perception of general job security and protectivity, individual job searching methods, burdens, and career development. Each question delivers the context of four research questions of this study in Chapter 1. Having been able to ask the end-users about the elements that are enclosed in the Convention was a great advantage for the future improvements, and evaluation of the effectiveness.

Triangulation was applied to enhance the validity of the research. The non-reactive part indicates literature research chiefly focusing on international regulations, and the

reactive part consisted of quantitative and qualitative research via surveys and interviews.

Regarding the international legal endeavors for seafarers' employment, the representative is MLC, 2006. Amongst all standards and guidelines, Regulation 2.8 provides the scope of career and skill development, and employment. However, the Convention has been ratified by 84 countries out of 187 ILO member states. Thus, in order to enhance the world seafarers' employment rights, the ratification needs to be promoted. Moreover, based on the results of this research, the practical implementation ought to be achieved with the provision of effective law enforcement regimes, and detailed quality standard systems for companies.

Apart from the ratification, appropriate new amendments, which reflect the current trends, diversity of personal profiles, and different employment status, would have to supersede the current convention.

The 202 respondents who participated were positioned at diverse ranks, from ten different countries, with various experience. The result demonstrated that seafarers perceive their job as secure, but the percentage was yet to be improved so as to represent the generic opinion. The reasons for the world's seafarers' perception of job security were high salary, and promotion opportunities. The protection factors were legal instruments and companies, but the low social echelon was chosen as a disturbance factor for protectiveness of job security. Besides, there was a considerable negative correlation between rank and job security as well as rank and protectivity.

In relation to job continuity, different employment policies and cultures of companies were the core elements for seafarers' perception of job security.

Secondly, amongst 86 per cent of seafarers' burdens, job continuity was as significant as salary, in accordance with the significant necessity of job searching. The salary was highly related to job continuity. Thus, the importance of job continuity was addressed repeatedly. Moreover, the negative correlation between rank and job continuity as a burden emerged. As a result, attention ought to be paid not only to the overall job continuity, but also to lower rank seafarers. The provisions of standardized regulations on job searching procedures, and online job searching training courses were recommended.



Lastly, 60 per cent of seafarers wished to remain at sea. Regardless of career development plans, job continuity and job security were chosen as the contribution factors. This tendency was significant for seafarers with longer experience at sea. In addition, lower ranks also perceived that job continuity was influential for their career achievement in the maritime field. Both groups expressed the importance of international regulations.

The results justified the significance of job continuity. In order to render precise observations on job continuity, a seafarer's career development path model was developed in 5.3. The model describes the importance of job continuity on several stages of the career path. Emphasizing the frequency of RIR loop, and identifying the rationales of such frequency should be studied.

In conclusion, the world seafarers' job security shall be improved. Job continuity underlies one of the parts that have been on the table insufficiently. Notwithstanding the existence of the international legal provisions, the results of this research have proved the gaps between the theory and the reality, which were generated by negligence on this matter. Furthermore, the importance of different personal profiles – experience and rank -, the roles of the international legal instruments, provision of robust law implementation regimes, and responsibilities of companies have been addressed.

This study as a milestone for the improvement of the world seafarers' job continuity will be developed and continued. However, there were limitations regarding questions, methodology, sampling, and contents due to the limitation of the time and location. In order to reach the goal 'improving the global seafarers' job continuity', further research must be carried on.

In the further studies; 1) research about job continuity in relation to factors that are not encompassed under MLC, 2006, - such as family, and social relationships, 2) research that investigates specific successful national laws, or company policies regarding job continuity as guidelines for universal standards, and finally 3) the development and simulation of the seafarers' career development path model of this research are expected to be conducted.

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## **APPENDICES**

### **Appendix 1 ILO Convention No.145**

#### **C145 - Continuity of Employment (Seafarers) Convention, 1976 (No. 145)**

##### **Article 1**

1. This Convention applies to persons who are regularly available for work as seafarers and who depend on their work as such for their main annual income.
2. For the purpose of this Convention the term seafarers means persons defined as such by national law or practice or by collective agreement who are normally employed as crew members on board a sea-going ship other than--
  - (a) a ship of war;
  - (b) a ship engaged in fishing or in operations directly connected therewith or in whaling or in similar pursuits.
3. National laws or regulations shall determine when ships are to be regarded as sea-going ships for the purpose of this Convention.
4. The organisations of employers and workers concerned shall be consulted on or otherwise participate in the establishment and revision of definitions in pursuance of paragraphs 2 and 3 of this Article.

##### **Article 2**

1. In each member State which has a maritime industry it shall be national policy to encourage all concerned to provide continuous or regular employment for qualified seafarers in so far as this is practicable and, in so doing, to provide shipowners with a stable and competent workforce.
2. Every effort shall be made for seafarers to be assured minimum periods of employment, or either a minimum income or a monetary allowance, in a manner and to an extent depending on the economic and social situation of the country concerned.

##### **Article 3**

Measures to achieve the objectives set out in Article 2 of this Convention might include--

- (a) contracts or agreements providing for continuous or regular employment with a shipping undertaking or an association of shipowners; or
- (b) arrangements for the regularisation of employment by means of the establishment and maintenance of registers or lists, by categories, of qualified seafarers.

##### **Article 4**

1. Where the continuity of employment of seafarers is assured solely by the establishment and maintenance of registers or lists, these shall include all occupational categories of seafarers in a manner determined by national law or practice or by collective agreement.

2. Seafarers on such a register or list shall have priority of engagement for seafaring.

3. Seafarers on such a register or list shall be required to be available for work in a manner to be determined by national law or practice or by collective agreement.

#### **Article 5**

1. To the extent that national laws or regulations permit, the strength of registers or lists of seafarers shall be periodically reviewed so as to achieve levels adapted to the needs of the maritime industry.

2. When a reduction in the strength of such a register or list becomes necessary, all appropriate measures shall be taken to prevent or minimise detrimental effects on seafarers, account being taken of the economic and social situation of the country concerned.

#### **Article 6**

Each member State shall ensure that appropriate safety, health, welfare and vocational training provisions apply to seafarers.

#### **Article 7**

The provisions of this Convention shall, except in so far as they are otherwise made effective by means of collective agreements, arbitration awards, or in such other manner as may be consistent with national practice, be given effect by national laws or regulations.

#### **Article 8**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### **Article 9**

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

#### **Article 10**

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.



2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### **Article 11**

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

#### **Article 12**

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### **Article 13**

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### **Article 14**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 10 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### **Article 15**

The English and French versions of the text of this Convention are equally authoritative.

## Appendix 2 ILO Recommendation No. 154

### **R154 - Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154)**

#### **1.**

(1) Subject to the provisions of Paragraph 11, this Recommendation applies to persons who are regularly available for work as seafarers and who depend on their work as such for their main annual income.

(2) For the purpose of this Recommendation the term seafarers means persons defined as such by national law or practice or by collective agreement who are normally employed as crew members on board a sea-going ship other than--

(a) a ship of war;

(b) a ship engaged in fishing or in operations directly connected therewith or in whaling or in similar pursuits.

(3) National laws or regulations should determine when ships are to be regarded as sea-going ships for the purpose of this Recommendation.

(4) The organisations of employers and workers concerned should be consulted on or otherwise participate in the establishment and revision of definitions in pursuance of subparagraphs (2) and (3) of this Paragraph.

**2.** In so far as practicable, continuous or regular employment should be provided for all qualified seafarers.

#### **3.**

(1) Except where continuous or regular employment with a particular shipowner exists, systems of allocation should be agreed upon which reduce to a minimum the necessity for attending calls for selection and allocation to a job and the time required for this purpose.

(2) In so far as practicable, these systems should preserve the right of a seafarer to select the vessel on which he is to be employed and the right of the shipowner to select the seafarer whom he is to engage.

**4.** Subject to conditions to be prescribed by national laws or regulations, or collective agreements, the transfer of seafarers in the regular employment of one employer to temporary work with another should be permitted when required.

#### **5.**

(1) Where continuous or regular employment is not practicable, guarantees of employment and/or income should be provided in a manner and to an extent depending on the economic and social situation of the country concerned.

(2) These guarantees might include the following:

(a) employment for an agreed number of weeks or months per year, or income in lieu thereof;

(b) unemployment benefit when no work is available.

**6.**

(1) Where the measures to obtain regular employment for seafarers provide for the establishment and maintenance of registers or lists of qualified seafarers, criteria should be laid down for determining the seafarers to be included in such registers or lists.

(2) Such criteria might include the following:

- (a) residence in the country concerned;
- (b) age and medical fitness;
- (c) competence and skill;
- (d) previous service at sea.

7. When the strength of such registers or lists is reviewed by the parties concerned, account should be taken of all relevant factors, including the long-term factors such as the modernisation of the maritime industry and changing trends in trade.

8. If reduction in the over-all strength of such a register or list becomes unavoidable, all necessary efforts should be made to help seafarers to find employment elsewhere through the provision of retraining facilities, as provided for in Part III of the Employment of Seafarers (Technical Developments) Recommendation, 1970, and the assistance of the public employment services.

**9.**

(1) In so far as practicable, any necessary reduction in the strength of such a register or list should be made gradually and without recourse to termination of employment. In this respect, experience with personnel planning techniques at the level of the undertaking and at industry level can be usefully applied to the maritime industry.

(2) In determining the extent of the reduction, regard should be had to such means as--

- (a) natural wastage;
- (b) cessation of recruitment;
- (c) exclusion of men who do not derive their main means of livelihood from seafaring work;
- (d) reducing the retirement age or facilitating voluntary early retirement by the grant of pensions, supplements to state pensions, or lump-sum payments.

10. Termination of employment should be envisaged only after due regard has been had to the means referred to in subparagraph (2) of Paragraph 9 and subject to whatever guarantees of employment may have been given. It should be based as far as possible on agreed criteria, should be subject to adequate notice, and should be accompanied by payments such as--

- (a) unemployment insurance or other forms of social security;
- (b) severance allowance or other types of separation benefits;
- (c) such combination of benefits as may be provided for by national laws or regulations, or collective agreements.

11. Appropriate provisions of this Recommendation should, as far as practicable and in accordance with national laws and practice and collective agreements, also be applied to persons who work as seafarers on a seasonal basis.

## Appendix 3 MLC, 2006, Article X

### Effect of entry into force

This Convention revises the following Conventions:

- Minimum Age (Sea) Convention, 1920 (No. 7)
- Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)
- Placing of Seamen Convention, 1920 (No. 9)
- Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)
- Seamen's Articles of Agreement Convention, 1926 (No. 22)
- Repatriation of Seamen Convention, 1926 (No. 23)
- Officers' Competency Certificates Convention, 1936 (No. 53)
- Holidays with Pay (Sea) Convention, 1936 (No. 54)
- Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)
- Sickness Insurance (Sea) Convention, 1936 (No. 56)
- Hours of Work and Manning (Sea) Convention, 1936 (No. 57)
- Minimum Age (Sea) Convention (Revised), 1936 (No. 58)
- Food and Catering (Ships' Crews) Convention, 1946 (No. 68)
- Certification of Ships' Cooks Convention, 1946 (No. 69)
- Social Security (Seafarers) Convention, 1946 (No. 70)
- Paid Vacations (Seafarers) Convention, 1946 (No. 72)
- Medical Examination (Seafarers) Convention, 1946 (No. 73)
- Certification of Able Seamen Convention, 1946 (No. 74)
- Accommodation of Crews Convention, 1946 (No. 75)
- Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76)
- Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)
- Accommodation of Crews Convention (Revised), 1949 (No. 92)
- Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)
- Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)
- Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)
- Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)
- Continuity of Employment (Seafarers) Convention, 1976 (No. 145)
- Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)
- Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)
- Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)
- Seafarers' Welfare Convention, 1987 (No. 163)
- Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)
- Social Security (Seafarers) Convention (Revised), 1987 (No. 165)
- Repatriation of Seafarers Convention (Revised), 1987 (No. 166)
- Labour Inspection (Seafarers) Convention, 1996 (No. 178)
- Recruitment and Placement of Seafarers Convention, 1996 (No. 179)
- Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180).

## Appendix 4 MLC, 2006, Regulation 2.8

### **Career and skill development and opportunities for seafarers' employment**

*Purpose: To promote career and skill development and employment opportunities for seafarers*

1. Each Member shall have national policies to promote employment in the maritime sector and to encourage career and skill development and greater employment opportunities for seafarers domiciled in its territory.

#### **Standard A2.8 – Career and skill development and employment opportunities for seafarers**

1. Each Member shall have national policies that encourage career and skill development and employment opportunities for seafarers, in order to provide the maritime sector with a stable and competent workforce.
2. The aim of the policies referred to in paragraph 1 of this Standard shall be to help seafarers strengthen their competencies, qualifications and employment opportunities.
3. Each Member shall, after consulting the shipowners' and seafarers' organizations concerned, establish clear objectives for the vocational guidance, education and training of seafarers whose duties on board ship primarily relate to the safe operation and navigation of the ship, including ongoing training.

#### **Guideline B2.8 – Career and skill development and employment opportunities for seafarers**

Guideline B2.8.1 – Measures to promote career and skill development and employment opportunities for seafarers

1. Measures to achieve the objectives set out in Standard A2.8 might include:
  - (a) agreements providing for career development and skills training with a shipowner or an organization of shipowners; or
  - (b) arrangements for promoting employment through the establishment and maintenance of registers or lists, by categories, of qualified seafarers; or
  - (c) promotion of opportunities, both on board and ashore, for further training and education of seafarers to provide for skill development and portable competencies in order to secure and retain decent work, to improve individual employment prospects and to meet the changing technology and labour market conditions of the maritime industry.

#### **Guideline B2.8.2 – Register of seafarers**

1. Where registers or lists govern the employment of seafarers, these registers or lists should include all occupational categories of seafarers in a manner determined by national law or practice or by collective agreement.
2. Seafarers on such a register or list should have priority of engagement for seafaring.
3. Seafarers on such a register or list should be required to be available for work in a manner to be determined by national law or practice or by collective agreement.
4. To the extent that national laws or regulations permit, the number of seafarers on such registers or lists should be periodically reviewed so as to achieve levels adapted to the needs of the maritime industry.
5. When a reduction in the number of seafarers on such a register or list becomes necessary, all appropriate measures should be taken to prevent or minimize detrimental effects on seafarers, account being taken of the economic and social situation of the country concerned.

## Appendix 5 STCW Regulation I/14, and Code A-I/14 Responsibilities of companies

### **Regulation I/14 Responsibilities of companies**

1 Each Administration shall, in accordance with the provisions of section A-I/14, hold companies responsible for the assignment of seafarers for service on their ships in accordance with the provisions of the present Convention, and shall require every such company to ensure that:

.1 each seafarer assigned to any of its ships holds an appropriate certificate in accordance with the provisions of the Convention and as established by the Administration;

.2 its ships are manned in compliance with the applicable safe manning requirements of the Administration;

.3 seafarers assigned to any of its ships have received refresher and updating training as required by the Convention;

.4 documentation and data relevant to all seafarers employed on its ships are maintained and readily accessible, and include, without being limited to, documentation and data on their experience, training, medical fitness and competency in assigned duties;

.5 seafarers, on being assigned to any of its ships, are familiarized with their specific duties and with all ship arrangements, installations, equipment, procedures and ship characteristics that are relevant to their routine or emergency duties;

.6 the ship's complement can effectively coordinate their activities in an emergency situation and in performing functions vital to safety, security and to the prevention or mitigation of pollution; and

.7 at all times on board its ships there shall be effective oral communication in accordance with chapter V, regulation 14, paragraphs 3 and 4 of the International Convention for the Safety of Life at Sea, 1974 (SOLAS), as amended.

### **Section A-I/14**

1 Companies, masters and crew members each have responsibility for ensuring that the obligations set out in this section are given full and complete effect and that such other measures as may be necessary are taken to ensure that each crew member can make a knowledgeable and informed contribution to the safe operation of the ship.

2 The company shall provide written instructions to the master of each ship to which the Convention applies, setting forth the policies and the procedures to be followed to ensure that all seafarers who are newly employed on board the ship are given a reasonable opportunity to become familiar with the shipboard equipment, operating procedures and other arrangements needed for the proper performance of their duties, before being assigned to those duties. Such policies and procedures shall include:

.1 allocation of a reasonable period of time during which each newly employed seafarer will have an opportunity to become acquainted with:

.1.1 the specific equipment the seafarer will be using or operating;

.1.2 ship-specific watchkeeping, safety, environmental protection, security and emergency procedures and arrangements the seafarer needs to know to perform the assigned duties properly; and

.2 designation of a knowledgeable crew member who will be responsible for ensuring that an opportunity is provided to each newly employed seafarer to receive essential information in a language the seafarer understands.

3 Companies shall ensure that masters, officers and other personnel assigned specific duties and responsibilities on board their ro-ro passenger ships shall have completed familiarization training to attain the abilities that are appropriate to the capacity to be filled and duties and responsibilities to be taken up, taking into account the guidance given in section B-I/14 of this Code.

## Appendix 6 Survey and interview questions



### **WMU Research Survey**

I am a researcher undertaking MSc in Maritime Affairs at the World Maritime University, Malmö, Sweden. I am investigating seafarer's welfare in terms of career security and job continuity. I would kindly ask you to answer some questions to enable the collection of data for my dissertation. The interview will be stored via in forms of video or voice record. The obtained information will be strictly used for academic purposes only. Personal and private information about participants and organizations will be treated with confidentiality. As a recipient of this interview, you have the right not to participate and withdraw at any stage.

#### **Survey Questionnaires**

1. How long have you been a seafarer?
  - a. Less than 1 year
  - b. Less than 5 years
  - c. Less than 10 years
  - d. More than 11 years
  
2. What is your rank?
  - a. Support level
    - i. Deck crew
    - ii. Engine crew
    - iii. Catering department crew
  - b. Operational level
    - i. 2<sup>nd</sup> officer
    - ii. 3<sup>rd</sup> officer
    - iii. 3<sup>rd</sup> engineer
    - iv. 4<sup>th</sup> engineer
    - v. Electro-technical officer
  - c. Management level
    - i. Master
    - ii. Chief officer
    - iii. Chief Engineer
    - iv. 2<sup>nd</sup> Engineer
  
3. Do you think your job (seafarer) is secure?  
Yes/No
  
4. Yes/No for 3. How?
  - a. Salary
  - b. Prospective career development
  - c. Working environment
  - d. Health
  - e. \_\_\_\_\_
  
5. Do you think your career is protected well?  
Yes/No
  
6. Yes for 5. What do you think is protecting y  
our job?
  - a. The International Convention/National



- law
  - b. Society
  - c. Company
  - d. Colleague
  - e. \_\_\_\_\_
7. No for 5. How?
- a. The International Convention/National law
  - b. Society
  - c. Company
  - d. Colleague
8. Do you seek jobs after a contract termination?
- Yes/No
9. Yes for 8. How do you search for a job?
- a. Individual approach to manning agencies
  - b. By using human network (family, ex-colleagues, friends, etc.)
  - c. National agency (either online or offline)
  - d. \_\_\_\_\_
10. Do you experience any burden in continuing seafaring?
- Yes/No
11. What are the burdens?
- a. Salary
  - b. Family
  - c. Social relationship
  - d. Health
  - e. Continuous contract (Job continuity)
  - f. \_\_\_\_\_
12. What do you think is the final destination of your career in shipping?
- a. Master
  - a. Chief engineer
  - b. Ashore career
  - c. Teaching
  - d. \_\_\_\_\_
13. How do you think different levels of responsibility can be achieved? What can assist you?
- a. Job security
  - b. Job continuity
  - c. International regulations
  - d. My willingness
  - e. \_\_\_\_\_

- ✧ If there is anything you would like to comment aside from the given contents, you shall feel free to share. I appreciate your contribution.

Appendix 7 Interview transcript and thematization

No.	Nationality	Experience	Rank	Expressions & Body language	Interview Note	Thematized Idea	Theme
1	China	8 years and 6 months	Part time as a master Full time as an Associate Professor Q. Why ? A. To keep Updated and give students real authentic materials To keep the Rank at university. Having COC makes promotion faster  Sailing experience and COC are to become a professor.	When he was talking about his status as a master mariner and associated professor, he was confident. But when he was recalling the early year in a ship, especially, the bully and unfair treatment from superior ranks, he lost he peace and started to share more stories about the working environment. The interviewer had to remind the question asked several times.	Not secure. Teaching is more secure. Working environment and psychological perspective such as pressure of workload. Seafarer is a high risk job compare to ashore jobs for example, cargo handling.  Yes protected. Company; University Contract. My willingness is important. But, National law does not protect the job. Society does not think Seafarer as a decent Job. Seafarers market has become competitive.	A seafarer is an insecure job due to unsafe and substandard working and living environment, and workload.  The contract of company, a national maritime university, protects my job security.  But for all seafarers, it is not protected well due to the national law or society, as well as the market fluctuation.	Job security and protectivity
					Job searching, Yes. By using human network. Happened only one time. Usually I use national agency. Company will give me bonus and raise because I am experienced and competent.	In my case, I once was employed through a friend.  Currently, I do not have to search for sailing job thanks to my position as an associated professor.	Job searching

				<p>Burdens, Yes. I had to look for a strong independent woman to get married. For marriage, spending whole life at the sea is not a good idea.</p> <p>Psychological trauma from the working environment, such as noise, remains forever.</p> <p>Since it is a small field that everyone is related at any level, keeping a good reputation is burden.</p>	<p>Family, psychological trauma from harsh working environment and maintaining self-reputation</p>	<p>Burdens</p>
				<p>Teaching, Professor My willingness to improve myself but to improve seafarers market, which controls the environment and the culture of the market should be abided by and Conventions seems to be implicit tools.</p>	<p>My willingness to pursue, and explicit convention implementation tools should underpin.</p>	<p>Career development</p>

2	Korea	Less than a year, I went to maritime university for the benefit of Substitute Military Service which requires 30 months on board.	3rd Officer Graduate of Korea Maritime Ocean University (KMOU).	<p>The interview was conducted via video chat. He had just disembarked from a LPG carrier. He consistently asked about his appearance -in fact he was about to meet his girlfriend - and did not seem to be able to focus on the interview by either touching his hair repeatedly or adjusting his glasses position. Eventually he answered all questions promptly, apart from one about the future plan. He spent about 1 minute without talking. He had strong belief that he would not stay as a seafarer.</p> <p>When he talked about the advantage of the substitution of</p>	<p>Yes secure. Open Opportunities for everyone. It is easy to start. Once you have COC and required trainings.</p> <p>Not protected. International convention is there but I don't feel it protects us. For e.g. After the accident like Stella Daisy the measures did not seems to consider the seafarers.</p>	<p>Equal opportunity to start make this job secure for everyone. However, the after the accident, international conventions do not take seafarers side.</p>	<p>Job security and protectivity</p>
					<p>Job searching, No. Under the Korean system, once you are graduate from Maritime University. You don't have to look for jobs. Graduation means Employment. Career fair.</p>	<p>Due to the serious shortage of seafarers in Korea, but thanks to good quality education and training, companies provide sufficient job opportunities with good terms of contracts.</p>	<p>Job searching</p>
					<p>Burdens, Yes. Career Development. Because I don't want to carry on sailing. After marriage I don't want to be away from my family. It is difficult to keep up social relationship.</p>	<p>Family  For my future marriage, I will not sail forever.</p>	<p>Burdens</p>

				<p>military service, which is compulsory in the country, he was deeply engaged to the interview.</p> <p>For the question regarding burdening, he looked nervous and began to do the repetitive gesture again. And he chuckled when he described himself as a financial sponsor to his girlfriend to keep her.</p>	<p>Ashore Career. I should become chief officer, then master finally pilot. This will take 10 years. My Willingness, English Competency and career continuity. International conventions seems to be abstract. Need to be more substantial.</p>	<p>Personally, I want to be a pilot if I were to stay in the maritime industry. To become a pilot, job continuity, my willingness including improving English, and more substantial conventions are necessary.</p>	Career development
3	India	<p>3 years and 2 months. In 2013 June, I had an accident in regards to spinal cords problem. Was on leave. It was not considered to be</p>	<p>Second Engineer. After the accident, my position was a service engineer, which plays a role in emergency cases. I knew despite my medical condition I could have continue career path in the maritime industry. Currently I am</p>	<p>He was a quiet enthusiastic about the interview. Most of the conversation was about the consequences of his accident, and the time he had no job as well as his entire family.</p> <p>He emphasized the imbalanced</p>	<p>Not secure. Salary fluctuates by company size. Working environment, Health, In terms of medical insurance. Market uncertainty is more severe than other Industry. Small companies tend to be insecure. I didn't have fixed contract, it was always +/- one month by the company.</p> <p>Not protected. Companies, they are not</p>	<p>The insecurity comes from company's policy which is derived from the market fluctuation.</p> <p>Salary and vessel conditions differ from companies. They do not protect seafarers.</p>	Job security and protectivity

	occupational accident.	working as a ship operator.	working and living conditions by companies. When he was describing the time in a small company, according to his definition such companies do not have well-structured system for employees, his voice sounded anxious and emotional.	reliable sources. Companies welcome officers but not for the lower lines, such as oilers or wipers. Company didn't protect my salary nor recognized my experience.		
				Job searching, Yes. I wanted to make sure when I work and when I leave. Waiting period was not clear. I needed robust future plan that's why I looked for another career.(Under IMO, 645 dollars per month is minimum wage but in India the situations were different)	National/ International recruitment websites	Job searching
				National Agency and International Agency. Via online.		
				Burdens, Yes. There was a time when all my family members were unemployed, discontinuous opportunity equals no income discouraged me	Uncertain future due to ambiguous employment periods	Burdens
				Teaching, Professor in Energy efficiency field. My Willingness to achieve the goal. I have been focusing on commercial,	To become a professor. Experience on board is essential.	Career development

					operational and technical part.		
4	Philippines	Less than a year. Belongs to Anglo Eastern. I worked as a teacher when I joined the Reserve Officers' Training Corps (ROTC). From 2015 to 2017 until I entered this company, I didn't have a job.	Deck side Crew	<p>The interview was conducted in front of Board Members</p> <p>Throughout the entire interview his eyes were constantly checking on the two directors' reactions. When he was talking about the elements that protect seafarers' job security, his answer was the company, while giving the answer, his sight was on the directors.</p> <p>However, for the question regarding job searching and burdens, he looked into the interviewer straight but lower voice.</p>	<p>Not secure. It is up to myself. I should have faith in myself. I should control myself. Discontinuous contract.</p> <p>Yes protected. In my country at least Company,</p>	<p>It is not a secure job thus keeping myself qualified is the key to survive. My country promotes this job. My company protects my job.</p>	Job security and protectivity
					<p>Job searching, Yes. By Using Human Network, My father's cousin introduced me to this job. He is a seafarer as well.</p>	<p>By using human network</p>	Job searching
					<p>Burdens, Yes. Salary and continuous contract. For the last 3 years no stable income and no job opportunity devastated me</p>	<p>Since I did not have stable income owing to unemployment for the last a couple of years, job continuity is my burden.</p>	Burdens
					<p>Master Job Continuity and My willingness.</p>	<p>My willingness and job continuity in relation to income</p>	Career development



5	Philippines	13 months. Last contract was November 2016. I am on vacation.	Deck side crew	<p>He was sitting and waiting for his turn in the maritime administration with his friend/colleague. He was in his early 20s. Throughout the entire interview, he was smiling and checking his smart phone frequently. However, when he was asked regarding career development plan, he and his friend was engaged to the context.</p>	<p>Not secure. Working Environment is horrible and pressure from duty</p> <p>Yes protected. Personally I enjoy working with my colleagues and I think they protect me.</p>	Working environment for young social people	Job security and protectivity	
					<p>Job searching, No. I have a contract at the moment , I Just came here, Filipino Maritime Administration for training.</p>		I belong to a company which is affiliated to the maritime academy I graduated.	Job searching
					<p>Burdens, Yes. Health, social relationship. I feel alone onboard.</p>		In the working environment, you cannot take good care of health and loneliness.	Burdens
					<p>Master My willingness, You should know how to manage the ship operating safely, at the same time taking care of your crews and yourself. There are lots of opportunities in my country.</p>		There are abundant job opportunities in my country. Thus, my willingness will be important. Also hard and soft skillset for operating a vessel and managing crews.	Career development
6	Philippines	Less than a year. Use to work in a world ranking company until October 2016.	Deck side crew who owns COC for third officer	<p>He was waiting for his turn in the maritime administration. The very first at the same time the previous company he worked was the worldwide well-known. Most of his answers reflected that</p>	<p>Yes secure. Prospective Career development. Working environment and salary. For these 2 factors my previous company provided sufficient conditions. There was safety education every month. Experiencing in Big Company was good opportunity for my career.</p>	Being employed in a big company normally guarantees job security, because such companies comply with the international standard regulations. My country promotes the job.	Job security and protectivity	

				experience. It took longer time for him to answer what burdens he experienced. Eventually, he picked family by saying "the same as for every seafarer."	Yes protected. International and National Law. In our society promotes this career.		
					Job searching, No. I have a contract now. I graduated from a Maritime University which had sponsorship from big international companies.	I belong to a company which sponsors to the maritime university I graduated.	Job searching
					Burdens, Yes. Family.	Family	Burdens
					Master My Willingness, Individual competencies. For young and competent seafarers like me should have continuous contract opportunities.	As long as I am competent and have a willingness, I will achieve.	Career development
7	Philippines	Less than a year. In 2012, December was my first contract and the last so far.	Deck side crew	He was at the maritime administration. He said that he was there looking for job opportunities by talking to other seafarers who can introduce him jobs.	Not secure. Working Environment is not safe  Yes protected. International Convention and national law are optimum. MLC 2006. I heard about it. I think the conventions	Unsafe working environment MLC, 2006 protects seafarers but not all.	Job security and protectivity

				His answer was precise and prompt for every question. He said he has been unemployed since 2014. For questions about burdens, he answered "everything is burden for me." not in serious manner.	protect seafarers but I am worried about my health.		
					Job searching, Yes. Individual Approach to a manning agency.	Individual approach to manning agencies or human connection like he was doing when the interview was conducted.	Job searching
					Burdens, Yes. Continuous contract.	Job continuity	Burdens
					Master Secure Job and mindset for safety	Job security Safety	Career development
8	Philippines	Less than a year	Engine side crew	He was with his school mate from a maritime academy. He was in his early 20s. He smiled and played with his smart phone throughout the entire interview. When he talked about earning money and enjoying social life during vacation,	Yes secure. Salary, I can earn lots of money than I work ashore.  Yes and No Society promotes the Job but I don't feel somebody can protect my job. I have never heard of Conventions or Law. I don't think it exists.	High salary Society promotes to be a seafarer, but I perceive no protection by law.	Job security and protectivity
					Job searching, Yes. Individual Approach to manning agency. I came here, Philippines Maritime Administration for review and exam.	Individual approach to manning agency	Job searching

				he seemed to be engaged the most.	Burdens, Yes Continuous Contract. I want to earn lots of money for my vacation.	Job continuity in relation to income	Burdens
					Chief Engineer My willingness. If I am competent, a number of companies will try to catch me.	My willingness	Career development
9	Philippines	Less than a year	Engine side crew	He was with his school mate from a maritime academy. He preferred to answer after his friend. He paid thorough attention to the interview and asked about the purpose of the interview. After the explanation he did not ask further questions.	Yes secure. Salary and Prospective Career Development. Yes, As long as you do your job well.	High salary and prospective career development path are advantages. As long as you do your job well, you will have opportunities.  Society protects the job security.	Job security and protectivity
					I think the society protects us because there are many people who want to sail. Even though it is competitive market. as long as you have family and network you don't have to worry about finding Job.  Never heard of international convention.		
					Job searching, Yes. I do not have relatives in this field, so Individual approach to manning agency. I don't to online I only trust offline contracts.	Online websites are not reliable. Individual approach to manning agency	Job searching
					Burdens, Yes, A lot because I am the only one who can earn money in my family. Job Continuity	Job continuity to support my family's living	Burdens

					Chief Engineer My Willingness such as personality and educations	Soft and hard skillset will necessary for managerial level.	Career development
10	Korea	38 years. I have 3 years left until his retirement, in pursuant to the national law of my country.	Chief cook	He was at a port. His vessel had just arrived to the port. The internet connection was not supportive for video interview, thus the audio call was conducted. He said he was glad to be appointed as one of subjects. Along with that, he mentioned how useless he feels at his age on land. This comment appeared majorly for the question regarding	Not secure. Career Development.  Yes protected. National Law and companies. Korean companies have firm employment system as well as European companies. I have never worked for companies apart from Korean or European.	The career development path is limited for catering crews.  Regulations and company protect the job.	Job security and protectivity
					Job searching, Yes. Individual Approach and National agency as well as online I started searching for jobs online four years ago. Digitalized job searching is still unfamiliar.	National agency (online) : having difficulty in adapting digitalization	Job searching

				<p>burdens.</p> <p>However, he was happy when he was talking about his early sailing days in a variety of vessels, multicultural crews and places he went.</p>	<p>Burdens, Yes. Family and continuous contract. Continuous opportunity doesn't mean making money anymore. The sea is where I belong and I feel confident. When I go back home on vacation, I don't feel useful. Because it has been a long time, there is invisible distance between my children and me. And retirement. I have worked on board through half of my life. I wonder whether there are things I can do ashore after retirements. Most people I met during sailing have retired. They often confess the difficult adaptation process on land. They are bored and lethargic. Some even see doctors owing to depression.</p>	<p>Family Self-efficiency Retirement</p>	<p>Burdens</p>
				<p>I would like to work onboard until retirement. Job continuity. There is glass ceiling for older seafarers and also there are limited opportunities ashore for old seafarers like me. As a result sailing for me now is not a choice but a fate.</p>	<p>Job continuity Age discrimination may be the glass ceiling.</p>	<p>Career development</p>	