



Shaping the Future of Shipping Seafarer 2050

Monday 26th June, 2023
Conrad Hotel, Manila, The Philippines



International Chamber of Shipping



SUMMIT OUTCOMES

INVESTMENT

The need for investment and funding streams, particularly from governments, to address the challenges related to seafarer recruitment and retention and seafarer training (especially with regard to decarbonisation and achieving a Just Transition), came through loud and clear. To secure our goals for the benefit of all, investment will be necessary.

The Covid-19 pandemic drastically changed the way the shipping industry collaborates, with ICS, ITF and IMEC showcasing that this was an opportunity to renew cooperation and forge new partnerships within the industry and beyond.

We must learn from the mistakes and the successes of the pandemic and its related crew change crisis. As an industry, we can take these lessons and move forward together, building resilience and preparedness to meet the shared challenges of the future.

COLLABORATION

RECRUITMENT & RETENTION



Policymakers need to create national strategies to address the seafarer shortage and unlock investment opportunities, but this requires consistent data which can be benchmarked across countries that shows the value of seafarers to national economies. Currently we are not seeing the value of seafarers in datasets. For nations that wish to provide future seafarers there needs to be investments from governments for this to become a reality, with particular consideration of investment in high-school education and emphasis on STEM in pre-sea orientation courses. But there is a clear opportunity for countries, companies and people.

Summit attendees identified the need for a collaborative approach to address recruitment and retention of seafarers. Employers, unions and governments all need to cooperate to define a new social contract for seafarers, to secure recruitment and retention for our sector.

Challenges can be addressed through social dialogue. In promoting both recruitment and retention consideration should be given to promoting opportunities that there may be to come ashore, underpinned with their seafaring experience and qualifications.

TRAINING



Shipping is undergoing huge transformations with decarbonisation.

This requires investment to create a global, increasingly skilled workforce capable of operating the vessels and technology of the future. Consideration should be given to how training can help achieve a Just Transition for seafarers and their communities, particularly in the Global South. This includes consideration of how it is funded. There was a clear call that investment in infrastructure should include people as well as new ships, ports and technology.

Similar to recruitment and retention, having benchmarking data available was flagged as a key point to evidence a return on investment.

The overarching message was that it is incumbent on all of us to ensure a safe, human-centred approach to seafarer training. Governments need to cooperate with employers, unions and academia to determine the skills that are required from the future workforce. Industry and unions need to collaborate to meet challenges faced by the industry as it transitions to green energy, and governments and regulators must support industry initiatives that work to further a Just Transition for seafarers to ensure no one is left behind.

The positive message from the Summit is that there is significant opportunity for all by working together, focusing on the development of human infrastructure.

