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WORLD MARITIME UNIVERSITY

Malmö, Sweden

**ASSESSMENT OF NATIONAL POLICIES ON
CAPACITY BUILDING: A CASE STUDY OF
NIGERIAN SEAFARERS DEVELOPMENT
PROGRAMME**

By

JOHN ADAMS HUSSAINI

Nigeria

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

MASTER OF SCIENCE

In

MARITIME AFFAIRS

(MARITIME EDUCATION AND TRAINING)

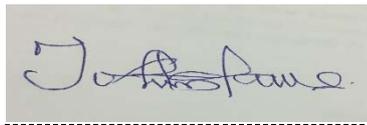
2019

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):

A handwritten signature in blue ink, appearing to read 'Momoko Kitada', is shown within a rectangular box. Below the box is a dashed horizontal line.

(Date):

24th September, 2019.

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ABSTRACT

Title of Dissertation: **Assessment of National Policies on Capacity Building: A Case Study of Nigerian Seafarers Development Programme**

Degree: **Master of Science**

One main sector of the maritime industry is the crewing and manning of seafarers. Shipping which is seen as one of the safest means of transportation do experience a lot of unfortunate incidents which involves human error. On the water no day is the same, the wind, sea state and type of vessel combine to determine the challenge a seafarer may encounter and so a safe and secure shipping industry can only be built on a standard education and training received by seafarers through a well-designed capacity building.

The dissertation is to examine and analyse the policies on seafarers capacity building for developing potential seafarers (cadets). This is vital in other to ensure STCW which is global best standard is adhered to in executing this policies. Furthermore, the study will investigate and review the method by which the Nigerian government through the Nigerian Maritime Administration and Safety Agency (NIMASA) in its quest for capacity building initiated the NSDP training programme. The aim also is to evaluate and assess the extent to which the NSDP has played a significant role in the transformation of seafarers in capacity building within the maritime industry in Nigeria.

More so, the purpose of this paper is to reassess the National Policies on seafarers training on capacity building from few different nations in view of the availability of information and data at my disposal. To this end and based on my finding, I will make the necessary recommendation.

KEYWORDS: Capacity Building, Seafarers, NSDP, NIMASA, National Policies.

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List of Abbreviations

AAMA	Association of African Maritime Administrations
CHED	Commission on Higher Education
CoC	Certificate of Competency
EEZ	Exclusive Economic Zone
EMSA	European Maritime Safety Agency
HKPolyU	Hong Kong Polytechnic University
HNC	Higher National Certificate
HND	Higher National Diploma
IMO	International Maritime Organization
JOMALIC	Joint Maritime Labour Industrial Council
MARAD	Maritime Administration
MARINA	Maritime Industry Authority
MATF	Maritime and Aviation Training Fund
MDC	Manpower Development Committee

MET	Maritime Education and Training
METI	Maritime Education and Training Institutes
MHEI	Maritime Higher Education Institutions
MoU	Memorandum of Understanding
MPA	Maritime and Port Authority
MSTI	Maritime Service Training Institute
MTI	Maritime Training Institute
NIMASA	Nigerian Maritime Administration and Safety Agency
NMA	Nigerian Maritime Authority
NMU	Nigerian Maritime University
NPA	Nigerian Port Authority
NSDP	Nigerian Seafarers Development Programme
STC	South Tyneside College
STCW	Standards of Training, Certification and Watchkeeping
TESDA	Technical Education and Skills Development Authority

TMSS	Tripartite Maritime Scholarship Scheme
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
WMU	World Maritime University
VTC	Vocational Training Council

CHAPTER ONE

1.0 Introduction

The world is a global village and operates in a worldwide economy. Transportation specifically, maritime transport also recognized as waterborne transport has made the operation of the world economy less complicated and cheaper. And to be precise, about 90% of world trade is moved through maritime transport (UNCTAD, 2018).

According to the review on maritime transport by the United Nations Conference on Trade and Development (UNCTAD, 2018) on the assessment of maritime trade. It estimated the world sea-borne trade volumes at 10.7 billion tons in 2017, which is about 90% of global traffic. The assessment also published that global sea-borne trade had grown by 4% in 2017 as the fastest growth in 5 years and that the same forecast is to grow by the same 4% in 2018 and further expand at a compound annual growth rate of 3.8% between 2018 and 2023. However, this progress in seaborne trade is encountered with several challenges, not only in the shortage in supply of seafarers as reported, but also growing concerns about the quality of the current seafarers (Li and Wonham, 1999 cited in Froholdt and Hansen, 2010).

According to Ebokwe (2001). Maritime transport which also known as waterborne transport is essential in any country's economy and a vital part of a nation's transport infrastructure. Marine transportation to a nation's economy is what the artery is to the blood circulation system of the body. Landlocked countries also benefits from the dividends of maritime transport, invest in it's to contribute to the growth of their economy which greatly influences the development of their nation's economy. The effect of maritime transport in the boom of the economic system of any nation cannot be underestimated. Now not solely does it contribute to the growth and development of a country, but it presents the safe mode of transporting goods.

The international trade of recent has developed to the fact where nearly no nation can be self-sufficient. Each state is involved, at one degree or another, in the manner of promoting what it produces or manufactured and acquiring what it lacks. None can be dependent solely on its domestic resources. This has further highlighted the

significance of maritime transport due to the fact that it is the only medium through which bulk-goods can be transported over long distances at a less expensive and low-priced rate.

The world's dependency on a safe, secure and efficient maritime transport cannot be overstressed, this, in turn, will rely on an ample supply of seafarers to operate the ships that lift the quintessential cargoes. Consequently, the security of the transport environment and its safety to a large extent, rely on the cultivation of competent and superb workforce resource (O'Neil, 2003).

The supply of professional workforce is through no skill guaranteed. The assignment is not only in the scarcity in supply of seafarers as reported, but also growing worries about the growth of modern seafarers (Li and Wonham, 1999 cited in Froholdt and Hansen, 2010).

Today, more than ever, seafaring is a job that needs exceedingly skilled and qualified personnel that possess expert competence and capital to respond to the risks and challenges that the sea and the climate might throw at them. Shipping now is noticeably technical with the contemporary technologies in place, and it is a professional discipline that needs an excellent dispense of expertise, capacity, capability, knowledge, and knowledge from the maritime workforce. A safe, secure and easy shipping industry can only be built on lively standards and expanded education and training (Mkpandiok & Ukpai, 2017).

The practical skills and overall presentation and performance of a crew in the shipping industry is fundamental to the overall success of maritime transport and so the modern-day repute of crew-manning, market desires are to be paid considerable attention (Kong & Ruan, 2001).

To obtain and maintain sufficient and secure excellent seafarers is becoming extra challenging as the variety of seafarers is challenging to meet the desires of the global fleet. The STCW 1978 convention, as amended, spell out the requirement for training

and education of seafarers, and seafarers are required to observe professionalism and competence in their duties. (STCW, 2010).

“Shipping is possibly the most worldwide of all the world's outstanding industries and one of the most dangerous.” (IMO, 2002a)

A close examination of casualty assessment is peculiar to reasons why accidents manifest in ships, and this shows that standards are not applied in the right ways. When human component issues are studied carefully, it is evident that there are gaps in the education and training programs obtained using the seafarers concerned in accidents (Ziarati, 2006).

1.1 Background

The Nigerian government through its apex maritime regulatory body, Nigerian Maritime Administration and Safety Agency (NIMASA) initiated the Nigerian Seafarers Development Programme (NSDP). It also pushes for the establishment of the Nigerian Maritime University (NMU) in order to aid the up to date training of seafarers so as to bridge the employment deficit in the nation's seafaring and additionally to have read, competent and professional seafarers (The Cable Newspaper, 2014).

In addition to the above, the NSDP is for medium-term gains, and the university will be a long-term solution to the shortage of competent seafarers in the Nigerian maritime sector. The university is to produce a high-level workforce for Nigeria's maritime/shipping industry on a sustainable basis and also provide training for seafarers. The NMU is envisaged to grow to be a Centre for Excellence in revolutionary lookup for the maritime area in the West and Central Africa sub-region when it fully evolves.

The NSDP training and development programme was initiated and established in 2009 by NIMASA as a strategic intervention programme. The programme was designed and plan to address the short, medium-term workforce requirements of the Nigerian maritime sector in order to grow a massive pool of Nigerian Seafarers which

can meet the demand of the nation's maritime industry and also make a contribution to the workforce needs at the global level. The programme has so far trained a number of seafarers from the Philippines, Egypt, United Kingdom and India (NIMASA, 2013).

1.2 Overview of NSDP

The Nigerian Seafarers' Development Programme (NSDP) is a human capacity development initiative of the Nigerian Maritime Administration and Safety Agency (NIMASA) designed to develop and boost a robust pool of qualified, certified and competent Nigerian seafarers to service the local (coastal) demand of shipping and contribute to the manpower needs of international shipping in general. To achieve this lofty objective, among others, Nigerian youths between the ages of 17 to 22, with a strong bias for the sciences in their secondary education career were selected after a rigorous entrance examination, admissions were sought from renowned Institutions certified by the International Maritime Organization (IMO) with professional courses in Nautical/Navigational Sciences, Marine Engineering and Naval Architecture according to industry needs of Nigerian maritime sub-sector (NSDP, 2009).

The successful youths and cadets were then sent to a carefully surveyed Maritime Training Institutions (MTI) with a pedigree for excellence in training seafarers. They were first sent to the Amet Academy India for a one (1) year preparatory class leading to the award of Higher National Certificate (HNC), before they proceeded to South Tyneside College (STC), Southshield UK, for HND in Marine Engineering and Nautical Sciences. The quest for excellence and desire to put Nigerian Cadets on the world map of seafaring made the decisive move to give students with good grades opportunities to acquire a Bachelor's degree in their respective courses at STC and Liverpool John Moores University, UK (ibid).

The success of the NSDP brought commendation from Nigeria Federal Executive Council. Therefore the Agency was egged on to spread the dragnet to locate more talented young Nigerians. To bring competitiveness, flair and doggedness, the initiators berthed in the Philippines and Eastern Europe, with a view to widening the scope of learning from diverse maritime countries of the world, in line with global best

practices and experience. To this end, students were admitted into Lyceum of the Philippines University, University of Cebu and Perpetual Help Systems University all in the Philippines and the Arab Academy for Science, Technology and Marine Transportation, Alexandria, Egypt. There were those that were sent to Eastern Europe, Constanta Maritime University, Romania to learn the famed discipline and hard work attributed to the Balkan States and their black sea and most of the cadets' performance in these institutions are so encouraging (NIMASA, 2013).

1.2.1 Benefits of NSDP

The NSDP, in its quest for the development of seafarers, has some of the following benefits:

- i. Developing young cadets to boost human capacity development in Nigeria maritime industry. The programme seeks to see how it can develop young cadets and high school graduates in order to enhance their capability into becoming competent seafarers through quality training, which will, in turn, promote the Nigerian maritime industry.
- ii. Building a pool of seafarers both for export and local industry. The seafarers' development programme is aimed at raising qualified and competent seafarers in accordance with STCW standards which can be utilized by the Nigerian maritime industry in its cabotage activities and also for global demand.
- iii. Creating job opportunity for seafarers. The NSDP training programme will serve as a means for employment opportunity for the successfully trained seafarers.
- iv. Increased revenue to governments and growth in GDP through personal income and corporate tax by the employed seafarers who will pay personal income tax in their respective states of residence and the Nigerian

shipping companies, which will own and operate those vessels, will pay corporate tax.

- v. Increased in the domestic fleet. Due to the increase and availability of indigenous seafarers, there is going to be an increase in the domestic fleet for coastal and inland water trade and transportation.
- vi. The programme gives the Nigerian seafarer the self-confidence of competing with other seafarers around the globe.

1.3 Problem Statement

Quality training is needed for each crew member on board for them to be an asset and not a liability and also to meet the well-known procedures. The primary aim of the STCW training certification is to set globally appropriate standards for safety measures which can be applied by using seafarers all over the globe. It is to make seafarers competent, professionals and also capable to take care of any situation, onboard ship. The STCW set standards for seafarer's certification and the lack of adequate maritime training in some nations around the globe made difficult for proper and excellent training of these seafarers.

Seafarer training and education fluctuate geographically in approaches, substructure, and amenities obtainable. Developing countries, mainly those in Africa are questioned with offering satisfactory training than the developed countries and also the hassle of obtaining and maintaining excellent seafarers. And so to overcome these challenges there is a need for a new crop of skilled, capable seamen, this now brings about the need for seafarers capacity building and so informed the Nigerian Maritime Administration and Safety Agency (NIMASA) to initiate the Seafarers Development Programme (NIMASA, 2009).

1.4 Purpose and Objectives

The aim, purpose, and objective of this research is to evaluate the national policies in seafarers' capacity building with unique reference to Nigerian Seafarers' Development Programme (NSDP) and also to know how the programme is meeting the needs of the developing demands for competent and knowledgeable workforce in the world maritime industry. The specific objectives are:

- i. To evaluate the contemporary reputation of the NSDP and decide whether or not it meets its goals and objectives.
- ii. To establish the current challenges facing NIMASA in its training of seafarers and their viable solutions.
- iii. To also know from best practices across global settings which areas should NIMASA prioritize in terms of training of the Nigerian youth through the NSDP and if the scheme in this present time is still relevant to seafarer development.

1.5 Research Questions

Pertinent to this research, the following research question would be answered:

The research Questions are as shown below:

- i. How well has the NSDP done to achieve its goals and objectives?
- ii. What are the challenges facing NSDP and their possible solutions?
- iii. Which areas should NIMASA prioritize in terms of training of the Nigerian youth through the NSDP and is the scheme in this present time still relevant to seafarer development?

1.6 Significance of the Studies

This study is needed for the future of maritime training and education in Nigeria as the nation aspires to build a base for professional and equipped seafarers and additionally for the supply of competent seafarers because the improvement of the sector holds excellent opportunity for massive employment prospect which is currently a challenge in Nigeria. The UNCTAD report of 2018 (UNCTAD, 2018 pp.1-4&45-50) on seafarers demand and supply projections indicate that there is a lack of officers and ratings in various levels. Therefore, the NSDP or capacity building of Nigerian seafarers will produce en masse able seafarers to the worldwide market.

1.7 Research Methodology

For the reason of this research work, the Nigerian Seafarers Development Programme will be used as a case study.

This research will explore relevant primary and secondary data using qualitative data sets and techniques.

A qualitative research approach was chosen as part of the methodology because this approach strengthen an understanding and interpretation of intentions underlying human interaction. Data will be collected using questionnaires.

The target population from whom data will be gathered are the beneficiaries of the NSDP. The beneficiaries of the NSDP would be found and contacted through their sponsoring agency (NIMASA) when they come for their registration and update the questionnaires will then be channeled to them. Detailed description of the research methodology in this chapter is provided in chapter three.

1.8 Concepts and Definitions

1.8.1 National Policies

A “policy” is a statement of intent to achieve a certain goal(s) by a local, state or national governments of a country while national policy is the comprehensive way or path of action or statements of guidance adopted by the government at the national level in pursuit of national objectives (UNFCCC, 2014).

1.8.2 Seafarer

The definition of “Seafarer” has been discussed elsewhere. For example the most referenced definition will be by the Maritime Labour Convention, 2006, which explains “seafarer” as “any person who is employed, engaged or works in any position on board a ship” (ILO, 2006).

According to the Danish Maritime Authority, seafarers are all persons, apart from the master, who are employed, engaged or working on board a ship and who do not exclusively work on board while the ships is in port (DMA, 2019).

The term “seafarer” can be defined as “shipboard crew personnel involving ships’ officers and seamen/ratings” (Branch & Branch, 2005 pp.301).

Given an acknowledgement of a wider definition of seafarers, in this dissertation, “seafarers” are the beneficiaries of NSDP who are primarily deck and engine officers. Hence, this study does not consider types of seafarers, such as ratings.

1.8.3 Capacity Building

According to Potter and Brough (2004). Capacity building or capacity development is the process by which individuals and organizations acquire, ameliorate, and retain skills, knowledge and other resources required or necessary for competency.

Capacity building is skill strengthening or development, competencies and potentialities of people. It is building and enhancing existing knowledge and skill in response to organizational demand, effective management and competitive advantage in the global society (Johnson, 2014).

According to Ali (2009). Success of the maritime industry is completely dependent on a skilled, competent and highly qualified and motivated human resource at all levels. And also that there is an acute shortage of trained and qualified workforce in the maritime industry, this now calls for capacity building in the maritime sector.

1.8.4 NSDP

Nigerian seafarers development programme is an intervention programme designed to train Nigerian seafarers in order to address the challenge of competent seafarers by trying to create a large pool of Nigerian Seafarers to meet the local demand and also to contribute to international shipping (NIMASA, 2013).

1.9 Structure of this Thesis

Chapter 1 will offer an insight into the purpose and significance of the research work, followed by chapter 2 which discusses existing literature on Nigerian Maritime and its National Policies on Seafarers Capacity Building while chapter 3 will deal with research methods, source of data, methods of data presentation, data analysis, demographic information, response rate and research objectives. Chapter 4 is about data analysis while chapter 5 is on selective case studies of national policies of some countries around the globe. Chapter 6 is the discussions on responses of respondents' based on the research questions and chapter 7 is the conclusion of this research. It will have the summary, limitations and recommendations.

CHAPTER TWO

2.0 Literature Review

This chapter will present a review of relevant existing literature on capacity building and some National Policies on Seafarers training and development. This will evolve by introducing the provisions of the STCW as amended, where roles prescribed for the Certification and Training of Seafarers are outlined. The chapter will also discuss the impacts of the STCW Convention as amended on Maritime Education and Training (MET).

Maritime strength is a critical section of world strategic leverage for any nation, and so globalization and economic transition have profound influences on seafarers in terms of employment structure and professional perspectives.

The term "capacity building" consists of slightly distinctive meanings by way of three levels, namely, individuals, institutions, and systems. United Nations Framework Convention on Climate Change (UNFCCC) differentiates them as follows: Individuals can be developed 'through educational, training and awareness-raising activities'; Institutions can be strengthened by 'encouraging the development of agencies and institutions, for example, their missions, mandates, laws, statutes, cultures, structures, competencies, human and financial resources, as nicely as the cooperation between organizations, institutions and sectors'; and systems can be designed to 'create enabling environments via economic and regulatory strategies, policies and accountability frameworks in which institutions and individuals operate' (UNFCCC, n.d.).

The United Nations Development Programme (UNDP) defines "capacity building" as 'a process that aid the starting stages of building or creating capacities and presumes that there are no existing capacities to start from' (UNDP, 2009).

As indicated by the World Maritime University (2018), capacity building understands individuals' maximum capacity for consistent improvement. Consequently, it enables

individuals for their usual advantage in an extended haul scope, and as a rule, building capacity prompts advancement. It says the significant thing is to observe where the capacity should be worked all together not to dawdle an asset but instead augment the accessible assets to lead for a change. Its further states that the initial step for a capacity building is to comprehend what the nearby needs are.

As indicated by Soni (2012). That in this day and age, vocation improvement is about deep-rooted learning whereby seafarers need to deal with their skills and advancement proactively. The worry is never again about those "who can't peruse and compose; rather, the individuals who can't learn, unlearn and relearn". The need to advance this idea is crucial through limit working by guaranteeing that seafarers can endure the dynamic and regularly evolving industry. This was bolstered by Laal and Salamati (2011) that it is essential to hone the abilities and stay up with the latest consistently, have the option to adjust to change, be enhanced and have a satisfying life.

2.1 Theoretical Framework

One of the strongest issues to deal with in capacity building is some of the policy on ground, bureaucracy as one of the policies is hitting hard and serving as a hindrance to seafarers capacity building. The intention of the NSDP training programme was to develop manpower but with the Nigerian bureaucratic system it's becoming so difficult to some extent on the youth accessing the programme, accessing funds for the programme and also assessing their seetime training which is mandatory.

According to Kong and Weig (2001) in their study on the acquisition and maintenance of high-quality seafarers, they stated that there is a shortage in accurate high-quality seafarers and difficulty in maintaining standards, they went further to conclude by saying that maritime administrations need to effect policies that would maintain high standards benchmarks.

Campara, Francic & Bupic carried out a study on "maritime education system quality" and discovered that safe and efficient ship management is not possible without well

trained and motivated seafarers, maritime education should be measured as one of the most vital pillars for a safe and efficient shipping (Campara, Francic, & Bupic, 2017). The Nigerian Maritime Sector also shared in this idea and so tried to establish the NSDP training programme as a medium-term policy for the development of competent seafarers and the Nigerian Maritime University as a long term programme for the grooming and development of seafarers.

The role of the public bureaucracy is for the effective execution of government policies which is aimed at enhancing and achieving development. But in most often times, the Nigerian settings are rather serving as hindrances to the actualization of such policies and general development of the state (Obodoechi, 2009; Ikelegbe, 2006). This then leads to the nonsuccess or fulfilment of public policies in trying to achieve set goals and objectives, capacity development and ultimately ease or alleviate the problems for which they were designed for in the country (Ozor, 2004; Mankinde, 2005).

Public bureaucracy has become unavoidable in any modern society, serving as a bridge between the legislative intent and its fulfillment. Dick (2003) notes that public bureaucracy has become a pervasive nature of modern societies and ever growing in importance. While according to Abah (2010) the adequacy and efficiency of public bureaucracy is, therefore, vitally important to the entire nation and to all areas of development process and capacity building.

Another critical factor impeding effective implementation of this institutions saddled with the duties of implementing given policies is that it do not possess the needed manpower and financial resources to effectively implement them. On the issue of inadequate resources, for instance, government sometimes do not budget adequately to enable the public bureaucracy properly implement formulated policies and that serves as a big challenge and hindrance to capacity development (Ikelegbe, 2006; Dick, 2003). Indeed, to successfully implement policies, the implementing agency needs resources in an adequate and timely manner which will foster development (Nweke, 2006; Ikelegbe, 1996).

Bureaucracy is to create a system that is simple to eliminate difficult rules but sometimes the bureaucracy we have as a compliance to it rather serve as a constraint to development (Dekker, 2017b).

Rules are good and so procedures but sometimes and in some situations they have a dubious reputation that make them more of a constraint than a criterion or support (F. Knudsen, 2009, p. 295).

According to one of the Philippines newspapers (Philstar global) in an interview carried out Desuel Pardo, Mandaluyong City stated that the Malaysian company his daughter worked with before it closed down after less than two years of operation in the country was not because of poor business conditions but due to the bureaucratic system of the government". He further stated that he wonders how the Philippines can attract foreign investors with the way it operates. While for Jose Fabello Jr., Cagayan de Oro City is that bureaucracy slows down business transactions with and of the government (The Philippine Star, 2010).

2.2 Nigerian Maritime History

Nigeria, located on the shoreline aisle of the Gulf of Guinea and the Bight of Benin, is blessed with lots of natural maritime endowment base comprising a coastline of over 850kms, with an exclusive economic zone (EEZ) of over 200 nautical miles, a sizeable inland waterways aid estimated at almost 4,000kms, capable of supporting a vivid intra-regional exchange and so making delivery a magnificent importance to the Nigerian economic system (NIMASA, 2018).

In ancient times, there had been three different predominant means of transportation. These are, navigation, pack animals and human portage in what is now known as Nigeria. Navigation was on rivers and alongside the coast, in canoes, boats, ships, floating contraptions and calabashes. Shipping was once said to be profitable in large-scale transportation of bulky items over a lengthy interspace, specifically in the coastal region. About four hundred years ago, amidst the number of communities that became the present-day Nigeria, vessels that were considered on the Bonny and

Calabar Rivers had been referred to for having the capability of carrying 80 men, 70 feet in size and 7 to 8 tons huge (Ugochukwu, 1990 p. 18). Some people settling around the coasts were also said to own vessels that could support a family for a lifetime. Aboh, on the river Niger, used to be acknowledged as a shipbuilding centre of reputation and the first British ship to visit Nigeria, reached Benin River in 1553 (ibid.).

The basis of modern transport industry used to be laid by way of a Briton, MacGregor Laird, who fashioned the Royal African Steamship Company in 1849, with British subsidy and cargo support. This led to multiplied business and transport activities and the resultant appeal of different ship-owners. In due course, another company, the British and African Steam Navigation Company, was established. Both companies later merged to emerge as Elder Dempster (Ugochukwu, 1990, p. 19). Despite a long record of maritime activities, port development began solely toward the end of the nineteenth century.

In 1906 came the first and most crucial breakthrough in the opening up of the Lagos Lagoon, this was when directives were given for dredgers to work at the bar and approval was also offered for construction of the first length of the East Mole. This then led to an enhancement in-depths over the bar as the entrance moles were further pushed seawards which resulted in the development of Apapa port and Port-Harcourt port followed in speedy succession (NPA, 2011).

The Nigerian National Shipping Line was set up in 1959 with the aid of the Nigerian government in affiliation with Elder Dempster and Palm Lines. The shipping line joined the West African Lines Conference in the same year but was constrained to the dealing of only 2.5% of Nigeria's total export (Ugochukwu, 1990, p. 22). As at the time of independence of the country, the basis for a modern-day transport enterprise had been laid, and the young country was once stepped on by step intensifying its image in the international maritime scene. In 1961, the Nation's Federal government bought the closing shares from the technical partners and grew to be the sole proprietor of the National Shipping Line and as a member of the comity of nations, Nigeria ratified

the provisions of the Hague Rules and consigned them into her Statute Books in 1962 as the Merchants Shipping Act (Osah, 1989, p. 58).

The Nigerian Shippers' Council in 1978 used to be shaped to guard the nation's shippers from the exploitative strategies of shipping lines and conference lines servicing the Nigerian trade. Meanwhile, the government was making efforts to develop its own shipping policy. Following the acceptance of the UNCTAD Code of Conduct in 1974, which was ratified by Nigeria in 1975. The government enacted the first-ever National Shipping Policy in 1982, however, found it very challenging to pass it into regulation because technically the Code of Conduct, which the policy relied on, did not exist at that time. The Code eventually came into force in 1983 and an agency, the National Maritime Authority (NMA) was established to coordinate the implementation of the policy (ibid.).

The aims and objectives of the NMA was among many to aid in fixing the issues of decline in the national fleet and to do this was through according assistance to indigenous shipping companies for fleet increase and ship ownership which brought about the need to employ more Nigerian seafarers to manage the excessive demands for ship crew. More Nigerian employees will additionally be used in shipbuilding and ship repair industry for them to meet with the growing demand for construction or repairs of vessels (Igbokwe, 2006).

Maritime transport is necessary for the Nigerian economy due to the very nature and structure of Nigeria's global trade. Nigeria's economy can be said to depend mostly on the effectivity of international trade and commerce. Consequently, the development of maritime transport capacity has come to be of great significance for her economic survival (NIMASA, 2009).

Nigeria's sole natural place of power in the professional workforce is particularly underdeveloped, and so the country has not taken the edge of its geographical location to declare itself as a maritime hub which would have accelerated the numbers of seafarers it has and additionally address the gap in training needs of younger cadets. Also, the employment opportunities that thrive would restore the dignity of

Nigeria in the community of maritime nations, without draining scarce government resources.

It is because of the above, the Nigerian Maritime Administration and Safety Agency (NIMASA) DG/CEO, Dr. Dakuku Adol Peterside reiterated the dedication of the agency to the improvement of maritime capacity building through the National Seafarers Development Programme (NSDP). The NSDP was a special plan to inspire youths to pick up careers at sea due to the ageing crop of Nigerian seafarers. The youths, without doubt, should take a greater interest in the possibilities in the industry as the sector provides exceptional opportunities for employment generation and wealth creation (Ships and Ports, 2016).

2.2.1 Nigerian Maritime Administration and Safety Agency Act, 2007

Nigerian Maritime Administration and Safety Agency (NIMASA) came into existence do to the outcome of the merger of the defunct National Maritime Authority (NMA) and the then Joint Maritime Labour Industrial Council (JOMALIC) and the passage of the Nigerian Maritime Administration and Safety Agency Bill into an Act of Parliament 41 through the National Assembly in April 2007. The NIMASA Act, 2007 accordingly supplied the legal instrument formalizing the merger of the then NMA and JOMALIC and alongside with this, transferred the aims and objectives as well as the role of the defunct organizations to NIMASA (NIMASA, 2009, p. 22).

The maritime sector was one time one of the vital economic areas mapped out for reform and the port industry was considered essential and thus, needed urgent improvement so as to complement the reform of the operational arm of the maritime sector, institutional reform grew to be crucial to streamline, support, and energize the regulatory environment to be able to respond correctly to the rising challenges posed through changes at the operational level (ibid.).

In this regard, the Federal Government, in carrying out a specialist report and a ministerial recommendation initiated an executive bill to the National Assembly in

2006, asking for a Legislative Act to set up the Nigerian Maritime Administration and Safety Agency through the merging of the then National Maritime Authority and Joint Maritime Industrial Labour Council. While the legislative procedure was in progress, the then government in its resolve to hasten the merger, performed the administrative merging of the two organizations under a convenient nomenclature-National Maritime Administration and Safety Agency (NIMASA) with an interim management Board.

The Nigerian legislative in April 2007 then passed the Nigerian Maritime Administration and Safety Agency Bill into an Act of Parliament, thus, announcing the birth of NIMASA. NIMASA then inherited the statutory role, functions and duties of the defunct organizations. Thereafter, upon this development, NIMASA now has the mandate to oversee the systematic execution of the National Shipping Policy, the Nigerian Maritime Labour Policy, the Cabotage Law and the Nigerian Merchant Shipping Laws which are all geared towards the growth and development of the Nigerian maritime sector (NIMASA, 2009, p. 23).

2.3 The STCW role and impact on Certification and Training of Seafarers

2.3.1 Introduction

The STCW of 1978 was the first Convention that tried to establish the minimum fundamental requirements and standards on training, certification, and watch keeping for seafarers on the international level. Previously the minimum requirements of training, certification, and watch keeping of seafarers were established by individual states without reference to practices in different states. The result was different minimum standards and procedures for the seafarers. Even though shipping is international by nature, there was a need for a uniformed training due to the activities of global trade involved in it (IMO docs).

The STCW in its role of getting capable seafarers through standard and exceptional training prescribed on certifications and training of seafarers certain rules which are Regulation I/6 and Section A-I/6 on Training and Assessment and Regulation I/8 and

Section A-I/8 on Quality Standards. All training, assessment of competence, certification, approval and revalidation tasks carried out is to be done through quality standards (STCW, 1978 p.29) as amended. The STCW had some amendments which are directed at guiding it with an up-to-date developments since its inception and initial adoption in 1978.

2.3.2 Impacts of STCW on Seafarers Education and Training

The International Maritime Organization (IMO) has developed a number of model courses to provide essential information and knowledge in technological process in the maritime sector. Model courses are not mandatory, they are only to assist lecturers, as well as, MET institutions to develop curriculum or to update and improve their curriculum already in place. Model courses can also be considered as one of the harmonization tools of MET and they are subject to update, in order to maintain their validity (Chapman, 2001).

According to Fisher & Muirhead (2001). The major objective of STCW 1995 is to raise standards, quality of training and assessment, which cannot be achieved without skilled instructors who can maximize the learning of their students.

A key aspect of the STCW Convention is that mandatory education and training is required of seafarers, and they are also to complete a course of education and training by proper maritime administration and/or delegated institutions. This is a big impact by trying to set standards for the METI and in return, boost the standard and competency of seafarers if implemented (STCW Section A-I/1 of Code A (p.75). There was also an impact of the STCW in maritime education, which was the use of distance learning and e-learning by states. This was an addition to section B-I/6 of the STCW Code on page 283.

2.4 Coastal and Inland Shipping (Cabotage) Act

2.4.1 Introduction

Nigeria as a country is a coastal state in the North Atlantic with a number of littoral states along the Atlantic Ocean coast, lies between 14 degrees north of the equator on its northern part and 4 degrees north of the equator on its southern part. It is bordered by the Republic of Benin on the west, Niger republic on the north, Cameroon and Chad on the East. Like most coastal nations, the majority of its external trade is done through the maritime transport and the country's major components of its export trade are crude oil and gas, which account for more than 90% of its total annual export trade. This is complemented by agricultural cash crops like cocoa, cotton, ground-nut, palm produce, crude rubber and cassava among others. While on the other hand, its import trade is dominated by produced or manufactured goods, machinery equipment and food (NIMASA, 2009, pp. 1-3).

2.4.2 The Nigerian Cabotage Act

The evolution of the Cabotage Act of 2003 is a culmination of various efforts of relevant stakeholders, government agencies and the lawmakers towards the development of an enabling law that will provide a regulation which will promote and strengthen the Nigerian coastal trade, it is also to ensure that the interests of the domestic shipping companies are adequately protected and to give the country shipyard opportunity to grow. More so, the Inland and Coastal shipping Act is to enable the Nigerian Seafarers to participate actively in the Nation domestic shipping trade.

Since the cabotage law came into force in 2004, it has increased the domestic fleets, and this has also limited the domestic waterborne trade to Nigerian owned vessels. Over time, the Nigeria coastal trade was highly dominated by the foreign-owned companies to the extent that about 90% of the vessels that participate in the domestic operations were owned by foreigners and also being manned by foreign seafarers. However, with the coming of the policy that was tailored towards encouraging full participation of the Nigerian ship owners and also geared towards securing jobs for

qualified and upcoming Nigerian cadets. In line with this policy, the Nigerian Maritime Administration and Safety Agency (NIMASA) being the custodian and apex maritime regulatory agency in Nigeria initiated and established the Nigerian Seafarers Development Programme (NSDP), a programme purposely designed to encourage and train the Nigerian youth that are interested in seafaring profession to different maritime institutions of the world in order to boost the country's capacity in seafaring and to increase its participation in shipping activities in Nigeria and globally.

2.5 Demographic Information

The NSDP aim at developing the Nigerian youth and most of the youth engaged in this programme were between the ages of 21-30 years of age. In Nigeria, there are eight (8) coastal states out of the thirty-six (36) of the country. It also has more of the men in the maritime activities than the woman. Most of the maritime activities of the country take place in the south-south and south-west of the country, as seen in figure 1 and 2 below.

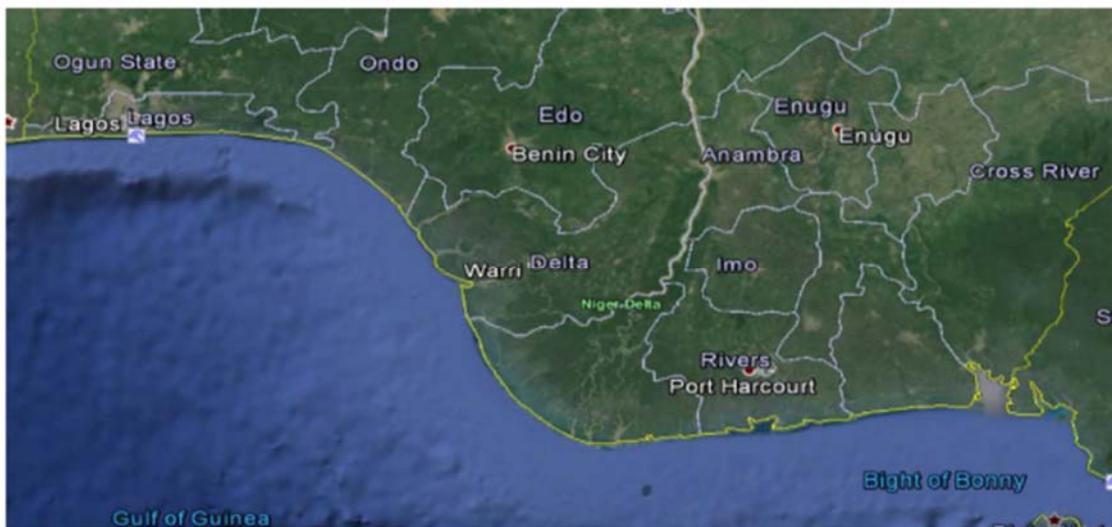


Figure 1, Shows the coastal areas in Nigeria. Source: Agbeja (2016)

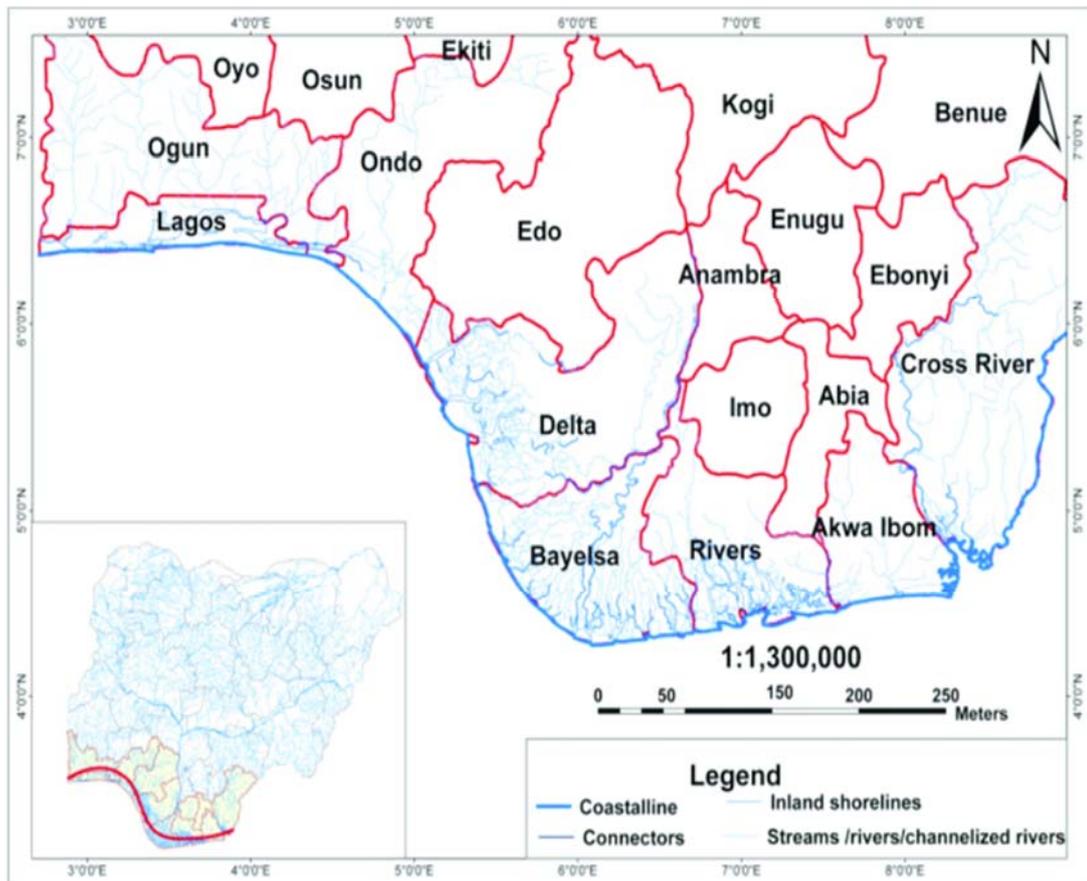


Figure 2, Shows coastal states in Nigeria. Source: Fabiyi & Oloukoi (2013)

2.6 Summary

Capacity building in the maritime industry is essential as it strengthens the skill, ability and competency of seafarers for a virile maritime industry. Similarly, this brings about examining and reviewing literatures on capacity building and its relevance to policies on seafarers developing. Having the understanding of the existing capacity building policies and how bureaucracy has adversely affected the development of such policy. Therefore, it is important to embark on a research design and data collection method on how to proffer solutions or recommendations to this challenges.

CHAPTER THREE

3.0 Research Methodology

3.1 Introduction

This chapter will state the methodology used to answer the research questions of this study. It will also discuss and justify the method used, describe the source of data, method of data analysis, study area, research instrument, targeted population and ethical considerations.

3.2 Study Area

The study area of this research is Nigeria, and the targeted population is the Nigerian seafarers. This was chosen because seafarer training and education fluctuate geographically in approaches, substructure, and amenities available. Nigeria lacking behind in contributing satisfactory to training, obtaining and maintaining excellent seafarers and so to overcome these challenges, there is a need for a new batch of skilled, capable seamen which brought about the Nigerian Maritime Administration and Safety Agency (NIMASA) initiative for a Seafarers Development Programme (NIMASA, 2009).

3.3 Research Design

According to Jennifer Rowley (2002 pp.18). A research design is the logic that links the data to be collected and the conclusions to be drawn to the initial questions of a study. This ensures coherence and gives a clear view of need to be achieved.

Research design is the structure and gum that holds all elements in a research together. It serves as an instrument for the collection and analysis of data in a way which aims at merging relevance to research (Ram, 2010). It is also according to Henry Manheim not only anticipates and specifies the seemingly countless decisions

but also connected with carrying out data collection, processing and analysis which presents a logical basis for these decisions (Manheim, 1977).

Research design is required and necessary in a research because it makes the smooth sailing of the various research procedures feasible, thereby serving as the advance planning of the methods to be adopted for collecting the relevant data and the techniques to be used in the analysis, keeping in view the objective of the research work (Akhtar, 2016 pp.68&69).

The Nigerian National Policy on Seafarers development will be used as a case study of this research while data shall be collected from the beneficiaries of the NSDP training programme. The beneficiaries of the above-mentioned programme are believed to be a capable and better source of providing the needed information about the policy and programme. There shall also be a selective case studies of some national policies of seafarers capacity development.

The research now will comprises of the investigative phase which is through the use of questionnaires about the NSDP training programme of the Nigerian seafarers and the second phase is discussing and analyzing the strengths and weaknesses of NSDP by reviewing other countries MET practices and national policies on seafarers development.

Case studies are aimed at analyzing specific issues within the boundaries of certain or particular domain, circumstances or institution. According to McCombes (2019), case studies are good for evaluating, comparing, describing and understanding of different aspects of a research problem and so it's a good choice for dissertation (McCombes, 2019).

A single but complex case study according to McCombes can be used to explore a subject in detail or a multiple case studies to compare and illuminate different aspects of the research problem.

According to Martyn Denscombe (2018). Case studies is a good basis for a research as it provides a platform that allows for an in depth study of a situation in order to produce the level of academic inquiry that is expected in a dissertation.

In order to gain an in depth study of the NSDP training programme and some national policies on seafarers development and also to compare some of these policies so as to know the best global practices on seafarers development, the case study is the most suitable method for this research.

Data will be collected using questionnaires, and the target population from whom data will be gathered are the beneficiaries of the NSDP. The beneficiaries of the NSDP were selected because the researcher believes that these groups of respondents can provide more valuable insight based on their various backgrounds, experience, and what they acquired or gained from the given training scheme.

Questionnaires will be used as a means of collecting data because it can be used to cover a large number of people simultaneously. It is easier, faster and less expensive. Therefore, it is possible to cover wide geographic areas and to question a large number of people relatively inexpensively.

According to O'Leary (2014). Administering questionnaire allows the researcher to generate data specific to their own research and offers insights that might otherwise be unavailable.

3.4 Ethical Issues

The researcher has been granted permission by the WMU Research Ethics Committee to conduct the research. In addition, permission to collect data from Nigeria has been granted to collect data from the beneficiaries of the NSDP training programme. Participants will be issued with a letter of consent, explaining how the questionnaire should be answered and declaring that the information provided will not be disclosed but will be kept confidentially. The study will be conducted in a professional manner as participants answers will not be influenced neither will they

be forced to partake in the study; rather, the participant will be allowed to partake in the study independently.

3.5 Data Collection

The research instrument used for the purpose of this study was the questionnaire (see appendix III). The questionnaire was designed in two parts. Part A was related to the respondents' personal data while part B was directed to the topic of the study.

Part B consisted of twenty-six questions, including close-ended and open-ended questions. The close-ended questions consisted of both the Yes/No/Not sure.

The use of close-ended questions was based because it was discovered that people hardly have time to fill in long sentences in response to questions on a questionnaire, but are rather more at ease with the close-ended type of questions where they can easily choose from the available options. Nevertheless, it was still compulsory to have open-ended questions so that the opinions of the stakeholders can be freely expressed in detail. These opinions and suggestions will become more relevant, especially to the study, as they will contribute meaningfully to the conclusion to be reached and the recommendations to be made eventually by the researcher (Malcolm, 2012).

The population sample was drawn from the NSDP beneficiaries. Since the focus of the study is on seafarers capacity-building policies and the case study is the Nigerian Seafarers Development Programme (NSDP), the feedback is best gotten from those who bear the direct impact of the policy as they are in the best position to state how the policy has impacted on them and proffer useful suggestions on what can be done to improve the programme.

The sampling technique adopted was purposive sampling, otherwise known as judgement sampling. This is a type of sampling used in expository research in which the researcher selects a sample to meet specific criteria. According to Krishnaswami and Satyaprasad (2010, p. 77), "the method is appropriate when what is important is

the typicality and specific relevance of the sampling units to the study and not their overall representativeness to the population.” Hence, the sample was drawn from the beneficiaries of the NSDP instead of the entire seafarers in Nigeria. This technique was considered for its convenience in terms of cost and time.

CHAPTER FOUR

4.0 Data Analysis

This is the presentation of data obtained from the beneficiaries of the NSDP through the use of questionnaires so as to assess if the NSDP aims and objectives have been achieved, also to have an idea of the challenges facing the beneficiaries and the programme policy as a whole.

The questionnaires were administered to the beneficiaries of the Nigerian Seafarers Development Programme (NSDP) so as to get their views about the NSDP training programme. Out of fifty questionnaires sent out to respondents. However, only thirty-five questionnaires (70%) were duly completed and returned and so the response rate was 70% of the total questionnaires sent out.

According to the data collected, out of the 35 respondents, 32 are male while 3 are female, that's about 91% male while the remaining 9% female.

According to the collected data of the 35 respondents, 31 among them were between the age ranges of 21-30 years while 4 were between the age ranges of 31-40 years of age. That is 21-30 years 89% and 11% for 31-40 years of age.

4.1 Financial Issue

According to the respondents in questions answered below the Nigerian seafarers development programme has to some extent achieved its goals and objectives even though there are some financial challenges faced once in a while due to either budget delay or late funding of the programme which were discovered to be due to the bureaucratic nature of government processes. The Nigerian bureaucratic system has a series of challenges which has weakened the growth of the Nigerian civil service system and in order to achieve meaningful development and also to smoothly maintain the good work of this seafarers development which will have a long impact in the country, the government needs to ensure that it reduces high handedness in

decision making process in the system which will bring about empathy and rationality in the administrative system if well implemented.

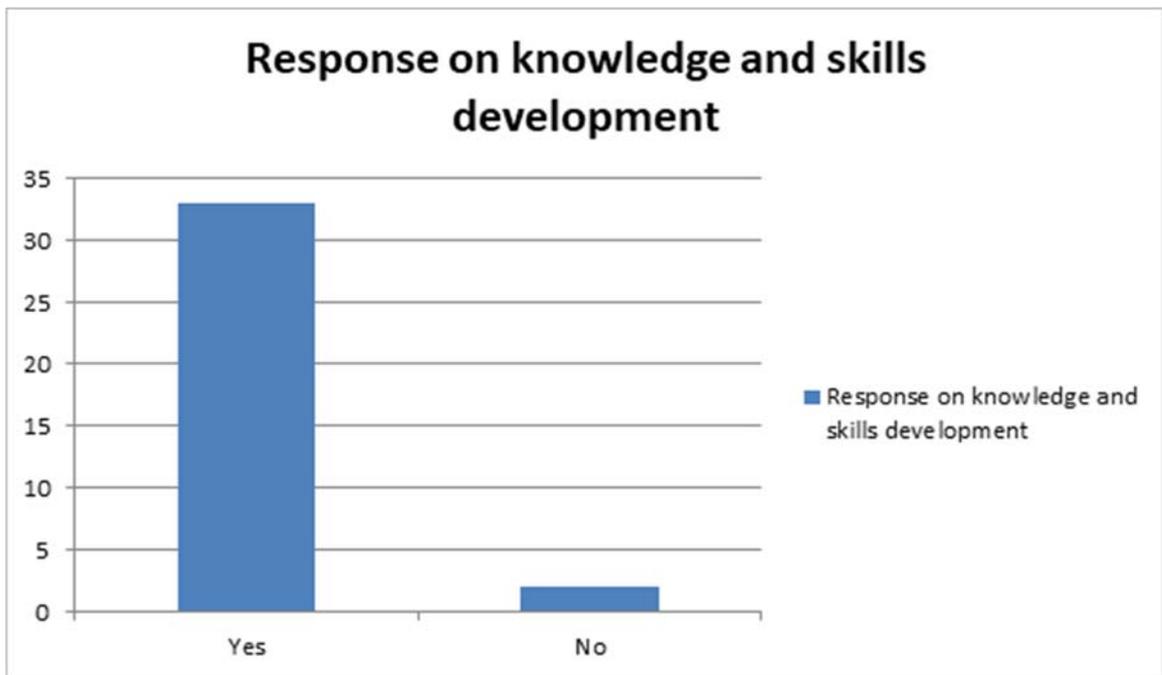


Figure 3, Response on knowledge and skills development.

According to the respondent on whether NIMASA has assisted in knowledge and skill development of seafarers. 33 respondents stated that the organization has assisted while 2 stated that it has not.

The respondents further explained why they agreed and not agreed that NIMASA has assisted in knowledge and skill development of the Nigerian seafarers. For those that affirmed to it, they said it is because of the knowledge and skills gained and a large number of trained seafarers. While for those that said no did not state any reason as to why they said no.

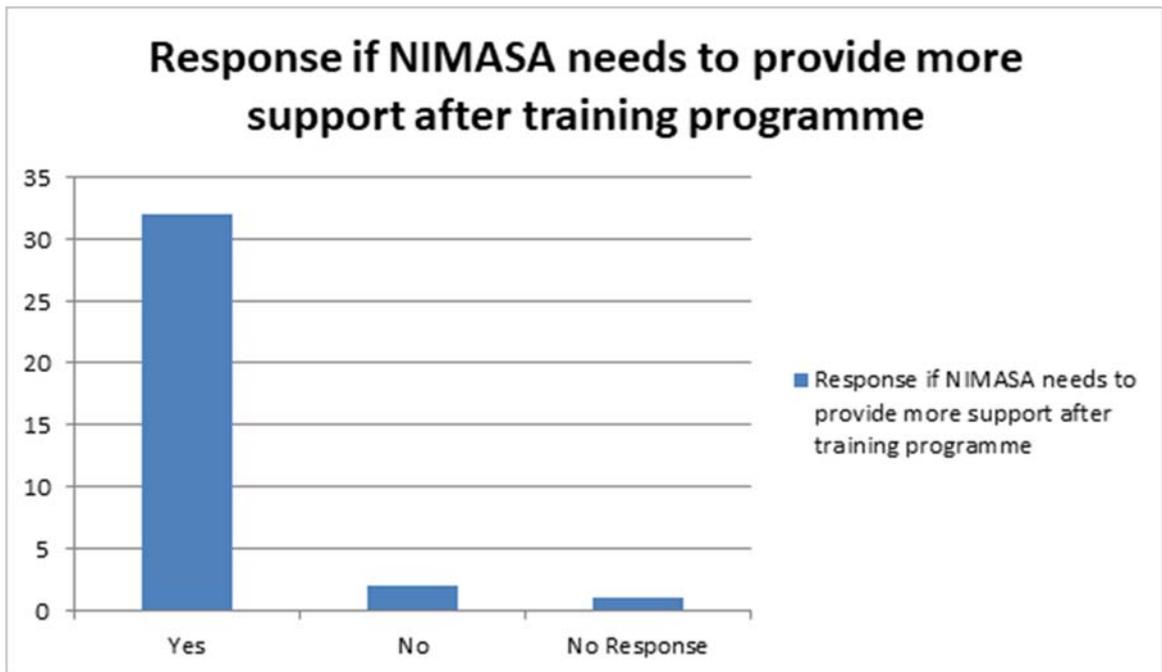


Figure 4, Response if NIMASA needs to provide more support after training programme.

About 32 of the respondents still feel that NIMASA should still provide support for the seafarers after their training programme in terms of employment, 2 disagree with that while 1 did not respond.

The respondents tried to justify why they said there is a need for NIMASA to support the trained seafarers in terms of employment still. For those that said yes there is still need for support stated that its due to the high rate of unemployment in Nigeria and also the lack of full implementation of the Cabotage Act which would have reduced the unemployment rate from the maritime sector angle as the Cabotage Act is a policy for ship owners trading within the Nigerian coast to engage the Nigerian seafarers. While for those that said no, which are just 2 out of the 35 respondents said that with the training acquired there is no need for support again from NIMASA for employment.

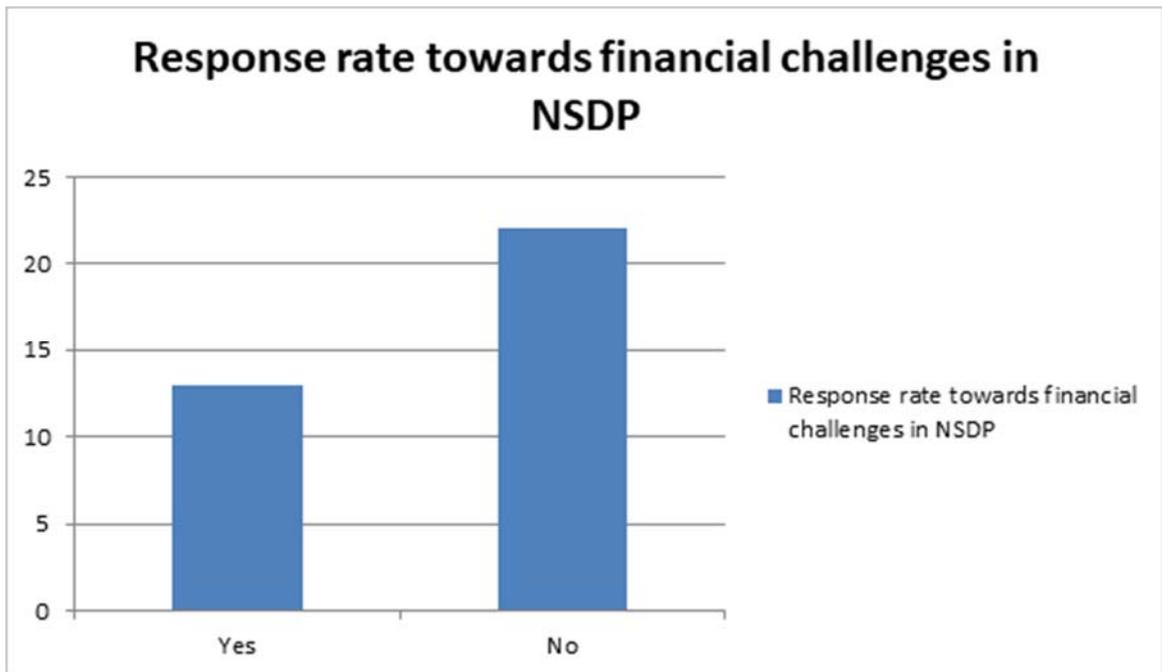


Figure 5, Response rate towards financial challenges in NSDP.

According to 13 respondents, the NSDP has some financial challenges while 22 disagreed with that by saying no they had never witnessed any financial challenge in the NSDP training programme.

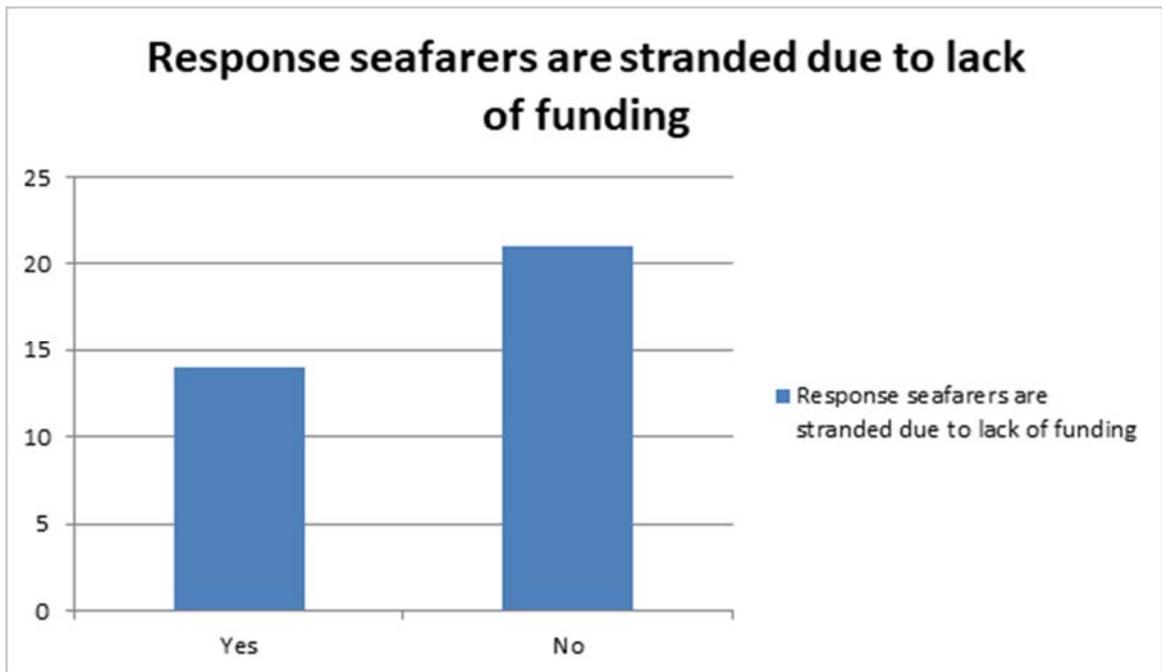


Figure 6, Response if seafarers are stranded due to lack of funding.

According to 14 of the respondents, responded that some seafarers were once stranded due to delay in the release of the fund while 21 stated that they had never witnessed anything like that in the course of the training programme.

According to 12 of the respondents who stated that in their opinion the challenges associated with the funding of the programme is due to delay in the budget passage, which leads to late approval of funds. 5 stated that the challenges due occur when there is a change in management, while 4 stated that NIMASA does not have any financial challenge and 14 did not respond.

According to 10 respondents, the challenges can be overcome by the government improving and fast-tracking budget preparations and also passing it as at when due, that when budgets are released on time, it will enhance or fast track the quick approval of fund for the programme.

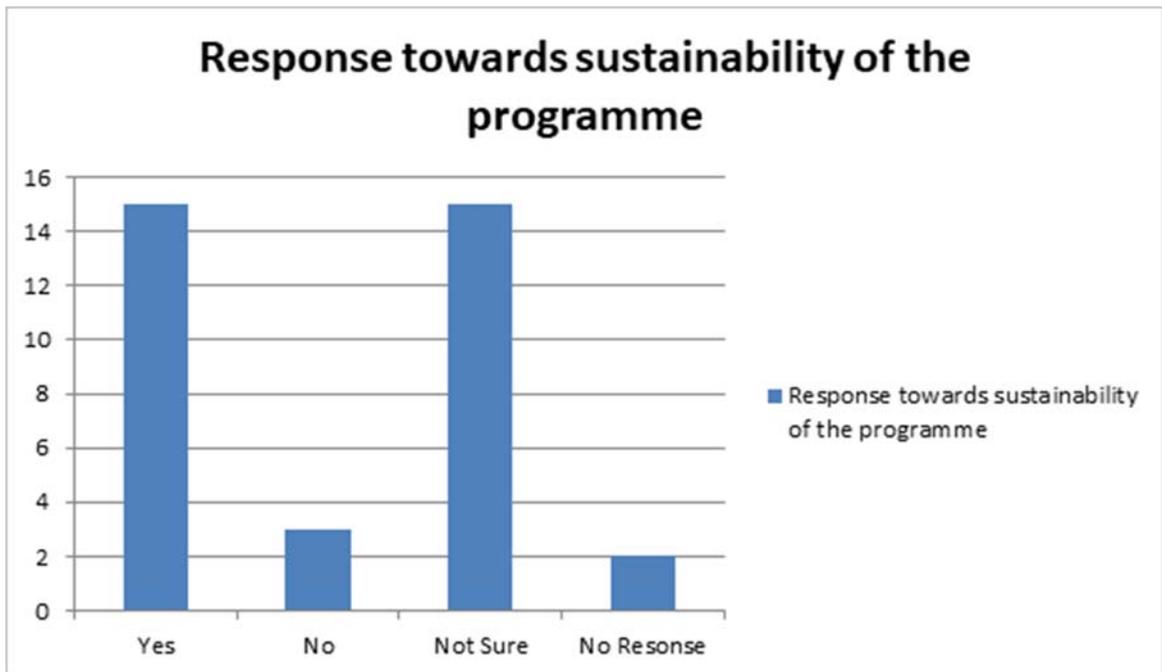


Figure 7, Response towards sustainability of the programme.

According to 15 respondents, it's certain that the programme will be sustained, another 15 stated it doubt by not been sure about that, 3 stated clearly that the sustainability of the programme is not feasible while 2 did not respond.

According to 8 respondents, they stated that because of what has been invested in the training programme and also the past record of success the programme had, the training programme would be sustained. While 4 stated that NIMASA is financially buoyant to continue with the programme.

For those that feel the NSDP training programme cannot be sustained, 1 said the taking of new intake had been put on hold, and another 1 respondent also stated that NIMASA lacks the will to sustain it. 1 respondent also stated that there is a complaint going on that the programme is capital expensive.

For those that stated that they are not sure if the NSDP training programme will be sustained, 5 responded by saying that their fear is if there is a change in government the programme might not be sustained.

The respondents were asked if they think the quality of training received by the trainee depends on the availability of funds from the government. 23 of the respondents responded by saying yes, the quality of the training depends on the availability of funds and that sometimes there are delays in the funding process due to government way of bureaucracy while 3 said no, 1 was not sure, and 8 did not respond to the question.

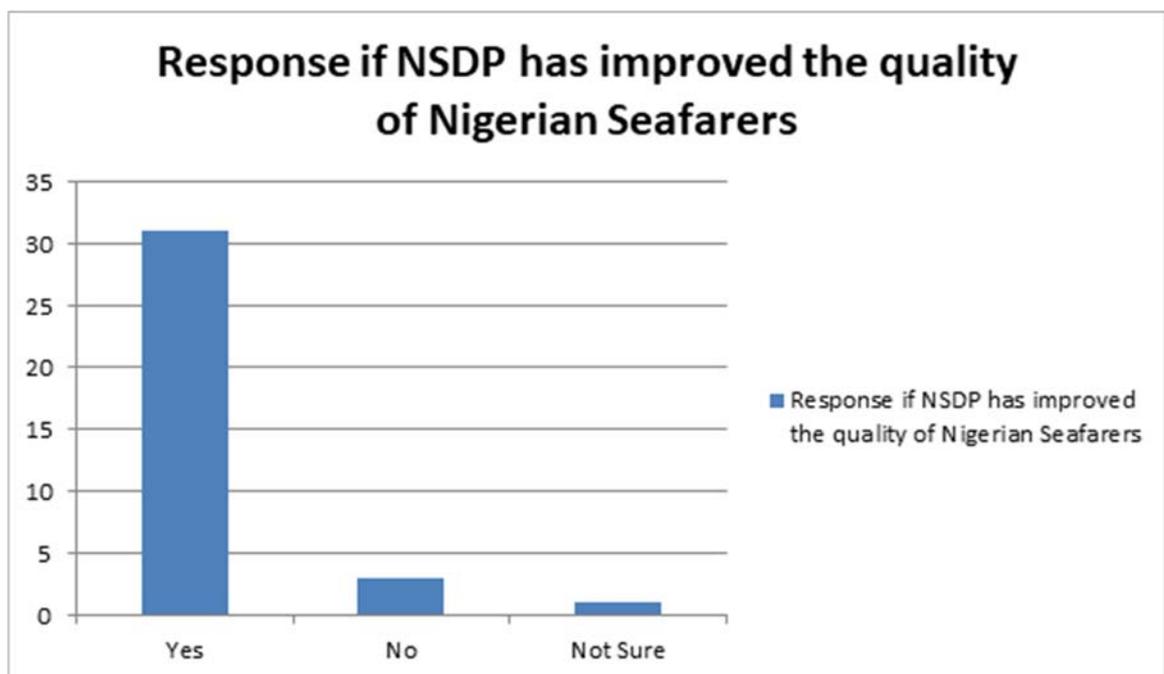


Figure 8, Response if NSDP has improved the quality of Nigerian seafarers.

According to 31 respondents, the NSDP scheme has really improved the quality of Nigerian seafarers, 3 disagreed by saying no while 1 was not sure.

4.2 Sea-Time Issue

According to the responses to some questions below the respondents talked about the issues of onboard for training (sea-time) after they had round up with their training programme.

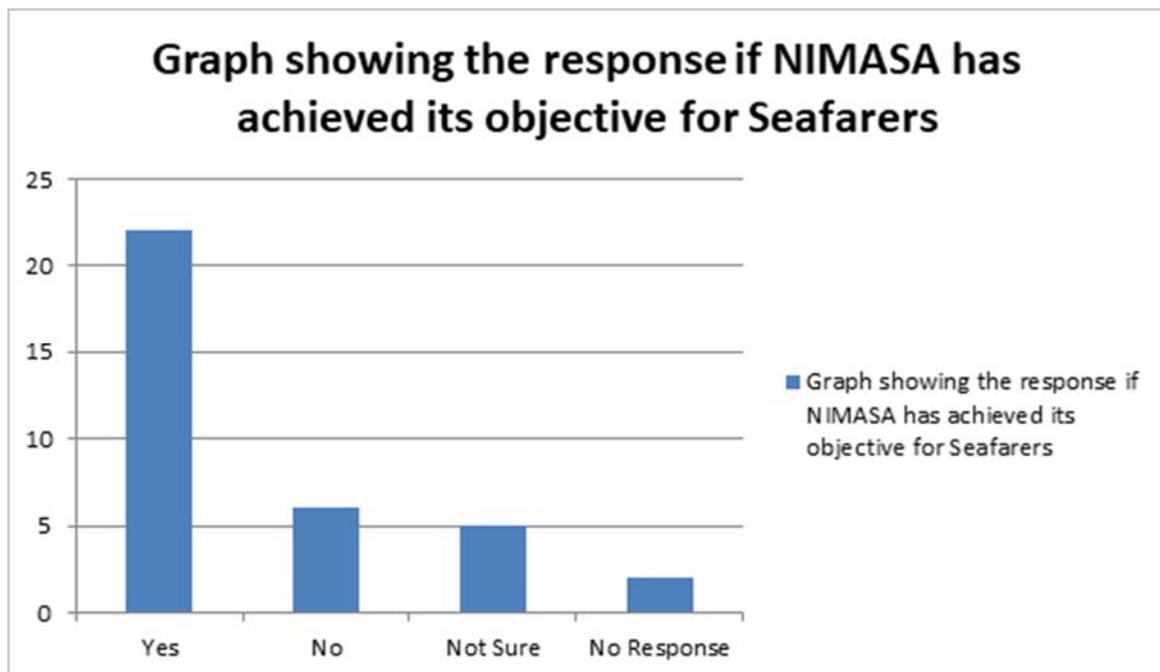


Figure 9, Graph showing the response if NIMASA has achieved its objectives for seafarers.

About 22 of the respondent stated that NIMASA had achieved its objective for Nigerian seafarers, while 6 disagreed, 2 were not sure, and 2 did not respond.

The respondents gave their reasons. For those that agreed that NIMASA had achieved its objective for the Nigerian seafarers stated that a lot of cadets had acquired their bachelors in various maritime disciplines as a result of the NSDP training programme while others stated that the programme had produced a large number of competent seafarers. The respondent who stated that the objective is not yet achieved and those who are not sure if the objective is achieved both stated that in as much as many have benefited from the programme so many are still waiting for their sea-time training and so to them it can't be said that the objective of the programme is achieved.

The respondents in response to suggestions if there is any area of the programme that should be changed, they stated that the sea time training that is usually done at the end of the programme should be change and considered for a year before graduation so that it would be easy to access by the cadets when still in the course of their training than when they are through due to inadequate vessel in Nigeria.

The respondents stated that NIMASA should give more priority to sea time training of the seafarers.

The respondent in this question gave their reasons as to why they all said the priority should be given to sea time training of the Nigerian seafarers by NIMASA. They stated that so many cadets had finished their training programme as they are sponsored by the NSDP but still waiting for their sea time. They also stated that sea-time is a requirement by STCW but difficult to access in Nigeria due to either lack of vessel or lack of space in the few available vessels.

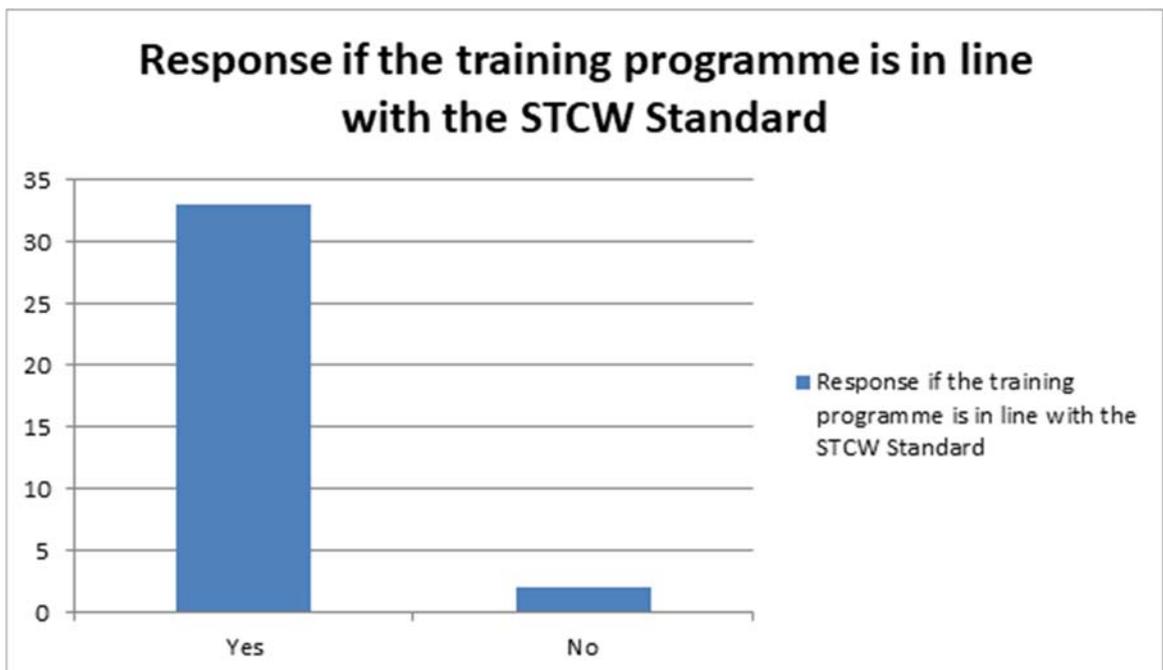


Figure 10, Response if the training programme is in line with the STCW standard.

According to 33 of the respondents, the training programme they are engaged in is in line with the STCW standards while 2 responded by saying the training is not.

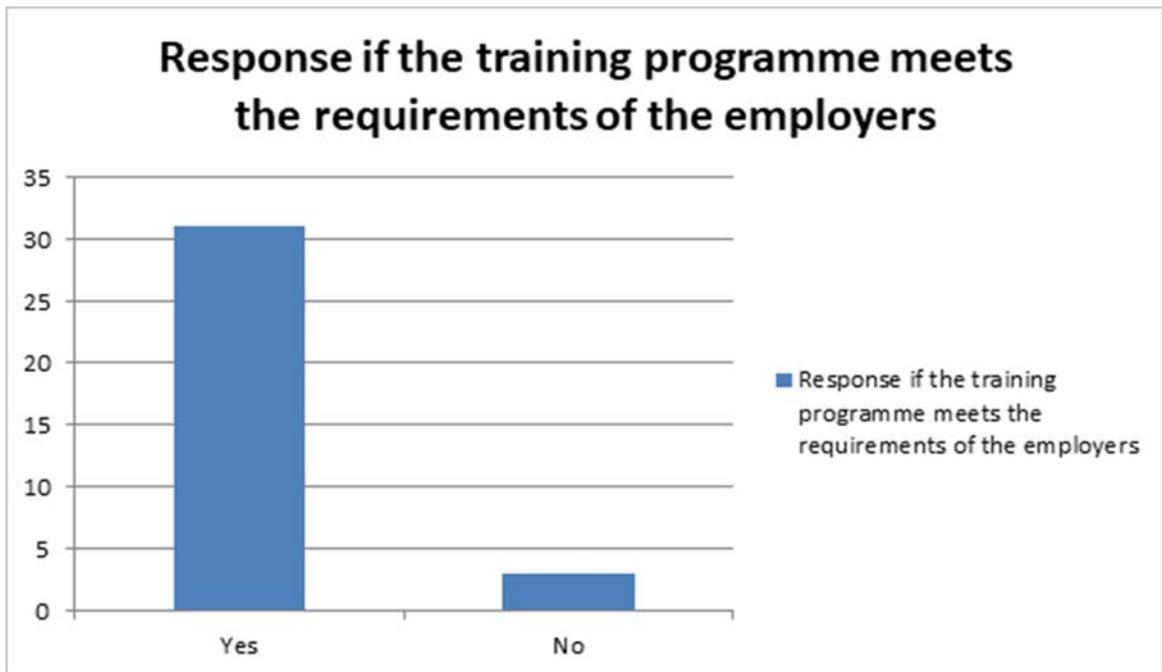


Figure 11, Response if the training programme meets the requirements of the employers.

As to if the training they are engaged in meets the requirement of most employers, 31 respondents stated that the training is global best standards and so of a good requirement for employment while 3 stated that it with the issue of delay and lack of seetime it was not and 1 did not respond.

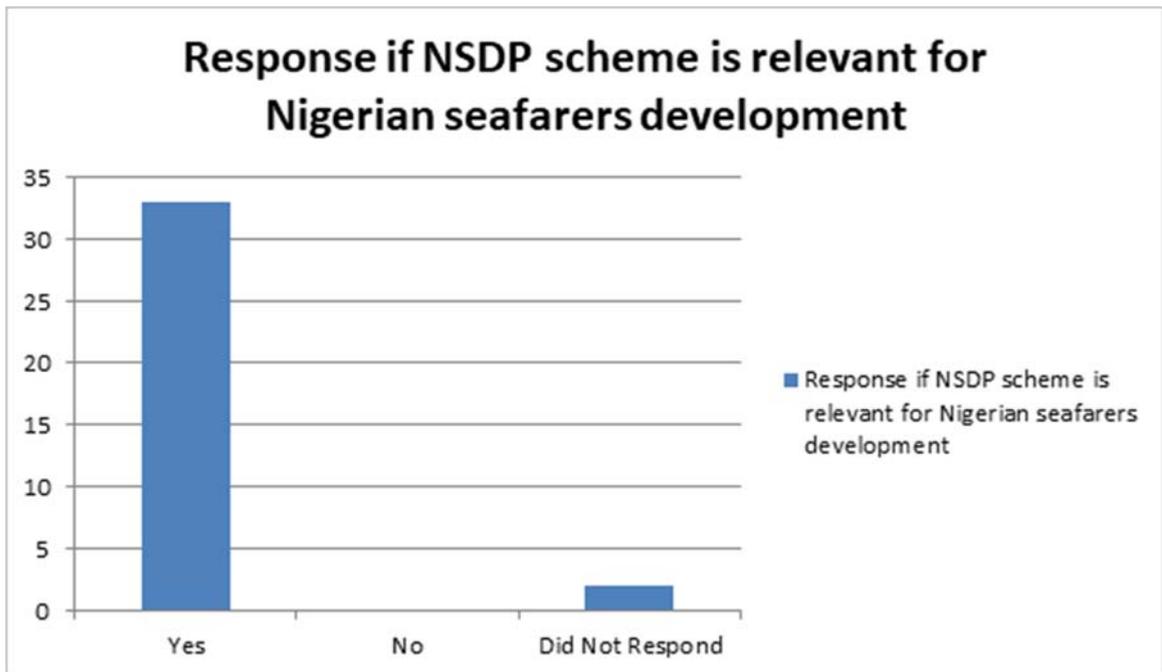


Figure 12, Response if NSDP scheme is relevant for Nigerian seafarers development.

As to whether the NSDP scheme is in any way relevant for the Nigerian seafarers, 33 respondents responded in the affirmative that the scheme is very good and relevant to the development of the Nigerian seafarers but the government need to really do something on improving the seatime situation of the NSDP cadets while 2 did not respond.

In support of the response as to whether the NSDP in present time is still relevant to seafarers development. 20 out of the 33 respondents that stated yes and also as to whether the programme is in accordance to STCW 20 states that the training is in accordance with the STCW standards which in turn means global best standard and so because of the standard of training received it affirmed that the programme is still relevant to Nigerian seafarer development but the only problem they faced mostly is that after undergoing the theoretical training, accessing the practical (seatime) aspects is always difficulties for them. While 15 did not respond.

According to 11 respondents agreed that the Nigerian government should try to involve individuals or private organization into supporting the programme through the

private partners programme while 5 respondents stated that Nigerian government through NIMASA should try and involve some of the big shipping companies in Nigeria by signing a memorandum of understanding (MoU) with them whereby shipping companies would support financially in the training programme and also in terms of sea-time training while the trained seafarers would in return render their services to the company.

4.3 Summary

After analyzing the data collected, it was discovered that there are two (2) major challenges the beneficiaries of the NSDP training programme are facing which are financial due to the cumbersomeness in the Nigerian bureaucratic system and also sea-time for the cadets.

CHAPTER FIVE

5.0 Selective Case Studies on National Policies on Seafarers Development

5.1 Introduction

This chapter will present a case study of three selected countries to discuss their national policies on seafarers capacity development. The three countries are the Philippines, Singapore and Hong Kong, the countries were selected or used due to the availability of data and access to those data on their seafarers training and development programme policies.

One main sector of the maritime industry is the crewing and manning of seafarers. As almost 90% of trade activities worldwide are being operated by ships and seafarers play a key role in sustaining both the efficiency and stability of the maritime sector as a whole. Shipping which is seen as one of the safest means of transportation do experience a lot of mishap or unfortunate incident and most of which involves human error. The main issues which can have an effect according to European maritime safety agency on the potential for human error are education, training and working conditions. Therefore, to them, the better the education and training received by seafarers, the better and safer shipping will become (EMSA, 2019).

5.2 Philippines Seafarers Development

The Philippines has a maritime education and training structure whereby there are academic institutions and training centers that provide education and training to aspiring seafarers for careers in the maritime industry. Higher maritime education usually consists of four-to-five years college degree programs for either marine transportation or engineering. Most commonly, the students go through a four-year structure (3 - 1) which stipulates three years of academic study prior to onboard job training in the final year. An alternative approach is a 2 – 1 – 1 structure which schedules the onboard job training for the third year. After the one year job training, students go back to school to finish their last year (Tuapin, Galvez, et al, 2016).

There are also shorter courses that improve the competencies of seafarers. Topics such as the general operations on board, safety and crisis management, dangerous cargoes and drug abuse prevention are included in the courses. The METIs are regulated by three organizations namely, the Maritime Industry Authority (MARINA), Commission on Higher Education (CHED), and Technical Education and Skills Development Authority (TESDA) (Lara, 2016 p.6).

To achieve a better and quality seafarers development, there was an investment initiative policy by the Philippines authorities which was through a tight linkage of the METIs, shipping companies and the manning agencies. They were encouraged to support the maritime education and training sector through investing in the development of the Filipino seafarers as well as the exchange of information on their expectations towards the education of Filipino seafarers (ibid p.12).

The CHED also developed a new curriculum for maritime courses which serves as an opportunity for maritime higher education institutions (MHEI) to seek funding from various entities and organizations that support maritime training and education for upgrading their facilities and teaching equipment, this all aim at developing the Filipino seafarers. For seasoned and highly competent maritime professionals who wish to begin a new career after their life onboard or wish to be productive while on vacation, the higher level of standard in the maritime curriculum could lead them to more teaching opportunities in MHEIs and METIs (Baylon & Santos, 2011).

The Philippines seafarers capacity development policies has made the maritime education and training sector of the Philippines if evaluated to be an important and promising contributor to the growth of the maritime industry in the Philippines and capacity building of the seafarers. The country now has a huge human capital matching the general requirements of the maritime labor market as a result of its seafarers development policies (Galvez, Tuapin, et al. 2016).

5.3 Singapore Seafarers Development

Singapore recognizes the need to train qualified seafaring officers and so have to put in place some policies to support the development of seafaring careers. The Maritime and Port Authority (MPA) put in place a cadet allowance reimbursement scheme whereby certain amount would be reimbursed to any shipping company for each Singaporean cadet it places onboard ship for seetime training. This in a way will help reduce the number of cadets waiting for seetime (MPA, 2019).

It also has what it calls tax rebate, this is an exemption of tax for a Singapore registered ship owner who employs up to 25% of Singaporean seafarers. The shipping company or ship owner is given in the form of a rebate of half the tonnage tax for the vessel concerned (MPA, 2019).

The MPA in order to encourage its local seafarers to continue advancing in their careers also initiated the tripartite scheme which offers opportunity for the youth to start their seafaring career. The scholarship co-sponsored by the Maritime and Port Authority of Singapore (MPA), shipping companies and unions. This is to groom and develop promising students to become Ship Captains and Chief Engineers of ocean-going merchant ships and also to be the future leaders of Singapore's maritime industry (ibid).

The MPA has the educational grant scheme which provides financial assistance to serving registered seafarers to attend relevant courses as a form of capacity building to upgrade themselves and to improve on their qualifications (ibid).

5.4 Hong Kong Seafarers Development

Hong Kong in its effort to create awareness amongst its young citizens and also to give room for their development in the maritime industry. Provision was made to the Hong Kong Maritime Museum to produce an innovative curriculum-linked education pack to introduce students to the exciting world of maritime and shipping (Hong Kong Maritime Publications, 2018 p.1-5).

The Hong Kong Polytechnic University (HKPolyU) Department of Logistics and Maritime Studies provides academic programmes ranging from undergraduate to postgraduate levels with major areas of specialization in global supply chain and international shipping and transport logistics. Currently, PolyU is the sole provider of maritime education for deck training at the undergraduate level in Hong Kong. Apart from PolyU, the Government-funded Maritime Services Training Institute (MSTI) of the Vocational Training Council (VTC) also provides a wide range of sea-going and shore-based vocational training and professional education programmes for young talent in Hong Kong to satisfy the manpower demands and training needs of the industry (ibid).

Also to support the long-term development of the maritime and aviation industries and nurture talent for the two sectors, the government established the Maritime and Aviation Training Fund (MATF) in 2014 with a commitment of HK\$100 million. The Fund supports and encourages young students and in-service practitioners to receive relevant technical training and undertake professional programmes and examinations, thereby enhancing the overall competitiveness and professional competency of the industries (HKMP, 2018).

The training and incentive schemes under MATF cover the training and examination refund programme, an internship scheme, scholarships and overseas undergraduate student exchange schemes. Since its inception in 2014, the Fund has benefited over 6600 students and in-service practitioners in the two sectors. Through these schemes, Hong Kong hope to build a vibrant, diversified and competitive pool of professionals and technical personnel to support Hong Kong's future development in the maritime and aviation sectors (ibid).

In a further initiative aimed at enriching the experience of local seafaring students the manpower development committee (MDC) has initiated a collaboration between the Hong Kong Seamen's Union and Dalian Maritime University. This enables seafarers to set sail on the university's training ship for 11 days and get a feel for the real environment on board (ibid).

5.5 Summary

These are good and some best global national policies on the seafarers capacity development which has yielded results in these countries in which if the Nigerian government key into through it NSDP training programme which has been handled by the Nigerian apex maritime regulatory agency (NIMASA) it will go a long way to help achieve it aim and objectives and purpose of the NSDP scheme.

CHAPTER SIX

6.0 Discussions

This chapter will discuss the general data collected from the questionnaires issued out and also try to answer the research questions of this research work.

From the general data collected it shows that the training programme under the Nigerian seafarer's development programme is really of great importance to the Nigerian youth who has the potential of becoming a seafarer and competent one for that.

The training has really affected the lives of many youths and impacted so much on its beneficiaries.

The first research question which is how well has the NSDP done to achieve its goals and objectives? The Nigerian Seafarers Development Programme (NSDP) is a human capacity initiative of the Nigerian government through its maritime administration (NIMASA). The programme is designed to get the Nigerian youth who has the maritime potentials and through a standard selection process after which admissions are sought for from renowned institutions certified by IMO with professional courses in maritime so as to develop them into having a robust pool of qualified, certified and competent Nigerian seafarers who are to first service the local (coastal) demand of shipping and then contribute to the manpower needs of international shipping in general.

The respondents agreed that the Nigerian seafarers development programme has gone far in achieving its goals and objectives and furthermore, NIMASA has confirmed that it has sponsored more than 653 youths in marine engineering, 739 in nautical sciences who had successfully graduated from eight different institutions aside those that are still having their training ongoing. NIMASA has also recently flagged off sea-time training for the NSDP in which it has sent some cadets among

those awaiting the sea time training to Arab academy in Egypt and South Tyneside College (STC), UK (NIMASA Voyage, 2017 pp 12,13,50,51).

This has now shown that the NSDP has done well in trying to achieve its goals and objectives, which is the development of the Nigerian youth into a competent seafarer.

The second research question is, what are the challenges facing NSDP and their possible solutions? Despite the effort of the NSDP in seeing that its goals and objectives are achieved there are still challenges in which the respondents pointed at and the prominent in which almost all the respondents mentioned were the issues of onboard training (sea-time) after they had completed their studies. While a few respondents made mention of the bureaucratic nature of the Nigerian government whereby budget are lately passed and consequently leads to delay in the release of funds for the programme.

The STCW guidelines state that a minimum period of sea time is required for certification of seafarers, and so without it, the NSDP graduates cannot be certified seafarers. This shows that sea-time is an onboard training which is mandatory for certification. The issue of sea-time is a major challenge within the Nigerian maritime domain due to the limited vessel and the high number of cadets whom had been trained onshore and yet to embark on board for their sea-time training.

The NSDP has trained a lot of youths who are waiting for their sea-time training but recently, the Nigerian maritime administration and safety agency (NIMASA) which is the nation's apex maritime regulatory body is trying hard to see how it can overcome this challenge, and in the process it has embarked on a full-time sponsorship of the cadets which will be done in phases. Looking at the difficulties of securing berth space for the cadets, the agency decided to engage the services of some institutions in which it has commenced and the first phase was the sending of 239 cadets to Arab academy in Egypt and South Tyneside College (STC), United Kingdom (Marine & Petroleum Nigeria, 2017). To this end, if this arrangement continues it will help in addressing the perennial sea-time challenge faced by the cadets.

NIMASA also signed a Memorandum of Understanding (MoU) with the Maritime Academy of India for sea time training of some NSDP graduates, this will also reduce the number of cadets awaiting sea-time (safety4sea, 2019). While in the issue of bureaucracy, there is a need for the reposition of purpose of the Nigerian political leaders whereby dedication and honesty should be the main stake in the country's bureaucratic leadership. Also the government needs to design or redesign the system in such a way that the political class will not have means to hinder the free flow of bureaucratic system by building strong institutions not strong politicians or individuals. In the same vein, the government needs to work on the welfare package of the public bureaucrats in terms of staff welfare so as to help build their morale and motivate them into dedication, commitment towards implementing public policies.

The third research question is which areas should NIMASA prioritize in terms of training of the Nigerian youth through the NSDP and if the scheme in this present time is still relevant to seafarer development. The respondents stated that priority should be given to sea-time in terms of the NSDP training while as to whether the programme is still relevant to seafarer development, the respondents stated that the scheme/programme is still relevant as they mentioned that the training is in accordance with STCW standard and global best practices and also that the training have impacted so much on the beneficiaries that when it comes to employment the Nigerian seafarers have the standards required.

Moreover, It has been discovered that due to the high level of awareness and human capacity development of NIMASA, it has engaged a lot of youth whom are so eager to involve themselves in the maritime field even those not from the coastal state in the country, initially the science background youth in Nigeria are only conscience with been into the medical field but this has changed of recent as it can be seen that many have involved themselves so much and so well now in the maritime field.

The Nigerian government through NIMASA also has recently established a Nigerian Maritime University all in trying to showcase how important the maritime industry is and how relevant it can also be to the nation's economy.

6.1 Challenges of NSDP

The NSDP also has some little challenges, which are as follows:

- i. Government Bureaucracy: NIMASA as an agent of the Nigerian government used in promoting this programme is not handicap in terms of the fund, but challenges come in when there is a late passage of the budget due to bureaucratic procedures, this tends to delay or hinder some financial activities of the programme. Also delay in some decisions making about the programme due to late approval on certain decisions.
- ii. Lack of sea-time training for the cadets: Most of the cadets after graduation or training have difficulties in accessing vessels for their sea-time training due to lack of vessels.
- iii. Lack of vessels: There are no vessels to be manned by these well-trained seafarers, most especially local vessels.
- iv. Political instability or change of government: when there is a change in government it easy to affect the sustainability of the programme.
- v. The programme if not properly articulated could lead to brain drain.
- vi. Lack of MoU with shipping companies in Nigeria for sea time training of the cadets.

6.2 How NSDP can be improved

The NSDP is a good initiative for the development of cadets and young graduates but still have its challenges as mentioned above and to improve on those challenges, the following measures can be considered or looked into:

- i. Full implementation of cabotage act.

- ii. The government should be encouraged to continue with its good work in manpower development.
- iii. The government should try and partner with some shipping companies by signing an MoU with them to ease the challenge of sea-time training that most of the cadets face after they are done with their programmes.

CHAPTER SEVEN

7.0 Conclusion

This chapter will present a summary of the research work, limitations and recommendations.

7.1 Summary

This research work has shown how due to increase in demand for seafarers worldwide, the Nigerian government through its MARAD (NIMASA) initiated the seafarers capacity development programme. The government discovered the shortage in both its domestic seafarers and the world at large as few millions of seafarers are catering or serving the needs of the world's huge population. It then tried to give its youth and seafarers the global best standard of training so as to contribute its quota to fill in the huge gap.

The research further shows how the Nigerian government has tried to show its commitment by sending these youths whom are of science background and interested in sea career and its seafarers to different maritime institutions across board to be trained. The research also discovered some of the few challenges experienced by both the maritime administration responsible for this development training programme and the students as well which include; the delay in funding due to the bureaucratic nature of the Nigerian government which is serving as a hindrance to this capacity development, the issue of delay on seetime training for most of the graduates and also the fear of continuity of the training programme in case of change of government.

The research was able to get some good national policies on seafarers development from three different countries which if copied could help the NSDP to do more and better. This has been recommended for the Nigerian government and the maritime administration.

The Singaporean government has a reimbursement scheme whereby certain amount is reimbursed to shipping companies for each Singaporean cadet that they placed on board their ships for seetime. While the UK have what is called the tonnage tax where by shipping companies could fund some cadets training programme and also place them on board their ships as part of their tax to the government. The Philippines on the other hand have a training structure whereby the cadets are to embark on their seetime a year before their graduation instead of the usual seetime after graduation. These systems used if emulated by the Nigerian government will assist in its NSDP training programme as it will seriously go a long way in reducing backlog of cadets awaiting and having difficulties in accessing their seetime training. It will also reduce unemployment rate in the country.

The African countries can also come together through the umbrella of the Association of African Maritime Administrations (AAMA) in order to share expensive training equipment and cooperation in training among the member's states so as to ease the challenge of going far to have access to some of these trainings and training facilities.

The aim of the Cabotage Act which is to improve the country's economy and more importantly to ensure that majority of the Nigerian seafarers are gainfully employed by participating in the local trade should be fully implemented since the NSDP has produced a large number of qualified and competent seafarers.

For many decades, the bureaucratic system has been bedeviled by a series of challenges which has impaired the growth of Nigerian civil service system and in order to achieve a meaningful development it is therefore recommended that the government should ensure it reduce high handedness in decision making process in the system, to this end, if it is well implemented, this will bring about empathy and rationality in the administrative system.

7.2 Limitations

In addition to inadequate time for a comprehensive study of the topic under focus, leading to inability to gain access to more data for the study, there is also the issue of

low response rate from the respondents as out of the fifty questionnaires given out, only thirty-five were duly filled and returned, giving a response rate of about 70%. This was associated to most of the beneficiaries of the training been in school at present and difficulties in accessing them while for those that had round up the programme, it was also difficult to come across them as some are busy trying to seek their sea time and others are already engaged in one shipping company or the other. This, to some extent, has denied the study more varied opinions from the beneficiaries of the programme. Also difficulties in accessing data from other seafaring nations on their seafarers capacity development programmes and policies.

7.3 Recommendations

The increase in international trade and globalization shows the need for building and development of seafarers and so in order to achieve that, there is a need for standard tutoring and training.

In view of the above, there is they need for this research to continue and so a follow up is necessary so as to see to it that the aim of building a strong and competent Nigerian seafarers is achieved.

METI and Seafarers view should be seek in the follow up research so as to get more views and a wider data on how to improve on the development programme policy.

The future research should also look into the government policies that gave birth to this idea of NSDP so as to see how it can be expanded to accommodate more cadets and make it more enduring for text generation.

More so, the next research should critically examine the better ways of raising funds by involving corporate organizations and good spirited individual that can be contributing certain percentage that will make the NSDP programme stronger, add value to the country's employment rate and develop more capable and dependable work force in maritime industry in Nigeria.

I wish to finally conclude with this old adage in my country Nigeria that “if you give a child a fish, he will come back but when you teach him how to fish, you have empowered him for life”. The overall objective of every government is to bring about a qualitative improvement in the standard of living of its citizens and to promote growth and development generally. Realizing these virtuous objectives entails not only the formulation of policies but also the effective implementation of such formulated policies and this brings about the initiatives of the NSDP and NMU as a means for youth development which is empowering this youth for life and also which will in return improve the country's economy.

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Appendix 1

Protocol Form



WMU Research Ethics Committee Protocol

Name of principal researcher:	John Adams Hussaini
Name(s) of any co-researcher(s):	None
If applicable, for which degree is each researcher registered?	Master in Maritime Education and Training
Name of supervisor, if any:	Professor Momoko Kitada
Title of project:	Assessment of National Policies on Seafarers Capacity Building: A Case study of Nigerian Seafarers Development Programme (NSDP)
Is the research funded externally?	No
If so, by which agency?	None
Where will the research be carried out?	Nigeria
How will the participants be recruited?	The questionnaires will be sent electronically to voluntary participants by the researcher
How many participants will take part?	50 Participants
Will they be paid?	No
If so, please supply details:	No
How will the research data be collected (by interview, by questionnaires, etc.)?	Questionnaires
How will the research data be stored?	It will be stored strictly confidential in a Passworded protected drive inside a safe by the researcher
How and when will the research data be disposed of?	It will be deleted immediately upon completion of my MSc programme in November
Is a risk assessment necessary? If so, please attach	No

Signature(s) of Researcher(s): *John Adams Hussaini*

Date: *25/06/19*

Signature of Supervisor:

北田 桃子

Date: *25/06/19*

Please attach:

- A copy of the research proposal
- A copy of any risk assessment
- A copy of the consent form to be given to participants
- A copy of the information sheet to be given to participants
- A copy of any item used to recruit participants

Appendix 2

Consent Form



Dear Participant,

Thank you for agreeing to participate in this research survey, which is carried out in connection with a Dissertation which will be written by the interviewer, in partial fulfilment of the requirements for the degree of Master of Science in Maritime at the World Maritime University in Malmo, Sweden.

The topic of the Dissertation is Assessment of National Policies on Seafarers Capacity Building: A Case Study of Nigerian Seafarers Development Programme (NSDP).

The information provided by you in this interview will be used for research purposes and the results will form part of a dissertation, which will be published online and made available to the public. Your personal information will not be published. You may withdraw from the research at any time, and your personal data will be immediately deleted.

Anonymised research data will be archived on a secure virtual drive linked to a World Maritime University email address. All the data will be deleted as soon as the degree is awarded.

Your participation in the interview is highly appreciated.

Student's name	John Adams Hussaini
Specialization	Maritime Education and Training
Email address	w1802996@wmu.se

* * *

I consent to my personal data, as outlined above, being used for this study. I understand that all personal data relating to participants is held and processed in the strictest confidence, and will be deleted at the end of the researcher's enrolment.

Name:

Signature:

Date:

Appendix 3

RESEARCH QUESTIONNAIRE

Topic: Assessment of National Policies on Seafarers Capacity Building: A Case Study Of Nigerian Seafarers Development Programme (NSDP)

The Nigerian Seafarers Development Programme (NSDP) was created by the Nigerian Maritime Administration and Safety Agency (NIMASA) as a capacity building programme to train and produce competent and qualified seafarers for local and international demand.

Part A

1. Please tell me about yourself

a. Gender: Male Female

b. Age: (20-30) (31-40) (41-50) (51-60)

c. Name of your organization: -----

d. Designation: -----

e. Number of years worked there: -----

Part B

1. In your own opinion do you think NIMASA has achieved its objectives in training of seafarers?

(A) Yes (B) No (C) Not sure

2. Please explain your answer

3. If any, suggest where the NSDP training policy should be changed?

4. Do you think NIMASA has assisted in knowledge and skills development?

(A) Yes (B) No

5. Please explain your answer above.

6. Which areas do you think NIMASA should prioritize in terms of training seafarers?

7. Please explain your answer above.

8. Do you think you needed more support from NIMASA for employment after the training programme?

(A) Yes (B) No

9. Please explain you answer above.

10. If you are asked about the application for the NSDP, how would you guide one to get such an opportunity?

11. What qualification did you have when you applied for NSDP?

12. Do you think the NSDP have financial challenges?

(A) Yes (B) No

13. Do you hear any seafarers undergoing the training programme were stranded due to the lack of fund?

(A) Yes (B) No

14. In your opinion what are the challenges faced by NIMASA in terms of funding the programme?

15. How can these challenges be overcome?

16. Do you think the programme will be sustained?

(A) Yes (B) No (C) Not sure

17. Please explain your answer above.

18. Is the training in line with the STCW standard?

(A) Yes (B) No

19. Does the training meet the necessary requirement needed by the employers?

(A) Yes (B) No

20. Is the NSDP scheme in this present time relevant to seafarer development?

(A) Yes (B) No

21. Please explain your answer above.

22. Do you think that the quality of training received by seafarers depends on the availability of fund from the government?

23. How do you think the private organization or individuals could partner with the government in terms of funding of the programme?

24. How well do you think that the programme has impacted on the beneficiaries?

25. Do you think that the NSDP has improved the quality of Nigerian seafarers?

(A) Yes (B) No

26. Do you believe that NSDP has contributed to supply of seafarers to the international shipping industry?

(A) Yes (B) No

Thank you for sparing your time to attend to this I really appreciate!