

**Presentation**

# **Vietnamese seafarers' profile**

# Presentation structure

- **Part I : Maritime education & training institutions in Vietnam**
- **Part II: Maritime certificate of competency system in Vietnam**
- **Part III : Seafarer supply system in Vietnam & current situation of Vietnamese seafarers**

# PART I

## Maritime Education & Training Institutions in Vietnam

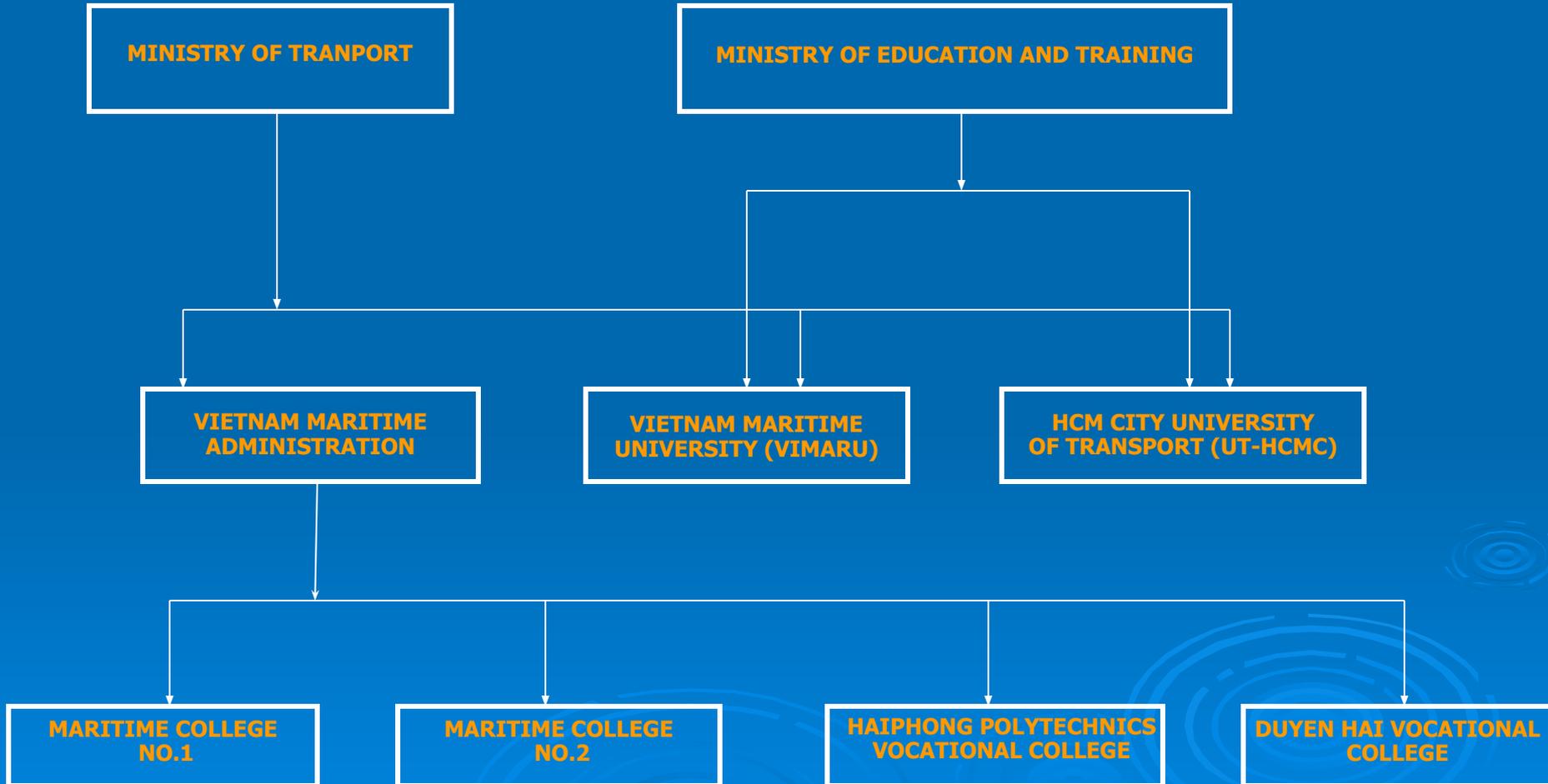
# Maritime education & training institutions in Vietnam

## Maritime institutes in Vietnam:

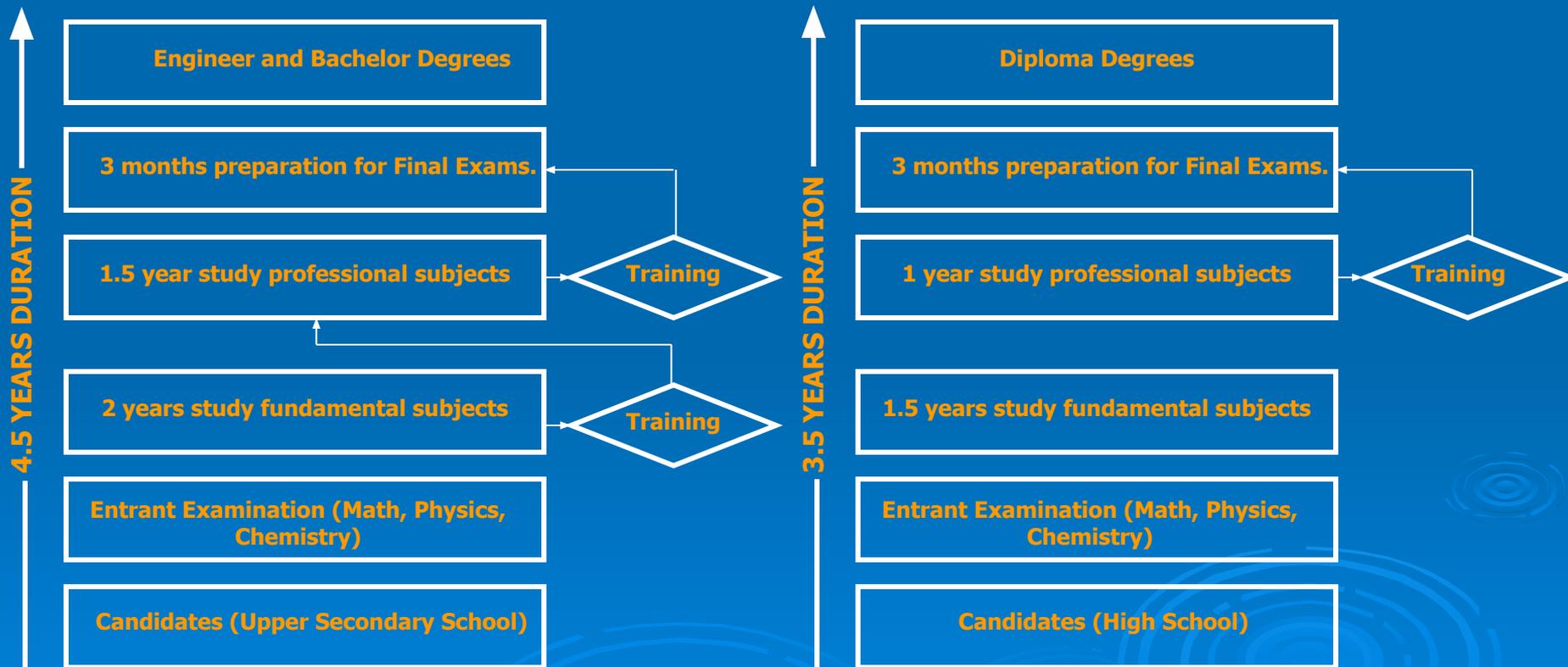
1. Vietnam Maritime University (VIMARU).
2. HCM City University of Transport (UT-HCMC).
3. Maritime College No. 1 in Hai Phong.
4. Maritime College No. 2 in Ho Chi Minh.
5. Hai Phong Polytechnics Vocational College.
6. Duyen Hai Vocational College.



# Structure of M.E.T Institutions in Vietnam



# Education and Training Flow Vietnam Maritime University



# SYSTEM OF EDUCATION AND TRAINING



# Maritime Education & Training Institutions in Vietnam

□ Number of maritime graduates in 2009:

| Department            | VIMARU       | UT-HCM<br>C | Maritime<br>College No.1<br>& No. 2 | HP<br>Polytechnics &<br>Duyen Hai<br>College | Total        |
|-----------------------|--------------|-------------|-------------------------------------|----------------------------------------------|--------------|
| Navigation            | 580          | 320         | 1,050                               | 650                                          | 2,600        |
| Marine<br>Engineering | 510          | 180         | 850                                 | 650                                          | 2,190        |
| Marine<br>Electricity | 84           | 42          | 108                                 | 246                                          | 480          |
| <i>Total</i>          | <i>1,174</i> | <i>542</i>  | <i>2,008</i>                        | <i>1,546</i>                                 | <i>5,270</i> |

# Statistic of Maritime Schools in 2009

| No                 | Name of Univesity / College                   | Deck Department |             |         |            |             | Engine Department |             |         |            |             | Sub Total   | Remark     |
|--------------------|-----------------------------------------------|-----------------|-------------|---------|------------|-------------|-------------------|-------------|---------|------------|-------------|-------------|------------|
|                    |                                               | 5 years         | 3 years     | 2 years | 0,5 years  | Total       | 5 years           | 3 years     | 2 years | 0,5 years  | Total       |             |            |
| 1                  | Vietnam Maritime University (VIMARU)          | 505 (75)        |             |         |            | 580         | 445 (65)          |             |         |            | 510         | 1090        | MOT        |
| 2                  | Hochiminh University of Transport (HUT)       | 230             | 90          |         |            | 320         | 120               | 60          |         |            | 180         | 500         |            |
| 3                  | Maritime College No.1 (Haiphong) (MSS 1)      |                 | 400         |         | 200        | 600         |                   | 300         |         | 200        | 500         | 1100        | VINAMARINE |
| 4                  | Maritime College No. 2 (Hochiminh) (MSS 2)    |                 | 400         |         | 50         | 450         |                   | 300         |         | 50         | 350         | 800         | VINAMARINE |
| 5                  | Polytechnic College (Haiphong) (HPC)          |                 | 450         |         |            | 450         |                   | 450         |         |            | 450         | 900         | MOLISA     |
| 6                  | Duyen Hai Vocational College (Haiphong) (DVC) |                 | 200         |         |            | 200         |                   | 200         |         |            | 200         | 400         | MOLISA     |
| <b>GRAND TOTAL</b> |                                               | <b>735(75)</b>  | <b>1540</b> |         | <b>250</b> | <b>2600</b> | <b>565 (65)</b>   | <b>1310</b> |         | <b>250</b> | <b>2190</b> | <b>4790</b> |            |

**FROM UNIVERSITY:**

|                  |  |
|------------------|--|
| <b>DECK DEPT</b> |  |
| <b>ENG DEPT</b>  |  |

|                |  |
|----------------|--|
| <b>735(75)</b> |  |
| <b>565(65)</b> |  |

|                    |  |
|--------------------|--|
| <b>1,300 (140)</b> |  |
|--------------------|--|

**FROM COLLEGE:**

|                  |  |
|------------------|--|
| <b>DECK DEPT</b> |  |
| <b>ENG DEPT</b>  |  |

|              |  |
|--------------|--|
| <b>1,540</b> |  |
| <b>1,310</b> |  |

|             |  |
|-------------|--|
| <b>2850</b> |  |
|-------------|--|

**RATING:**

|                  |  |
|------------------|--|
| <b>DECK DEPT</b> |  |
| <b>ENG DEPT</b>  |  |

|            |  |
|------------|--|
| <b>250</b> |  |
| <b>250</b> |  |

|            |  |
|------------|--|
| <b>500</b> |  |
|------------|--|

## Maritime Education & Training Institutions in Vietnam

### □ **Supplementary information:**

- Vietnam has been in the White List since the year 2000.
- Modern new methods of teaching have been introduced in education and training towards better adapting to the STCW standards.
- More practical training has been applied, with theoretical education reduced.

As a result, Vietnam's M.E.T capacity has been given a boost.

# Maritime Education & Training Institutions in Vietnam

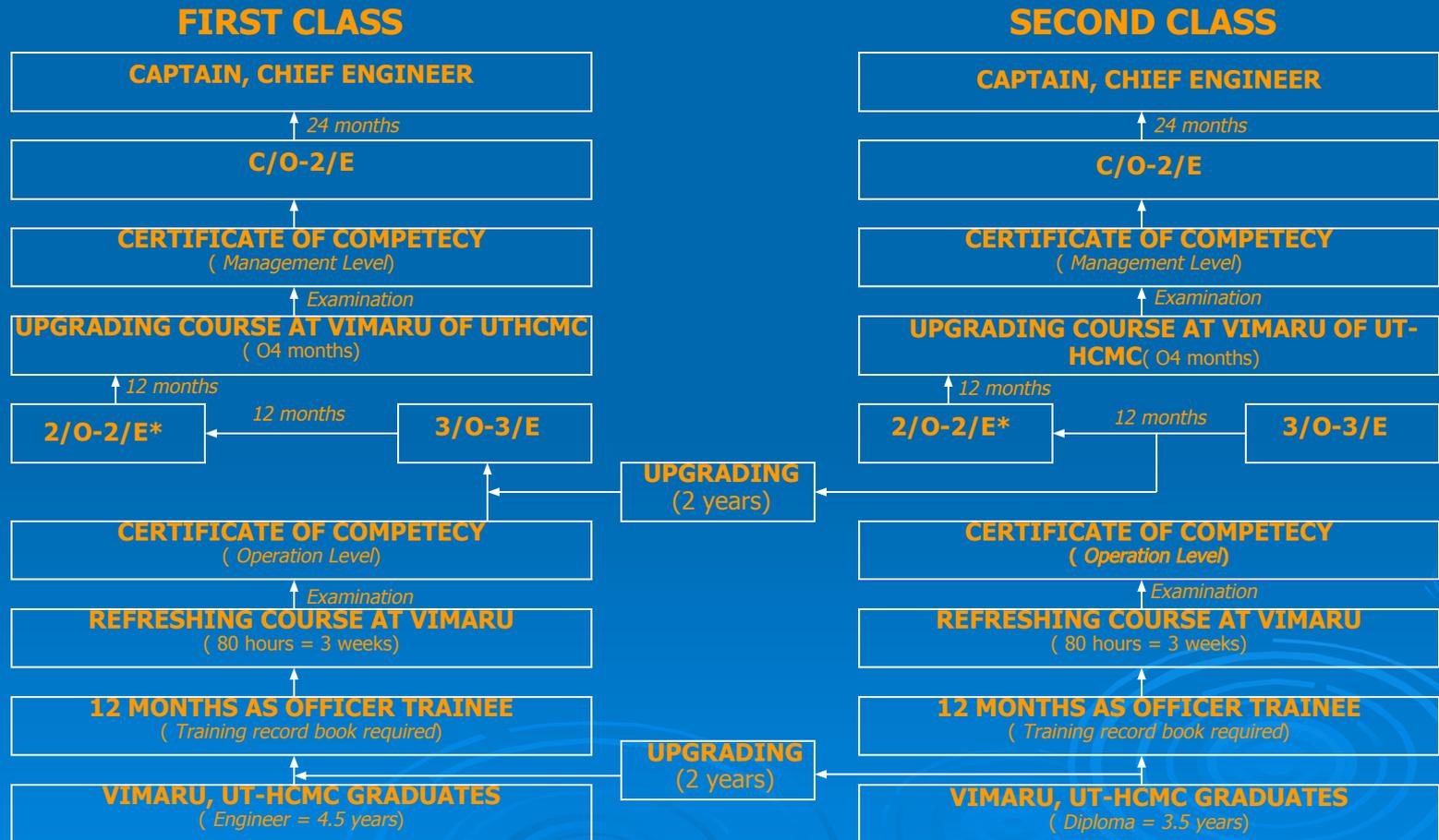
## □ Existing insufficiency:

- The curriculum is mostly based on theory with little practical training.
- The theoretical education is lengthy with some subjects becoming inappropriate in comparison with international standards.
- Lack of training vessels and simulation systems.
- Teaching staff are short of state of the art expertise.

## **PART II**

# **Maritime Certificate of Competency System in Vietnam**

# THE MARITIME C.O.C SYSTEM IN VIETNAM



# Maritime Certificate of Competency System in Vietnam

## □ **Supplementary information:**

- Vietnam Maritime Administration has signed agreements on mutual recognition of STCW certificates with different 20 countries & territories.
- Some foreign Maritime Administration are considering cooperation with Vietnam in certification for seafarers.

|                                                |              |            |
|------------------------------------------------|--------------|------------|
| <b>Singapore</b><br>Maritime & Port Authority  | Reciprocity  | 05/12/2001 |
| <b>Indonesia</b><br>Directorate G. of Sea Com. | Reciprocity  | 17/07/2002 |
| <b>Malaysia</b><br>Marine Department           | Reciprocity  | 27/08/2002 |
| <b>Brunei</b><br>Marine Department             | Reciprocity  | 16/09/2002 |
| <b>India</b><br>Directorate of Shipping        | One-way (VN) | 22/11/2002 |
| <b>Japan</b><br>Maritime Bureau - MLIT         | One-way (JP) | 05/08/2002 |

|                                                                    |              |            |
|--------------------------------------------------------------------|--------------|------------|
| <b>The Netherlands</b><br>Directorate G. for Freight<br>Transport. | Reciprocity  | 14/11/2001 |
| <b>Malta</b><br>Merchant Shipping Directorate                      | Reciprocity  | 01/03/2002 |
| <b>Barbados</b><br>Principal Registrar, Ship's Regis.              | One-way (B)  | 01/03/2002 |
| <b>Vanuatu</b><br>Maritime Affairs                                 | One-way (V)  | 25/03/2002 |
| <b>Bahamas</b><br>Maritime Authority                               | One-way (B)  | 08/04/2002 |
| <b>Marshall Islands</b><br>Office Maritime Administrator           | One-way (MI) | 23/05/2002 |

|                                                    |             |            |
|----------------------------------------------------|-------------|------------|
| <b>Belize</b><br>Int'l Merchant Marine Registry    | One-way (B) | 04/06/2002 |
| <b>Panama</b><br>Maritime Authority                | One-way (P) | 06/12/2002 |
| <b>Hongkong</b><br>Marine Department               | Reciprocity | 19/12/2002 |
| <b>Mongolia</b><br>Mongolia Shipping Division      | One-way (M) | 5/8/2003   |
| <b>Russian Federation</b><br>Ministry of Transport | One-way (V) | 29/04/2003 |
| <b>Ukraine</b><br>Ministry of Transport            | Reciprocity | 1/9/2003   |

|                                                          |             |            |
|----------------------------------------------------------|-------------|------------|
| <b>Cyprus</b><br>Dept. of Merchant Shipping              | Reciprocity | 27/5/2004  |
| <b>RoK</b><br>Shipping and Logistics Bureau              | Reciprocity | 27/6/2007  |
| <b>Rumani</b><br>Romanian Naval Authority                | One-way (V) | 20/12/2007 |
| <b>Myanmar</b><br>Dept. of Marine Administration         | Reciprocity | 20/12/2008 |
| <b>France</b><br>The Direction Des Affaires<br>Maritimes | Reciprocity | 17/3/2010  |
|                                                          |             |            |

# Maritime Certificate of Competency System in Vietnam

## □ Existing insufficiency:

- A requirement of 36-month sea service to be eligible for C.O.C examination at operation level is seen as lengthy and a hurdle to increasing the quantity of officers.
- A requirement of only 24 month sea service for a management officer to be automatically eligible for captain or C/E C.O.C results in a considerable number of unqualified Captains & C/Es.

## **PART III**

# **Seafarer Supply System in Vietnam & Current Situation of Vietnamese Seafarers**

# Seafarer Supply Management System in Vietnam

Ministry of Labor, Invalids and  
Social Affairs (MOLISA)

Department of Overseas Labor

Land-based Manpower  
Companies

Seafarer Supply Companies

# Seafarer Supply Management System in Vietnam

- **Vietnam's legal regulations governing and facilitating the sending of Vietnamese labor/ seafarers to work abroad consist of:**
  - Labor Law.
  - Maritime Law.
  - Laws on Vietnamese labor working abroad approved in 2006.
  - Decision No.47/2005 dated 23 Sept. 2005 by the MOT stipulating the specific requirements for Vietnamese seafarers working on board foreign vessels and vice versa.

# Current Situation of Vietnamese Seafarers

## General situation:

- Statistics put the number of Vietnamese seafarer at around 45,141 in 2014 including 25,827 ratings and 19,314 officers (3,827 Masters; 3,272 C/E; 1,593 C/O; 1,136 1/E; 4,797 Deck officers and 4,689 Eng officers).
- The 2009 statistics also estimate the annual number of sea-going graduates from Vietnam's maritime institutions at around 4,790. This number is forecast to further increase in the coming years.

# Current Situation of Vietnamese Seafarers

- **Advantages going with Vietnamese crew:**
  - Good basic education.
  - Good professional knowledge.
  - Acceptance for competitive salary.
  - High endurance.
  - Ability to work at various positions onboard ship.
  - High adaptability to new technologies.
  - Little influenced by religious elements.
  - Hard working, good discipline.
  - Clever, easy to learn new knowledge.
  - No ITF problems.

# Current Situation of Vietnamese Seafarers

- **Disadvantages dogging Vietnamese crew:**
  - English is not a native language.
  - Lack of training vessels for maritime students.
  - Shortage of officers due to rapid growth of Vietnam's national fleet.
  - Shortage of officers for specialized vessels.
  - Surplus of ratings.

# Current Situation of Vietnamese Seafarers

□ Number of Vietnamese seafarers working on board foreign vessels at one time in recent years:

| No | Name of Company | 2005         | 2006         | 2007         | 2008         | 2009         | Country of Employer                    |
|----|-----------------|--------------|--------------|--------------|--------------|--------------|----------------------------------------|
| 1  |                 | 162          | 168          | 145          | 90           | 90           | Japan                                  |
| 2  |                 | 250          | 258          | 260          | 260          | 260          | Taiwan, Japan                          |
| 3  |                 | 417          | 534          | 578          | 610          | 625          | Japan, South Korea                     |
| 4  |                 | 194          | 194          | 194          | 194          | 194          | Singapore, South Korea, Japan, Denmark |
| 5  |                 | 37           | 30           | 30           | -            | -            | Singapore                              |
| 6  |                 | 670          | 680          | 720          | 752          | 784          | Japan, South Korea                     |
| 7  |                 |              | 40           | 45           | 80           | 124          | Japan, Denmark, Taiwan                 |
| 8  |                 | 40           | 40           | 28           | -            | -            | Japan                                  |
| 9  |                 | 71           | 56           | 28           | 14           | 14           | Denmark, Japan                         |
| 10 |                 | -            | 25           | 75           | 125          | 250          | Denmark, Norway, Sweden                |
| 11 |                 | -            | -            | -            | 4            | 18           | Japan, Singapore                       |
| 12 |                 | -            | -            | -            | -            | 24           | Japan                                  |
|    | <b>Total</b>    | <b>1,891</b> | <b>2,025</b> | <b>2,075</b> | <b>2,129</b> | <b>2,383</b> |                                        |

# Current Situation of Vietnamese Seafarers

- Taiwanese and Japanese Shipping companies are major employers of Vietnamese Seafarers.
- Vietnamese seafarers are catching up with international standards.
- It is estimated by 2010 up to 4,000 Vietnamese Seafarers would be working onboard foreign vessels at one time.

# Current Situation of Vietnamese Seafarers

- **Projects underway to upgrade Vietnamese seafarers' maritime profession:**
  - Vinic: Formerly a joint-venture between the Nippon Steel Shipping Co & VIMARU, now 100% owned by VIMARU.
  - VSUP, VCTC: All Japanese Seafarers' Union-funded projects.
  - UT-STC: A UT HCMC-STC joint venture.
  - SECOJ : Training course on Japanese vessels and supervised by Japan's Ministry of Land Infrastructure and Transport.
  - Other programs tailor-made by manning companies.

# Current Situation of Vietnamese Seafarers

## Projects to upgrade Vietnamese seafarers

1. Nippon Steel Shipping Co & VIMARU.
2. All Japanese Seafarers' Union-funded projects.
3. SECOJ : Training course on Japanese vessels and supervised by Japan's Ministry of Land Infrastructure and Transport.
4. Other programs tailor-made by manning & shipping companies.



# Current Situation of Vietnamese Seafarers

**MAJOR SHIPPING companies have been employing Vietnamese seafarers**

| SHIOWNER                                                                          | SHIPPING COMPANY           |
|-----------------------------------------------------------------------------------|----------------------------|
|  | Sugahara kisen co., ltd    |
|  | NS UNITED KAIUN KAISHA LTD |
|  | NISSEN KAIUN CO.,LTD       |
| Nippon steel shipping co., ltd.                                                   | OTHER SHIPMANAGEMENTS      |
| <b>ABOUT 80 VESSELS WITH 1,500 SEAFARERS</b>                                      |                            |

# Current Situation of Vietnamese Seafarers

## HUGE VESSELS WITH FULL VIETNAMESE COMPLEMENT WORKING ON board



**M/V “ NSS BONANZA”**

**DWT: 170,907 MT**

**LENGTH:288,93 M**

**BREADTH: 47M**

**DRAFT: 17,065 M**

**YEAR BUILT: 1996**



**M/V “ NSS DYNAMIC”**

**DWT: 233,584 MT**

**LENGTH:316,94 M**

**BREADTH: 55M**

**DRAFT: 18,1 M**

**YEAR BUILT: 2002**

# Current Situation of Vietnamese Seafarers

- **Foreign shipping companies already set up representative offices in Vietnam to hire Vietnamese seafarers:**
  - NYK.
  - MOL.
  - NSS.
  - NISSHO.
  - KOSAN.

# Challenges Facing Manning Agency Companies

Internal:

## 1. Quality of Vietnamese Seafarers:

- Physical strength.
- English ability.
- Qualification.
- Professionalism.

# Challenges Facing Manning Agency Companies

## 2. Maritime Education and Training system

- Mostly theoretical, thus requiring comprehensive reforms.
- Lack of training ship & modern facilities.
- Syllabus below international standards.
- Education institutes-shipping companies interactive relations still loose.

# Challenges Facing Manning Agency Companies

## 3. Increasing wastage rate

- Qualified senior officers quitting to seek shore-based jobs.
- Young maritime graduates choosing to work ashore.

# Challenges Facing by Manning Agency Companies

## External:

1. Severe competition from the Philippines, Myanmar, China, Indonesia.
2. International and regional integration:
  - Legal disputes in relation to labor employment.
  - Foreign shipping companies setting up offices in Vietnam to recruit seafarers.

# WHY DO YOU EMPLOY VIETNAMESE SEAFARERS?

- Opportunity for shipping companies to cut costs given the low market for the time being.
- Access to a potential market of seafarers.
- The Government has recently introduced policies and institutions to encourage the shipping sector including the manning business.
- A number of internationally renowned shipping are building a big pool Vietnamese seafarers for their fleet.
- M.E.T institutions in Vietnam are undertaking a bold reform towards international standards.
- The country has been rapidly integrated into the world.

# solution?

Cooperation on a  
win-win basis

# Thank you

