Women on board: MINDING THE GENDER GAP
MARITIME ACADEMY OF ASIA AND THE PACIFIC

KAMAYA POINT BRGY. ALAS-ASIN, MARIVELES, BATAAN, PHILIPPINES

TEL. NO. (02) 784-9100 FAX (02) 741-1006 MOBILE NO. (0917) 533-8263
Website: www.maap.edu.ph E-mail: info@maap.edu.ph

COURSES OFFERED:

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<th>COURSE CODE</th>
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<td>BSMT</td>
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CENTER FOR ADVANCE MARITIME STUDIES

COURSES OFFERED:

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MAAP Profile

Geographic destiny has given the Filipino the innate talent to be an excellent seafarer. To enhance this natural skill, the Maritime Academy of Asia and the Pacific (MAAP) was established on January 14, 1998. The Academy stands on a 103-hectare property in Kamaya Point, Mariveles, Bataan.

The Associated Marine Officer's and Seamen's Union of the Philippines (AMOSUP) founded by the late Capt. Gregorio S Oca, capitalized and developed the Academy. The new AMOSUP President, Dr. Conrado F. Oca, heads the Academy's board of governors. The board is comprised of representatives from the private sector, the International Transport Workers Federation, the Filipino Association of Maritime Employers, the International Mariners Management Association of Japan, the Norwegian Seafarer's Union, the International Maritime Employers' Committee, the Danish Shipowners' Association, the Norwegian Shipowners' Association, and the Japan Shipowners' Association.

MAAP conducts shipboard training aboard T/S Kapitan Felix Oca, a 5020 DWT dedicated training ship capable of accommodating 180 midshipmen and 9 instructors in 30 air-conditioned cabins and six berths.
It is obvious that a huge gender gap exists in the seafaring industry. Apart from studies carried out from Malmo to Manila, one can survey each merchant ship at ports, and it’s a rarity to find a female crew among the ranks of officers and ratings on board.

The call for women empowerment has grown louder as part of the maritime industry’s advocacy to increase participation of the female gender in seafaring. In the Philippines, a recent study even recommended several measures to “empower women” as a key to reducing the gender gap in the pursuit of a career at sea. The research acknowledged previous studies carried out at SIRC in Cardiff, Wales and Malmo, Sweden, on how women’s number almost went unchanged from one to two percent in the world merchant fleet over the last many years.

**Renewed interest of empowering women in seafaring comes in the midst of the Philippines role as a major source in seafarers supply.**

AMOSUP’s continued pro-active support for a gender-fair employment on board lies in union activities such as holding of seminars with female crew as participants, in co-operation with affiliate unions, which take place every March. At the same time, the union has increased awareness on the issue of discrimination, sexual harassment and bullying, to the extent of incorporating a comprehensive text in our collective agreements (CBA) prohibiting such forms of nuisances.

Female seafarers are typically doing very well in their respective roles. There might be - we believe in some cases - women who feel that they have to work a bit harder than their counterparts on their way up the professional ladder. We encourage female employment in all kinds of roles. As women are emboldened to increase participation in seafaring it is important to put policies in place, such as maternity benefits and the proposed maternity leave law, shorter contracts and priority for rehire following child birth for women, which make it possible to combine the roles of having a family and working at sea.

In celebration of Women’s Month this March, we extol the contributions of the female gender to the seafaring industry whether in their offices ashore or at seas manning those ships. And to mark this significant occasion we’re featuring in this issue a policy research on empowering women and some of the women who have embarked on a career and succeeded in the seafaring profession.

**Happy Sailing Forward!**

Dr Conrado F. Oca

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Leandro G. Dalisay
Editor

Anna Liza Ibarra
Editorial Coordinator

Ros Veluz
Graphic Artist

Jun Danao
Photo Editor

Editorial Office
Seamen’s Centre
Cabillo cor. Sta Potenciana Sts.
Intramuros, Manila

Tel. Nos. 527 8491 to 98
Email: s_center@amosup.org

www.amosup.org

AMOSUP Board Officers and Members

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President

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MTRMN. Joel T. Sevilla
O/S Ernel P. Rodriguez
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Training fund for deck, engine officers’ updating courses approved

The amount of assistance could benefit over 6,600 ship officers, or 16% of the reported 41,000 non-compliant officers

The Overseas Workers Welfare Administration (OWWA), through its board of trustees, has approved an initial fund of PhP50 million as assistance for marine deck and engine officers who will take management level updating courses. These training courses will update themselves to comply with the new requirements of the 2010 Manila Amendments to the IMO International Convention on Standards of Training, Certification and Watchkeeping (STCW) Convention.

OWWA administrator Hans Cacad said the amount of assistance could benefit over 6,600 ship officers, or 16 percent of the reported 41,000 non-compliant officers.

Manning group’s request

The allocation of the fund comes as a result of the request of the Joint Manning Group (JMG) for the government to assist thousands of Filipino ship officers complying with the training requirements of the 2010 Manila Amendments.

JMG estimates that 70% of marine deck and engine officers are compliant with the requirements and 30% or about 41,000 have still to comply, and thus need certification.

Current average training rates for MLC (Management Level Course) runs up to PhP9,000.

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<td>1. Deck Officer</td>
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The new standards will be fully implemented in July 2017.
assistance per training course for SUP costs PhP7,500.

OWWA counts 33 list of active seafarers of 169,688 in membership as of November 2016.

Entitlement and coverage

According to the guidelines and procedures on the provision of the training subsidy, OWWA will provide PhP7,500 for “active members-seafarers” who will take up updating MLCs provided that: He/she at least has made three OWWA contributions and has not yet availed of any OWWA programme covering such contributions.

Application for this programme may be filed within nine days from the date of the seafarer-member arrival in the Philippines. It will be implemented until 30 June 2017 only.

Training centres/institutions

The Regional Welfare Offices (RWO) will be guided by the following criteria in choosing the training centres or institutions for the implementation of the programme.

1. Must have a valid training permit or recognition the cited MLCs issued by MARINA, CHED and other government institutions;
2. No pending administrative case/s with MARINA and other institutions;
3. The RWO shall prepare a comprehensive list of identified training centres/institutions with their corresponding courses that will serve as directory. Preference shall be given to the training centres that offer the course at a lowest price;
4. Endorsement from principal/manning agency that the seafarer-member is required to undergo the updating Management Level Course and
5. Certification from the manning agency that the principal did not shoulder or provide funds for such training.

PROCESS FLOW

Start

Submits Required Documents to RWO

Accepts Documents and Checks for Completeness

Reviews Application and Recommends for Director’s Action

Final Review of Application for Approval/Disapproval

Endorses Seafarer for Enrolment

Training Course Completion

Submits Certificate of Completion (COC)

Pays Tuition/Subsidy

END

Admission Requirements

1. Accomplished Application Form (2 copies)
2. 2 copies of 2x2 ID photo
3. Seafarer's Identification and Record Book (SIRB) and Passport
4. Enrollment Confirmation

AVAILING PERIOD:
Application for this Program may be filled within 90 days from the date of the seafarer-member arrival in the Philippines shall be implemented until June 30, 2017 only.
A seafarer detained in Panama following an accident on board their ship has finally flown home and reunited with his family.

The case of Jelcris Rontale, 42, former Bosun of the Dutch general cargo ship Beauforce, took 19 months before the Filipino seaman got cleared in an alleged homicide and repatriated to Manila. His mother and elder sister gladly met him at the NAIA Terminal 3 last 10 January 2017.

Panamanian authorities held and refused Rontale from returning to his ship when he was implicated in the death of a compatriot crewmember, O/S Andres Quimpan, during cargo operation on board. Quimpan died after Rontale, who was driving and operating a gantry crane, was said to have accidentally hit and crashed the victim when shifting the load by the crane.

Rontale said he wondered how the victim came to be on the path of the load when it was supposed to be cleared of any obstruction during cargo operation.

Negligence with homicide

The incident occurred whilst the Beauforce was anchored as it prepared to transit Panama Canal. He immediately rushed down from his post and called for help from fellow crewmen upon seeing Quimpan’s lifeless body.

The 8,284 DWT vessel made its transit to the Canal and sailed to its next port without Rontale as Panama authorities took him to the fiscal’s office in which a judge ordered him to be detained in June 2015.

The P&I Club provided a lawyer and resisted to remand him not to be in jail, but in a hotel in the Panamanian city of Colon, a sea port beside the Caribbean Sea lying near the Atlantic entrance to the Panama Canal. Pending investigation of the accident, he had to report to authorities every fortnight as the case dragged on for days and months.

Whilst under arrest, Rontale claimed that he became devastated, and went on the verge to commit suicide days after the incident that killed his shipmate. He was on the eighth of his nine-month contract when the incident happened and was looking forward to a vacation in Bacolod, where his family resides. He sobbed with tears in his eyes as he recounted the incident to Sailing Forward.

"Natakot ako sa nanyari, wala naman may gusto nun," he said. (I feared for what happened, though nobody ever wanted it.) He said he could not sleep for almost two weeks right after the incident.

"It always gets into my mind and at the same time I also think of my family," said Rontale, who is married, with a son and daughter at nine and 14 years, respectively. He was able to resist all the negative thoughts by talking to the members of his family almost every day by phone and webcam. However, his work contract expired after a couple of months while being held in Panama. This forced the employer in Netherlands to suspend payment of his monthly wages. What he did was to look for help by contacting the ITF regarding the issue of compensation.
and at the same time make a fast resolution of his case.

**Unions support**

Through the ITF and the Dutch seafarers union Nautilus, Rontale’s appeal for repatriation to Manila moved in progress. AMOSUP, which Rontale is a member, also pressed for the Department of Foreign Affairs to provide an immediate assistance.

AMOSUP president Dr Conrado Oca requested the DFA’s Migrant Workers Affairs to send its labour attache in Panama to look into Rontale’s condition. “On the eighth month, parang lumilinaw na ang kasong kong (seems my case begins to light up into a resolution),” he said. “Hindi naman nila ako pinabayaan”, (They did not leave me in the cold), noted Rontale, referring to the efforts being exerted by the unions during his arrest. Apart from financial assistance, the union also gave him moral support while he was in custody. He thanked the AMOSUP legal staff and the ITF, through Jacqueline Smith, who had visited him in Panama. He added that Nautilus assistant general secretary Marcel van den Broek exerted efforts both in boosting his morale and facilitating his release.

He said he was advised and counseled well during the months whilst under arrest in foreign shore. AMOSUP legal department, through lawyer Henry Zamora, used to call at least two to three times a week about the boatswain’s case, with the intent to repatriate him to the Philippines.

In reflecting about the accident, Rontale wishes to tell the family of his ill-fated shipmate: “Nalulungkot po ako sa nangyari. Sana lang ay mainitindihan nila dahil wala namang may kagustuhan nito. Nandoon kami upang magtrabaho. Propesyonal kaming nagtatrabaho at ang nangyari ay hindi sinasadya at aksidente lamang. Hindi po ako pumunta sa ibang bansa para pumatay ng tao.” (I feel sorry about the incident. I hope they’ll understand that nobody wanted it to happen. We were there to work. Professionally we worked so well and what happened was not intended, but an accident. I never went abroad just to kill somebody.)

Rontale now plans to return to work, perhaps with Euro Asiatic Shipping, his manning agency since October 2007 when he debuted for a job on an oceangoing ship. Prior to sailing overseas, he worked for seven years in the Philippines interisland shipping.
A MOSUP has completed refurbishing the ground floor of its Seamen’s Centre, turning it into an elegant lobby of the union’s operational hub in Manila.

The once office spaces for other union’s key services have now been altered as venues for small group meetings and socials amongst members and employees, guests and partners in the maritime industry. Apart from meetings, the 900 sq m lobby also has facilities for receiving areas, dining, pantry, library and toilet. The last two portions being preserved from the old setup.

Key services formerly occupying the new lobby hall, the Provident Fund and Records Section, have been relocated to the adjacent edifice at the ground floor of the Sailor’s Home Annex building.

Across the other side of the lobby is the 16-seater meeting room with an elevated adjoining lounging. This conference room, in glass walled partition, is a spacious enclave suited for group planning: whether it’s a CBA review, board meeting or small group consultation.

Consultations with AMOSUP social partners on collective agreements and some issues have been the usual agendas of late following the place inaugural opening.

Notably visible upon entering the hall is the large, iconic ship steering wheel that adorns the lobby’s central wall. Long a part of AMOSUP’s figure, the ship or boat wheel has symbolised the continuous round of services in welfare and benefits to thousands of union members serving the international merchant fleet. With the boat wheel as backdrop, multi-seater sofas and single couches can comfortably receive guests, who are normally awaiting appointments or just passing time thereafter.

During the formal opening of the lobby after a four-month renovation, President Conrado F Oca and VP Eduardo Ma R Santos, along with other officers and employees led its house blessing last 18 January 2017.
EMPOWERING WOMEN in SEAFARING

A policy research funded by the Foundation of a former senator and UP president has asserted the wide gender gap in career at sea. Lucia Tangi, who carried out a research on gender gap, recommends a number of measures that can reduce that disparity in the maritime sector.

Achieving gender equality is one of the sustainable development goals set by the United Nations. While many sectors have reached strides in gender equality, it has remained an elusive dream in the maritime sector. Previous studies done by the International Labor Organization (ILO) show that women account for only one to two percent of the world’s seafarers, which has reached 1.6 million as of 2015. The participation of women in the maritime sector in the Philippines has remained dismal although the country is one of the top suppliers of seafarers to the world fleet.

This policy research funded by the University of the Philippines President Edgardo J. Angara Fellowship Award is proposing a shift in the framework from Women in Development to Women empowerment approach in order to increase women’s participation in the maritime sector. Longue’s five levels of empowerment – Welfare, Access, Conscientisation, Mobilisation and Control – must be addressed to ensure the empowerment of women in the sector.
Almost 100 stakeholders were interviewed and participated in focus group discussions in the year-long study. Around 24 women seafarers and 48 female cadets from maritime schools were included in the research. Representatives from trade unions, training centres, women’s organisation, crewing agents and maritime faculty were also interviewed.

Statistics from the Commission on Higher Education (CHED) show that maritime-related courses have been quite popular for the past decades because of the surge in deployment of sea-based workers since the 1970s. There was a slight in the number of female enrollees after opening up the policy. For academic year 1998/99 the number of female enrollees in maritime schools reached 3,736 or almost six percent of the total enrolment. However, since 1999, there was a decline in women enrollees. From 1999 to 2004, the total number of maritime students (excluding 2002 figures), was 378,277. The number of male enrollees was 371,669 or 98.26 percent while female students accounted for 6,608 or 1.74 percent of the total enrollees in maritime. The ratio of male to female was 98.26:1.74.

The low enrolment rate of women during the period maybe attributed to the lack of information campaign by maritime schools and government agencies that both male and female are eligible to take up maritime courses. Female graduates of maritime schools also had difficulty looking for jobs and often ended doing office work in shipping companies and other industries.

The number of women graduates of maritime school has been quite low in the late 1990s and early 2000s. Statistics show that female graduates was slightly higher in school year 1997/98 at 4.9 percent (549) and in school year 1998/99 at 9.29 percent (936) but the momentum was not sustained in the succeeding years. During the school year 1999 to 2003 (excluding 2001 where no data were available), female graduates did not even reach one percent except for school year 2000/01. The low number of female graduates compared to the number of enrollees shows that many female students decided not to pursue their maritime courses. It is possible that female students felt uncomfortable with the dominance of male in schools. The low prospects of finding jobs after college may also have discouraged female students from completing their maritime courses or degree. The high cost of education and other expenses in private maritime schools may have also contributed to the low graduation rate of female students.

The number of Filipino seafarers deployed annually has been growing steadily since the 1970s but women seafarers have not benefitted much from this global phenomenon. Statistics from the POEA show that women only account between two to three percent of the total sea-based workers deployed from 2006 to 2014. Clearly, male seafarers

### NUMBER OF WOMEN SEAFARERS VS TOTAL SEAFARERS DEPLOYED (2006-2014)

<table>
<thead>
<tr>
<th>Year</th>
<th>Women %</th>
<th>Women Seafarers</th>
<th>Total Seafarers</th>
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<tbody>
<tr>
<td>2006</td>
<td>2.79%</td>
<td>6,436 out of 230,586</td>
<td>230,586</td>
</tr>
<tr>
<td>2007</td>
<td>2.08%</td>
<td>5,546 out of 266,553</td>
<td>266,553</td>
</tr>
<tr>
<td>2008</td>
<td>2.30%</td>
<td>6,019 out of 261,614</td>
<td>261,614</td>
</tr>
<tr>
<td>2009</td>
<td>2.46%</td>
<td>8,114 out of 330,424</td>
<td>330,424</td>
</tr>
<tr>
<td>2010</td>
<td>2.59%</td>
<td>9,002 out of 347,150</td>
<td>347,150</td>
</tr>
<tr>
<td>2011</td>
<td>3.30%</td>
<td>12,171 out of 369,104</td>
<td>369,104</td>
</tr>
<tr>
<td>2012</td>
<td>2.50%</td>
<td>9,186 out of 366,865</td>
<td>366,865</td>
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<td>2013</td>
<td>2.77%</td>
<td>10,171 out of 367,166</td>
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<tr>
<td>2014</td>
<td>3.07%</td>
<td>12,345 out of 401,826</td>
<td>401,826</td>
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dominate the seafaring industry and account for around 97 percent.

The gender gap in the seafaring industry is more apparent among officers and ratings. Most of the women officers and ratings are on board oil tankers, chemical tankers, cargo vessels and dry vessels. The number of women in these two subgroups can be considered “microscopic.” One needs a microscope to find these women officers and ratings in a sea of men. For instance, in 2006, there were only 25 women officers or 0.05 percent of the 52,757 sea officers deployed while there were only 329 women or 0.24 percent out of the 136,250 ratings deployed.

There is also a gender gap in the hotel and services department of passenger vessels or cruise liners but not as wide as officers and ratings. Latest figures from the POEA show that women account between 14 to 16 percent of non-marine personnel on passenger vessels deployed from 2011 to 2014. Although more than 90 percent of women seafarers are found in this category, men still dominate the passenger vessels. Filipino women are valued on passenger vessels because of their caring attitude towards children and senior passengers and also for their smiling disposition. It should...
also be noted that there are also women officers and ratings who manage to work on passenger vessels but they are quite rare.

The gender gap in the seafaring industry is brought about by various factors. Based on interviews with stakeholders, patriarchal control and patriarchal beliefs are the main reasons behind the gender gap. Most of the shipping companies, shipping organizations, crews and ship managers are still controlled by men. One of the most common patriarchal belief is the notion that men are superior while women are considered “the weaker sex.” In the maritime sector, the notion that seafaring is a man’s turf is also a patriarchal belief. Since work on board requires heavy lifting and technical skills which are usually attributed to males, women are considered to have no place in the industry. Erroneous perceptions on male superiority are reinforced in the seafaring industry also because of male dominance and control of resources and decision-making. Patriarchal control and beliefs affect women seafarers in various ways in the maritime sector. They are evident in terms of gender discrimination, sexual harassment, bullying, company polices on women and maritime school polices on women.

The International Maritime Organisation and the International Labor Organisation have been working to boost women participation in the maritime sector. In 1988, IMO launched its Women In Development Program in the hope of attracting more women seafarers. Information campaigns were also conducted in the past two decades. The Women In Development approach, however, showed low results. This study therefore proposes the empowerment of women as a key to reducing the gender gap. Among the specific recommendations of this study are the following:

1. The immediate creation of an Inter-Agency Committee on Women Seafarers with the Maritime Industry Authority (MARINA) as the coordinator. All government agencies involved in the education, training and deployment of women must be represented such as DOLE, POEA, CHED, Philippine Commission on Women, Maritime Training Council, Trade unions, seafarers’ organisations, crewing agencies and shipping companies must also be represented in the committee.

2. A Program or Strategy on the Empowerment of Women Seafarers must be formulated for short-term and long-term goals. The program or strategy must include target number of students in maritime schools and target number of women to be deployed on board domestic and international vessels.

3. A new legislation, the Empowerment of Women Seafarers Act, is another way forward. The comprehensive legislation shall recognise the important role of women in the development of maritime industry. It must enshrine the promotion of gender equality and women empowerment in the maritime sector. It must declare unlawful any form of gender and racial discrimination, sexual harassment and bullying.

4. Require ships registered in the Philippines to hire more women seafarers.

5. To amend the Anti-Sexual Harassment law to include improvement support for victims and to consider the peculiar conditions of women seafarers.

6. Women seafarers must be encouraged to organise and form networks.

7. Setting up of a Seafarers Resource/Research Center in the University of the Philippines is also recommended.

(Lucia P. Tangi is a Journalism professor at the UP College of Mass Communications. She made the research and carried out a lecture for UP President Edgardo J. Angara Fellowship Award in July 2016.)
Very few women work on board merchant ships, especially on cargo vessels of any type. Most female crew on board oceangoing ships are serving on cruise ships or ferries, mainly in the service sector such as in hotel sections and caterings.

Studies carried out on the employment of female seafarers apparently indicate that there have not been much improvement in increasing their number. Since a decade and a half when the International Labour Organisation found out in a study it commissioned in 2003, the statistics have barely moved up: Only one or two percent comprised the female gender in the world merchant marine fleet.

This is because some of the causes that hinder the recruitment of women for jobs on board still exist. Some of the reasons include common cases of discrimination, bullying and sexual harassment or violence at sea. Other factors include the reluctance of employers to promote female officers in the belief that they will be at sea for less time than men, women having to prove themselves more than male crew by working to the limits of their endurance, and the banning of women from enrolling in nautical courses in some countries.

In the Philippines, efforts to increase women’s participation in the maritime industry have renewed interest in the midst of the country’s position as a major source of seafarers. A recent policy research has underscored the wide gender gap in the employment of women in the seafaring industry.

Despite the gender gap, however, some women have chosen to embark and try their luck on a career at sea and have fared better and succeeded in the male-dominated profession:

Andy Dalisay meets some of the women who went for a career at sea.
Frances Marian Luistro: Travels make the motivator

She loves to travel and wants to see the world. This has placed Frances Marian Luistro finding the rightful destination of her career, where else but in the cruising industry.

As a guest relation associate at Holland America Line’s ms Koningsdam, Frances says she has found fulfillment in her job since joining passenger shipping.

Even though she says it never occurred before in her wish list to tackle a seafaring job, much more working in a cruise line as the path to travel in many parts of the world.

“I never dreamt to work on board the ship. But the job got me to travel. And I think it’s now the fulfillment of my dream from my younger days,” Frances concedes, referring to the motivating factor that pushed her to join the ship’s hotel section.

Prior to joining cruising, however, Frances was no stranger to the hospitality service industry. She finished a BS in Tourism, with the Latin honour of cum laude at the University of the Philippines Diliman in 2006. She also worked for two years at Mandarin Oriental Hotel in Makati City as a guest relation assistant.

After her hotel stint, she stayed in New Zealand for a year to take up a tourism-related course. The encouragement by a cousin’s friend who had worked with HAL also pushed her to try for a job in the cruise line’s hotel section through its manning agency in Manila, United Philippines Lines (UPL). Now Frances has finished seven work contracts with HAL.

Last November she disembarked from
the 2,650-passenger Koningsdam after nine months on the job.

Launched in February 2016, the 99,500 GT cruise ship is the latest that HAL now operates in its fleet of 14 vessels – all serving a variety of compelling worldwide itineraries.

The Koningsdam inaugural cruise in April last year made its departure from Rome, the ship’s home port for a number of Mediterranean sailings. It then featured Baltic, British Isles and Northern Europe voyages out of Amsterdam and then re-positioned to Fort Lauderdale last November to sail to the Caribbean and Bahamas, according to HAL.

Frances says working on board passenger ship is a challenging job. “Being at the frontline in passenger service, we tackle almost all the complaints from guests, whether complaints for other departments, from beverage concern to technical one. We are the ones that help resolve these complaints being lodged by the guests.”

Apart from guest issues on board, she explains that one has to consider their nationalities, culture and age bracket in dealing with them. “You need to have multiple approach in tackling issues or complaints on board. But it’s always been a great learning experience,” notes the 31-year-old from Batangas, saying that working at sea opens oneself to deal with different cultures.

In the end, she says “it won’t just be the financial concern that matters.” Comparing her experience in hotel ashore, she notes that work on board a ship spells a big difference. “Kung petiks lang sa (If it’s easy on) land-based, at sea you have to make yourself physically and emotionally ready,” notes Frances.

**Worst, best part**

She considers the best part of her work on board is: “When you’re being able to touch other people’s lives just by helping them solve little things and extending your service and assistance to make their vacation once in a lifetime experience. You build relationship with some of your guests and their thoughtfulness and gratitude would go beyond after having them as your guests to being friends after their cruise.”

If there’s the best part, there’s the down side, too: You can never really please everyone. She explains that “even though you have given it all, there are just guests who can’t seem to appreciate all your efforts. It is a sad story and sometimes it will make you question your abilities.” However, she says that one just needs to “accept that people are different and what’s important is that you never gave up on them and have given your best.

The second in a brood of five, she has become the major contributor to the family’s financial requirement. Due to seafaring, which she considers herself being one into, she was able to support the education of her siblings into college.

Frances still has to pursue a family of her own, as she enjoys the freedom of being independent, fulfilling a career in the hospitality business on board. She also wants to continue further studies related to her job, such as taking another language lesson that she thinks can lead to a step closer for career advancement.
Luzviminda Ornopia: Her Dutch guy and Danish ships

Being the “less fortunate” in life is not a deterrence to one’s wish to fulfill an ambition.

That’s how Luzviminda Ornopia, 29, sums up her rise from the family’s financially challenged existence and her dedication to succeed into a marine engine officer at one of the world’s leading shipping companies.

Now a Third Engineer at Maersk Line, this lady already has made the rounds of a number of ships engine rooms of the Danish shipowner and operator. Luz or Minda to colleagues and friends, she reckons to have boarded nine Maersk container ships in a tour of duty over the last six years.

The latest of which is the 11,000-TEU Evelyn Maersk, where Luz just finished her latest contract. Despite with her Second Engineer ticket, she wouldn’t mind resuming in the old role for her next ship as long as she can have a job. She is optimistic it won’t queer the pitch groping into the summit of her career to be a Chief Engineer.

Luz finished a BS Marine Engineering degree in 2009 from the Palompon Institute of Technology (PIT) in Leyte, the province where she grew up. The school she says is just a few kilometres away from their home in Palompon where the Ornopias, which consist of five siblings and their parents, reside.

The eldest in the family, she says they are among with the “less fortunate families who see education as the only way to a better future.” So when she got the chance to study at a state college like PIT, Luz strived hard to reach her dream.

Dutch owners support

The institute has an agreement with the Royal Association of Netherlands Shipowners group KVNR, through a Philippine foundation, whereby the Dutch owners support PIT’s programmes for BS Marine Transportation and
BS Marine Engineering. Its graduates, like Luz, can be able to sail on ships of KVNR members. Since 2001 the agreement has sent hundreds of Filipino seafarers whose career grew in the Dutch fleet.

Luz first sailed as a cadet until promoted to Fourth Engineer under the Dutch flag. Her first ship consisted of Ukrainian officers. They’re happy to work with, she relates, but it’s the first time the Eastern European officers had a female engineer on board like her.

“I was so scared on the job in the beginning which had affected my performance, to the extent my superior warned of sending me home if I would not improve,” she recalls. She did her best, and luckily in the end, she was even pressed to extend her 10 months to a year-long contract.

She had been the only rose among the thorns on board most often, and chances of harassment could not be prevented. Even though they were not physical in nature, she says it had been manifested in verbal terms. “However, I learned later on to handle it myself,” Luz admits.

Initially she found it hard warding off anyone who would strike the offensive overtones that female seafarers received whilst at sea. There were bullies who would try to bring her down because of the gender issue. But she would learn later on how to “ride on” them or stand up against bullying.

Seafaring triumph

Luz admits that seafaring has done a lot for her, especially when it comes to the family’s financial disposition. She recalls how her mother would always scurry to look for money to pay for the family’s debts when she was just starting her career. She would knock on the Manning agency’s door to put her on the next vessel even whilst on vacation. Now she asserts her mother can relax and sleep without worries. She can also afford to stay for a longer vacation and no more pressing the crewing manager for hasty deployment. She paid for the family’s house during her first job on the ship.

Consequently, three of Luz’s younger siblings have followed her footsteps in plunging into their maritime careers – another sister is also a marine engine officer, the other is assistant crew manager in a manning agency and an only brother has finished a maritime course who is an apprentice cadet. She’s also been helping some relatives to put them into college.

Luz is still single, but it seems career is her priority than to have a new family despite having a Dutch boyfriend. She says her Dutch boyfriend, whom she is in a relationship since 2014, has been very eager and already excited to tie the knot with her.

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I was so scared on the job in the beginning which had affected my performance, to the extent my superior warned of sending me home if I would not improve

“Sabi ko sa kanya bago ako mag 35, (I told him before I reach my 35th year) we will get married.”

She’s bound this May to join the 11,000 TEU Edith Maersk, the first container ship Luz boarded when she began working for the Danish fleet in 2011. She insists it would probably be her last sea time as a Third Engineer since Luz is prepared to move up with her Second Engineer ticket.
L
ike many female crews on board cruise ships, her only job’s link to cruise or ferry service is her experience with a hotel ashore. Marjorie Garcia-Pasamanero is one of those who accidentally drifted to a career at sea when she took the role of a guest relation assistant on ms Koningsdam of Holland America Line (HAL).

However, Marjorie says working on board the ship has been a completely different experience compared with the same job ashore. She had felt the need to catch up with a new round of preparedness and strong will when she was starting for the job on board. A BS in Industrial Education graduate, Marjorie admits she had to spend a lot of efforts that in adjusting to the work environment in the vessel. “Everything was new to me, from training to actual working hours.”

She says she became overwhelmed with duties for guest relation desk on board as they also go along with long work hours than normal. Their 10-hour daily routine made it difficult for her to adjust to the rigours of the job.

From land to sea-based

“At port, you also need to optimise off-duty hours when getting off the ship to shop or visit places. There’s a limited time to enjoy around unlike job on land when one can have ample time to sit back and relax,” Marjorie points out.

A former guest relation assistant at a hotel in Abu Dhabi, Marjorie had been a well experienced Overseas Filipino Worker (OFW) before she embarked on a career in international cruises. When she came home in 2013, she and her husband who is also a maritime graduate she met in the UAE capital, decided to try into landing for a job in the cruise line.

She applied for the same hotel job in guest relations at United Philippines Lines (UPL) that was then scouting applicants for its HAL’s Koningsdam cruise ship in 2013. She says her husband, who now works with the hotel section of the Italian company Costa Cruises, encouraged her to pursue the job.

“It’s really a big adjustment for me when I came on board,” Marjorie recalls, saying that one has to leave the “emotional side” behind if she wants to move ahead at work. She’s in charge with checking: in guests, assisting passenger or guest request, and other related concerns. She also tackled most of the complaints.

She remembers some instances having humiliated at work by both guests and co-workers as if they doubted her abilities to solve a guest concern. However, she has underscored the multicultural environment on board and communication barriers that sometimes affect the way an issue is dealt with, which normally leads to a dissatisfying one for both parties.

But there were also guests who exerted efforts to express appreciation of what she did even in a simple way, she says. The guest relation officer recalls an upset guest who once turned back on her after some complaining.

“Despite having the complaint unresolved, the guest showed sincere understanding and even wrote nice comments. To my surprise that guest booked for another cruise just to see me again and treated me to a fine dining on board,” which Marjorie says, “an unforgettable experience.”

A child’s wish

They have no kids yet and been used to long time separation from their next of kin since their OFW days in the UAE. But she still feels the longing for them at the end of the day’s work. “Unlike on land each day, it’s always the same people and co-workers you interact with on board when you’re supposedly resting away home,” she contends.

Marjorie came back in Manila last January after nine months from the 2016-built Koningsdam. She says working on
Marjorie Garcia-Pasamanero: A complete changed involvement

board is not on her long term plan. Her upcoming contract in May 2017 for the same post in Oosterdam, another HAL operated vessel, might be her last.

Marjorie, 34, wants to heed her husband’s suggestion for a long term vacation from the job in preparation to have a baby. She reveals having had two miscarriages in the past and would like to make themselves, as any childless couple wishes, to be complete.

However, she is not closing any door for another opportunity thereafter. “And if God permits that I will get pregnant again and have a child, it will be the time to plan anew.” she says.

As both husband and wife work on cruise ships, the couple sets aside time to exchange messages since their vessels positions are more often in different time zones. “I make sure that I can communicate with my husband at least once in a day,” she insists.

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Everything was new to me, from training to actual working hours
SEAMEN’S HOSPITAL:
30 years of providing health and medical care for AMOSUP members and their families

The AMOSUP Seamen’s Hospital celebrated its 30th founding anniversary last 24 February. The Hospital marked the milestone with the theme: Celebrating 30 years of providing health and medical care for AMOSUP members and their families.

AMOSUP president Dr Conrado Oca and Hospital director Dr George Pile led the commemoration by thanking hundreds of employees of the medical facilities that include doctors, nurses and care givers and other practitioners in the allied health and medical services.

Dr Pile stressed the continuing service of the Seamen’s Hospital to union members and their families, citing the upcoming expansion of its facilities and its expected completion of the adjoining four-storey building in June 2017.

The anniversary was also marked with a concelebrated mass that was followed with sumptuous snacks and highlighted by the awarding ceremonies of employees who have rendered exceptional performance and years of service in the hospital.

Dr Oca, Dr Pile and SH Manila medical director Dr Alejandro Ortigas were on hand to award plaques to officers and employees of their respective departments. Those who received their awards are in 10, 15, 20, 25, 30, 35, and 40 years of service from various departments that include Internal Medicine, Nursing Service, Radiology, Administration, Pediatrics, Emergency Room Service, Dental, Dietary and Food Service, Pathology, Ophthalmology, OB-Gyne, Medical Records, EENT, and Finance Department.
Captain Gregorio S. Oca founded the Associated Marine Officers’ Union of the Philippines (AMOUP) with Philippine Transport and General Workers’ Organisation as the mother federation in 1960. It eventually merged with the Associated Seamen’s Union (ASUP) of Bro. Donato Alarcon that led to the formation of the Associated Marine Officers’ and Seamen’s Union of the Philippines (AMOSUP-PTGWO).

AMOSUP puts the wellbeing of Filipino seafarers and their families a priority. This is the idea that gave birth to the Family and Dental Plan (FMDP) that started as an Out-Patient Clinic to a bigger facility, the Seamen’s Hospital.

Celebrating its 30th year this February 2017, this “outpatient clinic” started in the early 1970s, which was followed by a 50-bed secondary hospital that opened to catch up with the expanding services being provided to union members at the Manila port area.

With the continuing membership growth after less than a decade, AMOSUP established its first operated hospital inside the historic walled city of Intramuros, Manila in 1987. Today, the AMOSUP Seamen’s Hospital continuously embarks on modernisation of its facilities, personnel training, as well as in researches to provide the best health and medical services to AMOSUP members and their families. The Hospital has also begun further expansion of its facilities through the construction of the south-wing building to sustain membership growth after the past three decades.
Seamen’s Hospital’s Timeline

October 14, 1974:
Opens a medical and dental care clinic at the PTGWO Annex Bldg on Boston Street, Port Area, Manila.

July 8, 1978:
Formally opens the 50-bed Roberto S. Oca Workers’ Clinic to service AMOSUP members and their legal dependants at the Port Area, Manila.

February 1987:
Inaugurates a newly constructed Spanish inspired, three-storey building in the corners of Cabildo and San Jose Sts. in Intramuros, Manila as the AMOSUP Seamen’s Hospital. It houses the medical facility for union members and their dependents, with facilities for PEME (Pre-employment Medical Examination), out-patient consultation, medicine, and surgery.

1988:
Receives the Norwegian International Ship Registry (NIS) accreditation for PEME Section to carry out medical examination for seafarers scheduled to board NIS vessels.

1991:
Updates the Pathology Department's services like examinations on drug assays for cannabendoids and amphetamine.

1992:
- Receives approval from the Maritime Coastrguard Agency and the Department of Transport, London for PEME Section to carry out UK medical examination.
- Adopts rooming-in policy in the hospital as a preparation for the implementation of the Breastfeeding Act by the Department of Health.

1993:
- Acquires the first laparoscopic machine through the effort of Dr. Conrado F. Oca. Using the machine, Surgery Department chairman Dr. Enrique C. Lim and his staff start to perform “band-aid surgeries”.
- Receives accreditation of service for the Department of OB-Gyn headed by Dr. Lazarito Q. Villamar.
- Adds mammogram to the wide array of services at the Radiology Dept.
- Establishes the Neonatal Intensive Care Unit (NICU) that enhances the service to its patients. Critically ill newborns requiring quick and accurate monitoring by highly skilled physicians and nurses are made available in the hospital.

1994:
- Mr. Christopher Wright, president of Stolt-Nielsen Marine Service pays a visit together with other Stolt-Nielsen VIPs. Stolt-Nielsen is a valued patron of the Union for their unsselfish support that has brought tremendous improvements in the delivery of quality health care to members and their families.
- Launches the Diabetes Clinic, the first of its kind established in a private hospital under the Institute for Studies in Diabetes Foundation.
- Organises a public IV therapy training for the Nursing Service Department with an accredited 30 contact hours. A three-day training is held at the Hospital Convention Hall.

1995:
Dr. Conrado F. Oca assumes the position of Hospital Administrator and
1995: Dr. Conrado F. Oca takes the position of Hospital Administrator and consequently upgrades various services, including medical and office equipment.

1996:
- Receives donated medical equipment from Stolt-Nielsen such as the 500mA Siemens MultiX Radiographic Unit. This machine is capable of special procedures such as IVP, UGIS and Oral Cholecystography and Barium enema. The Dental Dept. becomes a recipient of six Marus Dental Chairs, also from Stolt-Nielsen.
- The Dutch Ministry of Public Works and Water Transport, Directorate of the Shipping Inspectorate Dr. H.A. Locht and Capt. Gauw visit. It eventually paves the way to the accreditation of Dr. Oca to carry out medical examination for seafarers scheduled to board Dutch-flagged vessels.
- Enters into an exchange agreement with the Philippine Women's University (PWU). Under the agreement, PWU offers a distance education programme for post-graduate courses whilst the hospital accepts the former's nursing students for their clinical exposure/rotation.

1997:
- Computerises various processes to increase efficiency in quality healthcare delivery.
- Obtains full accreditation for the Dept of OB-Gyn for residency training programme with four-year validity period. Awards also the first certificate of completion to its first graduate in the OB-Gyn Dept in the person of Dr. Berly Basinal.

1998:
- PEME Section gets accredited by the Swedish Minister for Foreign Affairs through the Swedish Maritime Administration to conduct medical examinations for seafarers joining Swedish-flagged vessels.
- Transfers some business offices including the Office of the Medical Director and the Administrator to the former AMOSUP Seamen’s Training Center (ASTC) building, which is annexed to the hospital’s main building.
- Receives an ISO 9001: 2000 certification for PEME Section from Det Norske Veritas (DNV). The certification is a testament to the company’s commitment to quality system and standards set by DNV.

2000:
- Receives certification from the Philippine Council on Accreditation of Health Care Organisations (PCAHO), an institutional certifying body designated by the DGH to ensure that accredited hospitals and medical clinics have an effective quality system in place.
- Enters a partnership agreement with Lyceum of the Philippine University (LPU) president Atty. Roberto P. Laurel, establishing Seamen’s Hospital and LPU for an educational grant. Opened to all SH personnel and their families, the programme has produced eight professionals for the past 15 years, and currently has three active students.

2002:
- Continues modernisation programme such as of the ICU; the Hemodialysis Unit starts to operate using the newly acquired Fresenius Medical Care Hemodialysis Machine 4008 S and five units of Lazy Boy.
- Starts using Stone Treatment Center located at the second floor of the main building of the hospital that is equipped with pulverising kidney stones. Seafarers are
mostly benefited by this service.

- Acquires several new equipment, which include Nellcor Benett 840 Ventilator, Dash 300 Pro GE Marquette monitor, ABX Pentro 60-Fully automated hematology analyzer, GE Stenoscope Plus-Mobile C-arm Digital imaging for various operating room procedures, OES Olympus Laparoscopy Set, YAG Laser Ophthalmic Laser System, Phacoemulsification machine, GE Corometrics, and others.

2004:
Set up the Center of Excellence for Minimally Invasive Surgery (MIS) including a Preceptorship Training Programme, with Dr. Miguel C. Mendoza as its Programme Director. It has now a total of 70 graduates practicing in various regions across the country.

2005:
- Opens its oncology clinic thereby cancer patients undergoing chemotherapy need not worry about the numerous sessions of treatment.
- Forty five key personnel of SH Manila, Cebu and Iloilo join the inter-branch two-day visioning workshop in Taal Vista Hotel, which aims to revisit the hospital’s vision and mission.

2006:
- Installs a Toshiba Aquilion 64-Slice CT scan machine for more sophisticated applications such as stenograms, coronary angiogram, and triphasic liver examination.
- Implements centralised purchasing as part of the cost-containment measure of the organisation.
- Introduces a weight management programme to members, dependents and employees. Seafarers are required to lose weight prior to boarding their ships.

2007:
- Appoints Dr Oca as Hospital Director who oversees overall operations of the four hospitals already established in the country.
- Acquires GE Voluson Ultrasound Machine with colour Doppler capabilities improving coverage of diagnostic capabilities for the Radiology Dept.
- Inaugurates the acquisition of GE Millenium MPR Gamma Camera for the Department of Nuclear Medicine.

2008:
- Splits up the Anesthesiology Department from Surgery Department as an independent unit headed by Dr Edilberto G Valcos.

2009:
- Initiates the establishment of the Department of Family and Community Medicine in coordination with Dr. Leilani Apostol-Nicodemus, chair of the Dept., who pilots the four-year innovative training programme in the hospital.
- Starts to provide full laboratory service for in-patients regardless of availability in the hospital in partnership with Hi-Precision Diagnostic.

2010:
- Inaugurates a newly MRI machine to aid clinicians particularly in the fields of neurosciences and orthopedics.
- Creates the Research Unit to primarily fulfill the aim of making the Hospital a research-oriented institution. The centre produces quality researches that are presented and have won awards both in local and international.
- Acquires a new generator of
higher capacity with automatic transfer switch that ensures uninterrupted power supply.

1:
Carries out health education among patients through a series of lectures on health promotion and disease prevention on a monthly basis, with topics aligned with the DOH and WHO health awareness campaign. Research Unit makes a presentation to the 11th International Symposium on Maritime Health (ISMH) held at Odessa, Ukraine. Introduces the “Refill Booklet” that aims to lessen the processes involved in the refill of maintenance medicine of active members and their dependents.

2:
Acquires the digital x-ray whereby radiographs are seen on computer screen, thus getting rid of x-ray films and greatly reduces processing time compared with the analog x-ray.

3:
Opens first satellite clinic for outpatient services to members and their families residing in the northern part of Luzon at the Dagupan Doctors Villaflor Memorial Hospital in Dagupan City. 
- Acquires the CT scanner Toshiba Aquilion 160-Slice, one of the latest technologies, making it an on a par with big medical centres in this area.
- Installs an upgraded information system to achieve full computerisation of hospital processes and services.

2014:
- Breaks ground for the newly acquired 786 sqm property in the corner of Gen. Luna and San Jose Sts as future site of hospital expansion project.
- Appoints Dr. George C. Pile as the Medical Director of Seamen’s Hospital Manila.
- Implements the 100% digitalisation of OPD consultations.
- Adopts customized queuing system for service enhancement.

2015:
- Implements the E-prescription in support of the paperless consultation whilst ensuring error-free dispensing.
- Gets accredited by the DOH for the provision of breastfeeding in the workplace, making it into a “Mother Baby Friendly Initiative Hospital”.

2016:
- Renews PEME Section’s ISO certification version 9001:2015.
- Appoints Dr. George C. Pile as Hospital Director, which consequently follows the appointment of Dr. Alejandro P. Ortigas as the Medical Director of SH Manila.
- The PEME Section is again certified by the DNV with 9001-2015 version.
- Dr. Irene Bandong of the Hospital’s Radiology Department wins an award from the World Federation of Nuclear Medicine and Biology for a medical research paper at the International Conference on Integrated Medical Imaging in Cardiovascular Diseases in Vienna, Austria.
- Opens Tele-Health Service, which operates on a 24/7 schedule. This is a joint project of IMMAJ and AMOSUP for all seafarers regardless of nationality on board ships covered by JSA/AMOSUP-IMMAJ collective agreements.
Telehealth cites cases of ailments on board ships

Work duties with most number of case referrals over the six-month period include oiler, chief officer and able seaman

Infectious diseases and orthopedic cases have the leading number of referrals physicians recently dealt with among seafarers working on board ships. Trauma and gastroenterology followed at third and fourth, respectively, according to a Telehealth census report carried out over the last six months of 2016 by AMOSUP Seamen’s Hospital.

Telehealth is part of AMOSUP’s commitment of providing healthcare to union members whilst on board, which the union launched in June last year through the Seamen’s Hospital Manila. Since then care duty to crew has gone beyond the four walls of the union’s hospital network in the Philippines and became readily available to the ship’s emergency response system.

AMOSUP’s Telehealth service, which offers aid to diagnose and treat ill or injured crewmembers on board the ship, responded to 116 cases in the second semester of 2016 following its launch in June of the same year.

Of these cases, infectious diseases topped with 22 referrals. Infectious diseases are caused by pathogenic microorganisms such as bacteria, viruses, parasites or fungi that can be spread directly or indirectly from one person to another. Orthopedic, which pertains to deformities of musculoskeletal system, appeared with 19 cases, and trauma, with 16. Trauma is injury or damage caused by physical harm from an external source.

Work duties with most number of referrals in the Telehealth service over the six-month period include Oilier with 16, followed by Chief Officer and Able seaman at 11 each. Among the 16 cases logged-in for Oilier were of orthopedic and traumatic in nature, representing nine or 56% of the total.

This showed that these roles - Oilier, Chief Officer and AB - have some of the most hazardous jobs on board that need attentive care to prevent the number of incidents, the report noted.

Gastroenterology and immunology came with 12 and eight cases of incidents in the telehealth service report.

AMOSUP Seamen’s Hospital commitment to provide healthcare at sea has been made possible by the creation of MedKonek, which is the country’s first ever web and telecommunication healthcare system, comprehensively through email or satellite phone.
TOP 3 WORK AREAS WITH MOST NUMBER OF REFERRALS
JULY TO DECEMBER 2016

ABLE SEAMAN (11)
OILER (16)
CHIEF OFFICER FY (7)

TOP 5 CASE REFERRALS IN THE TELEHEALTH SERVICE
JULY TO DECEMBER 2016
(OUT OF 116 TOTAL NUMBER OF REFERRALS)

INFECTIONOUS
IMMUNOLOGY
GASTROENTEROLOGY
TRAUMA
ORTHOPEDIC

19
12
8
6

NUMBER OF CASES SEEN PER MONTH FROM JULY TO DECEMBER 2016

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IMO pursues safety standards on carriage of ‘industrial personnel’ on board international voyages

The 1974 International Convention for the Safety of Life at Sea, as amended, currently does not define “industrial personnel” and an interim solution is urgently required.

The growth of offshore projects and their technological innovations have created new and rising demand for the carriage of industrial personnel to and from offshore facilities and other ships on international voyages.

According to the IMO’s Maritime Safety Committee (MSC), windfarm service vessels which carry construction and maintenance personnel, for instance, have created issues in setting standards for manpower transport. Some of these problems include “difficulties due to lack of a clear definition for industrial personnel and the lack of legally binding international safety standards for the carriage of more than 12 personnel on board in the existing instruments”.

The International Convention for the Safety of Life at Sea (SOLAS) 1974, as amended, currently does not define “industrial personnel” and that an interim solution is urgently required, which the committee has recognised.

In this aspect the MSC in a draft recommendation, defines industrial personnel as: “All persons who are transported or accommodated on board for the purpose of offshore industrial activities performed on board other vessels and/or offshore facilities and meet the criteria” it may set out.

Because of their status, the industrial personnel should not be considered or treated as “passengers” under SOLAS regulation 1/2(e), the MSC said.

Offshore industrial activities are defined as “the construction, maintenance, operation or servicing of offshore facilities related, but not limited to exploration, the renewable or hydrocarbon energy sectors, aquaculture, ocean mining or similar activities.”

Offshore industrial activities are defined as “the construction, maintenance, operation or servicing of offshore facilities related, but not limited to exploration, the renewable or hydrocarbon energy sectors, aquaculture, ocean mining or similar activities.”

Relevant industry standards should be taken into account to the extent possible when transferring industrial personnel at sea, the committee stressed. Since “industrial personnel” does not fall within the scope of the STCW Convention, the group during the discussion,
agreed that reference to the STCW standards are only for the purpose of establishing a baseline. Their inclusion is not meant to obtain STCW certification for these personnel.

“Industrial personnel may be carried on board ships meeting the provisions of the 2008 SPS Code or other standards, providing they meet an equivalent level of safety acceptable to the administration, taking considerations the number of persons on board,” the MSC recommended.

The committee made the recommendation on its 97th session last November 2016, which was a follow up to a previous decision to develop a “mandatory instrument for the carriage of industrial personnel so that (they) would not be considered or treated as passengers under SOLAS regulation I/2(e).”

**MSC's provisional recommendations all industrial personnel should follow**

- Be not less than 16 years of age;
- Prior to boarding the ship, receive appropriate safety training, meeting the standard in para 2.1 of section A-VI/1 of the STCW Code. Administrations may accept other industrial training standards such as those of the Global Wind Organisation (GWO) Code, Offshore Petroleum Industry Training Organisation (OPITO), Basic Offshore Safety Induction and Emergency Training (OPITO accredited), if they consider these appropriate alternatives;
- Receive on board ship specific familiarisation that includes, but is not limited to, the layout of the ship, and handling of the safety equipment, as appropriate. The standard in para 1 of section A-VI/1 of the STCW Code, or equivalent, should be used as the standard;
- Be familiarised with specific procedures, e.g. transfer procedures on and off the ship while at sea, as appropriate;
- Be accounted for in the ship’s life-saving equipment; and
- Be equipped with personal protective clothing and equipment suitable for the safety risks to be encountered while on board the ship and being transferred at sea; and
- Meet appropriate medical standards. The standard in section A-IV/9 of the STCW Code, applicable to engineers, or equivalent, may be used as a standard.
MARINA clinches accord with institutions for instructors, assessors training standards

The maritime administration’s chief stresses the importance of education at the MOA signing ceremony

The government and maritime education and training stakeholders have agreed to set minimum standards and guidelines by providing and carrying out training for instructors, including assessment, examination and certification course of seafarers.

A memo of agreement signed between the Maritime Industry Authority (MARINA) and training institutions also recognised the capability of institutions to provide the necessary expertise and facilities that are needed for the effective conduct of the training programmes.

MARINA accredits maritime education and training institutions under its mandate “to ensure that the training and assessment of seafarers shall be delivered and supervised, and that those responsible for such training and assessment are appropriately qualified”.

Annual training plan

For its part, the institution must submit to MARINA the annual training plan for approval and convey subsequent amendments as early as practicable. The training institution will undertake the enrollment and conduct training in accordance with the provisions of the agreement.

The institution needs to ensure that facilitators are appropriately qualified as guided by the staff requirements of the course framework duly approved by MARINA. This course framework is also stipulated in the MOA signed between MARINA and the institutions.

The institutions and group of training providers that signed the agreement with MARINA included the Maritime Academy of Asia and the Pacific (MAAP), Philippine Association of Maritime Training Centres (PAMTCI), Philippine-Japan Manning Consultative Council (PJMCC), and the state- runs National Maritime Polytechnic (NMP) and Philippine Merchant Marine Academy (PMMA).

MARINA administrator Marcial Amaro stressed the importance of education to the training providers during the signing ceremonies last 23 January 2017. Due to such importance, he said he has created additional sector at the shipping body, which is technology.

Catch up with tech dev’t

“We have to come up with something that is beyond what we have right now,” he said. He has cited the case to produce a Chief Engineer that takes 10 years, for instance, whilst technology changes each year.

“Paano tayo makakahabol kung hindi natin bibigyan ng pansin ang tulad nito,” Mr Amaro said. (How can we catch up with issues facing the industry if we will not act on issue like this). He was referring to the progression of the Marine Engine Department’s top officer without sustaining the adeptness to changes in the technological side.

There are now about 700,000 Filipino seafarers, more than half of which are employed on board oceangoing ships. “What the country needs to do is to have our people think, adopt a new technology to shift to a better position when the time comes,” Mr Amaro stressed, referring to developments such as the advent of unmanned ships and shore-based fleet management.

The MARINA administrator also identified some courses to
To do list for training institutions

Ensure that facilitators are appropriately qualified as guided by the staff requirements of the Course Framework duly approved by the Administration, which shall include as follows:

- Graduate of any baccalaureate course, preferably in Education, Maritime, Human Resource Management or related field or equivalent;
- Must have completed the Instructors and Assessors Course, taking into account the IMO Model Course 6.09 and 3.12 from a recognised training provider in the Philippines or any IMO member state;
- Must have at least three years of teaching/training experience, one year of which in the maritime training and education sector; or if a licensed ship officer, must have at least two years seagoing service as an officer and at least one year of teaching/training experience;
- Must be in good standing in the community in general and in the maritime industry as applicable with no derogatory record.
- Have completed the minimum mandatory Facilitator Understudy Programme which includes:

1. The Understudy shall attend the conduct of at least two Courses as a sit-in/observer status;
2. The Understudy shall assist in two Courses as co-facilitator;
3. Completion of the Understudy Programme shall be duly attested and certified by the approved facilitator(s) handling the class; and
4. Endorsement to the Administration on the completion of the understudy programme shall be made by the Institution, after careful assessment and validation on the competence of the candidate as facilitator.

   a. Submit the qualifications and experience records of current facilitator taking into account above mentioned criteria, for approval;
   b. Ensure that the number of participants shall not exceed 24 and the size of the classroom shall be at least 42 square meters;
   c. Offer the course for free to all participants duly approved by the Administration or shall not increase fees in consideration to previously held recognition;
   d. Provide two slots for the Administration personnel, at no cost, which shall be communicated by the latter to the Institution not later than two weeks before the scheduled training. These training slots, shall be part of the maximum allowable course intake limitation of 24 trainees per class;
   e. Issue Certificate in the successful completion of the training;
   f. Submit post-training reports to the Administration which shall contain among others, the list of trainees, result of assessment and course evaluation, no later than 30 days after completion of the training; and
   g. Work together with other institutions duly recognized and authorized by the Administration in the continual improvement of the course.
   h. Promptly report to the Administration the occurrence of any event or condition which might delay or prevent the timely completion of the services stated herein, specifying the reasons for such delays.

consider that the administration through the government institution, NMP, could introduce in its training courses.

'No to oido'

These courses include technical management for ship operation, port and harbour engineering, river and coastal engineering, marine electronics and electrical system, fire and safety engineering, shipbuilding project management, ship structure and hydrodynamics.

"We have a number of jobs ashore that are not aligned with jobs at sea. The problem is we are capitalising on 'oido' (by ear) system in harnessing the skills of our seafarers in pursuit of setting a standard. Though it's one of the good skills of our seafarers to adopt" to a new system, said Mr Amaro, who is a Chief Engineer.

But he stressed that oido has no place in seafaring. "What we need is a standard that should not be carried out by a single person (for a skill), but by a system that would guide those persons," he explained.

Mr Amaro cited the slow progress of the shipmanagement sector in the Philippines which is a reflection of the industry's situation. "We have many Ship Superintendents but most of them were not formally trained to become superintendents. Instead of having our shipmanagers to flourish, we only provide 'trial and error' by having those chief engineers and captains a hand to try."
Orphaned children receive bedding sets in their dorms

The AMOSUP endeavour in Cebu is an initiative with Norwegian Seafarers’ Union through Cebu office

AMOSUP recently performed its social responsibility by maximising and sharing of resources to institutions that take care of abandoned and homeless children.

In Manila the union handed over boxes of blankets, bedsheets, pillowcases and towels to Hospicio De San Jose. In Cebu in partnership with the Norwegian Seafarers’ Union (NSU), the unions distributed boxes of donations to the children of DSWD Home Care in Lapu-lapu City.

Hospicio is an orphanage in Quiapo, Manila that currently houses 237 residents, including persons in crisis, elderly, children and youth and special children. Special children are taken care of in a separate dormitory. The hospice has its chapel, infirmary, doctors, playground and garden.

The staff of AMOSUP Sailor’s Home went out on a weekend last 04 February to donate some 50 sets of the bedding. Apart from the sets in boxes, the donations also include 20 pieces each of flat and fitted sheets, pillow cases and three sacks of rice.

Joseph Pena of the Hospicio administration received the gifts from Sailor’s Home staff. Mr Pena, who’s in charge of visitors, was an orphan himself when he came to Hospicio and later graduated in college with the help of the nuns in the orphanage.

Sailor’s Home staff led by Joel Carino, Norman Adriano, Jose Melendrea, Blanca Cruz and Niza Cruz also toured the Hospicio compound upon facilitating the handover of the donated materials.

In Cebu, AMOSUP and NSU worked in tandem to bring happiness and comfort to the children at Home Care Centre in Lapu-lapu City with the delivery of pillow cases, bed sheets and towels.

It was such a day to remember especially for the children at Home Care. The two unions look forward to collaborative activities that can make the world a better place to live in for the children.

With the support of other government agencies and NGOs, Home Care has been able to provide the basic care of children who are sheltered there.

Home Care Centre supports admitted children, now more than 30 ranging from six years to 17 years, through immediate custodial care and collaborative interventions to prepare them for reintegration with family and community. However, it also has a number of challenges to overcome to achieve its goals.

Dormitory amenities and conveniences are some of their needs. To ensure decent and comfortable living standards for the children, the replacement of some of these conveniences could be a welcome idea.
SH Pediatrics Dept’t: Delivering medical care services for seafarers’ children

Department chair Dr Jesusa Godoy looks at how its hospitalists and consultants extend their expertise in the treatment and care for the mariners’ ‘precious young’

A MOSUP members whose dependant infants, children and adolescents receive considerable part of their health and medical care through the Union’s benefit programme.

Through the Pediatrics Department of Seamen’s Hospital, the physical, mental and emotional wellbeing of these patients have been taken care of since the department’s establishment in 1978. Dr Jesusa Godoy, chairman of the Pediatrics Department, initially managed to take care of the seafarers’ children singlehandedly when she was tapped for the job during her early days as a certified pediatrician.

The department’s pediatricians grew with the recruitment of highly qualified specialists with the likes of Dr Felipe Fugoso, Dr Ruby Foronda, Dr Jose Salazar, Dr Juliet Balderas, Dr Josephine Sunga, Dr Ma. Elena Pile, Dr Catherine Cinco, Dr Anna Lisa Ong-Lim, and Dr Alejandro Ortigas. They brought with them a wealth of experiences from different institutions in their respective subspecialties.

Over the last many years, the Department has been run by a workforce of, not primary physicians, but graduated pediatricians manning the hospital 24/7. They are the hospitalists that include Dr Tricia Santos, Dr Mary Jane Dela Torre, Dr Manny Sagana, Dr Maria Joanna Godito, Dr Ana Manalo, Dr Sittie Noraiza Arima, Dr Magie Lucas-delos Reyes, Dr Zorayda Miguel and Dr Sunita Padilla.

The department has its regular set of hospitalists and consultants. The consultants come to see the patients at certain times of the week, whilst the hospitalists make sure that pediatric attention is taken care of continuously 24/7. It’s an organised set-up in which the consultant, after seeing the patient, gives instructions as the hospitalist monitors the situation until the consultant comes over to check on the patient.

A number of subspecialists have lent their time and expertise to answer referrals for the patients in need of their help. They are Dr Cynthia Castro for Hematology-Oncology, Dr Mary Anna Marbella for Nephrology, Drs Maria Cecilia Galang and Dr. Kevin Bautista for Pulmonology, Dr Estrella Ibelustre for Neurology, Dr Abelardo Abella for Pediatric Surgery.

Seamen’s Hospital is equipped with a 21-bed Pediatric Ward, four-bed Pediatric Intensive Care Unit, 13-bed Neonatal Intensive and Intermediate Care Unit (NICU), 14-bed Rooming-In, and its own Out Patient Department where children numbering up to 100 plus received treatments on a given day.

Neonatology

The Department is fortunate to have Dr. Jose Salazar as the

his constant updates on the state of the art in the practice of neonatology, he has reconfigured the system within the NICU to make it more efficient. The NICU can manage premature as young as 30 weeks AOG (gestational age) and birth weight as low as one kg. Infected newborns, babies of diabetic or hypertensive mothers, and other conditions are cared for competently. The newborns underwent Newborn Screening, Hearing Test, and ROP screening for premature newborns before discharged.

The institution is a Mother-Baby Friendly Hospital. Newborns are roomed-in immediately and breastfeeding is highly advised.

Infectious Disease

Dr Anna Lisa Ong-Lim has sought solutions for infectious disease dilemmas encountered among admitted patients. Judicious use of antibiotics, surveillance and infection control continued to be implemented.

Dr Ong-Lim has been an investigator, co-investigator or clinical research coordinator.
The Pediatrics Department of Seamen’s Hospital plans to acquire more equipment as part of its long term programme to cope with medical care of the increasing dependant children by AMOSUP members.

The acquisition is expected to jive with the department’s overall upgrading and integration of equipment and facilities that can lead further to fast and efficient services, according to SH Manila medical director Dr Alejandro Ortigas. He has cited the Neonatal Intensive Care Unit (NICU) or the intensive care nursery, which needs more cardiac monitoring machines and updating of newer brands for compatible operation.

“Sometimes they differ in compatibility that render problem to achieve accuracy in monitoring. This can leave nurses focus more on care and skip more jotting on paper for results as we are supposed to be paperless,” said Dr Ortigas. It will also improve the movement of patients from one section to another with the compatible equipment during treatment, making the department more pediatric friendly, he explained.

In regard to the level of care Seamen’s Hospital provides, it maintains the quality of service under the standards set by the Department of Health that granted a tertiary or Level 3 hospital like Seamen’s Hospital. “We go even beyond the minimum standard. Like if we add more cardiac monitoring equipment, accurate monitoring is assured,” Dr Ortigas stressed.

Since the monitor already does the recording, it frees up time so that nurses have more time for nursing care. Nurses can see right away if there’s abnormality with the patient, as when it’s time to call the doctor. “That’s the advantage of the machine, which is not just for accuracy, but the level of care they give to pediatric patients that is also more precise,” Dr Ortigas said.

Seamen’s Hospital does more than what other hospitals in the country provide in terms of health and medical care. For instance, there are certain diseases the SH covers, whilst insurance companies refuse cover or payment in other facilities.

In government hospitals, for instance, patients have to cough up payment if the institution runs out of stock for the required medicines during their visit or confinement. At SH, patient’s access to all areas of medical care is being covered, free of charge.

Dr Ortigas, who was trained in the USA, was appointed SH Manila medical director in July last year. He is an Allergy and Immunology subspecialist clinician. He has been with the Hospital since he came back to the Philippines after his training in the US in 2000.

in a number of clinical trials, in particular vaccine-related trials, and has contributed in many local clinical guidelines on pediatric infectious diseases.

Cardiology

Despite her hectic schedule as an administrative official of the Philippine Heart Centre, Dr. Juliet Balderas has competently handled the congenital and acquired heart diseases among pediatric patients. She is also responsible for reading pediatric ECGs and 2D echocardiography, as well as managing pediatric intensive care unit patients. There are a total of 15-20 consults per week requiring cardiac evaluation and assessment. Focus is primary care and cardiovascular risk reduction through evaluation of dependents for CV risk factors in children as early as nine years of age.

Allergy and Immunology

Dr. Ruby Foronda is the resident allergist who is looking after children with asthma, allergic rhinitis, urticaria, drug and food allergies, and atopic dermatitis and other related disorders. She also heads the hospital committee on adverse drug reactions.
Hematology

The Medical Pediatric Ward of Seamen’s Hospital admits patients with cancer. Children with acute lymphoblastic leukemia, which is the most common cancer in children, undergo diagnostic Bone Marrow Aspiration and receive chemotherapy under the supervision of our certified hematologist, Dr. Cynthia Castro. Short infusion chemotherapy can also be given in the outpatient department.

Neurology

Dr. Estrella Ibe-Illustre is the Hospital’s pediatric neurologist who looks after children with neurologic disabilities and conditions like seizures, pediatric stroke, CNS congenital anomalies, CNS infections, demyelinating diseases, headaches. Dr. Ibe is a member of the Faculty of Medicine at the St. Luke’s College of Medicine. She has been a primary investigator, co-investigator in a number of clinical trials involving pharmacologic management of seizures.

Laboratory examinations including electroencephalogram and Magnetic Resonance Imaging are available at the center to support the clinical diagnosis of a wide range of neurological disorders.

The support staff in all the different units of the department is the face of the department among patients and their caregivers. Head nurse Samson Castante is responsible for the pediatric ward and Kristine Flora for the NICU/Rooming-In ward. Elma Macarasig is the competent nurse that makes the flow of work seamless at the out-patient department.

With the continuous support from the administration of Seamen’s Hospital, the Department of Pediatrics will provide the medical care of the precious children of our seafarers even when they are far away. The department will continue to provide excellent care, with a heart!

The hospitalists make sure that pediatric attention is taken care of continuously 24/7.
MEET WITH PRESIDENT DUTERTE. AMOSUP officers led by President Dr Conrado F Oca paid a courtesy call with President Rodrigo Duterte at Malacañan Palace. In photo above during the visit last 27 February are (front row, from right) Atty Jesus Sale, Vice Admiral Eduardo Santos, Dr Oca, President Duterte, Mr Yasumi Morita, Ms Yvette Oca, Ms Mari Len Inoncillo and Mr Jose Raul Lamug. (Back row, from right): Atty Emmanuel Partido, Engr Felix Oca, Mr Manolet La O Olayza, Capt Felix Rebutes, Mr Hiroyuki Watanabe, Atty Maximo Abad and Mr Louie Inoncillo.
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<th>Monthly Savings (PhP)</th>
<th>Savings in 20 years (PhP)</th>
<th>Total Savings with 4%* Dividend Rate (PhP)</th>
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*The dividend rate is based on previous years’ dividends. Actual dividends will be based on the yearly income of the Fund.

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Sample Computation of MP2 Savings:

**Monthly Remittance:**

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<th>Savings in 5 Years (PhP)</th>
<th>Total Dividends Earned @ 4.5%* (PhP)</th>
<th>Total Accumulated Savings in 5 Years (PhP)</th>
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**One-time Remittance:**

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*The dividend rate is based on previous years’ dividends. Actual dividends will be based on the yearly income of the Fund.

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Sa Pag-IBIG, ang pinaghirapan may katuparan
The finishers join the more than 3,000 alumni of the AMOSUP-managed academy

More than 180 senior cadets at the Maritime Academy of Asia and the Pacific (MAAP) have marched down the field to receive their diplomas last December.

The 188 midshipmen were the second batch of the academy's 355 members of the 2016 Class who received their credentials in BS Marine Transportation and BS Marine Engineering degree courses. The first batch had made its final exit from the academy in the commencement exercises held in March 2016.

Department of Transportation (DOTr) undersecretary Felipe Judan graced the latest graduation ceremonies as the guest-of-honour and speaker.

“You can now be on your own,” Usec Judan told the cadets, but reminded the graduates “not to...
GRADUATES  ⭐  ⭐  SECOND BATCH OF  
CLASS 2016
You are not just getting the diploma today. You are also building the seafaring industry into its glory and the Philippine economy into progress.

He cited the importance of ship officers and crews by comparing them to the people working behind a big factory that is being run and operated by its workers. “I salute the seafarers. Kung wala kayong karunungan paano na ang barko,” stressed Mr. Judan. (Without your knowledge what will happen to the ship.)

Mr. Judan is in charge of maritime affairs, which he oversees at the DOT. Prior to delivery of his piece to the graduating cadets he toured and inspected the MAAP campus and its facilities. Usec Judan said he has seen and learned for himself during the visit how the academy became one of the leading maritime schools in the country.

“You are not just getting the diploma today. You are also building the seafaring industry into its glory and the Philippine economy into progress,” he said.

MAAP also conferred master’s degree to three graduates from the academy’s Center of Advanced Maritime Education.

Transportation Undersecretary Philip Judan addresses the second batch of MAAP Class 2016 graduates; graduates toss their caps in the air at the conclusion of the commencement ceremony; Dr. Conrado Oca delivers the opening remarks; Usec Judan receives a souvenir plaque from Vice Admiral Eduardo Santos and Dr. Oca.
Studies (CAMS) in Marine Transportation and Marine Engineering.

The new graduates will soon join the more than 3,000 alumni of the AMOSUP-managed academy.

AMOSUP president Dr Conrado Oca said he was gratified that MAAP “in its young history has contributed significantly to the statistics of maritime professionals who are sought after for their skills, competence and professional ethics.”

That’s MAAP commitment to the shipping industry – to zealously pursue goal geared towards the improvement of maritime education in the country.

“We are quite confident that having gone through the rigorous training and education in MAAP, you are well equipped to serve the international merchant marine fleet through your employers—the shipping companies with the acceptable competence and advanced skills required from you,” said Dr Oca.

As Filipino seafarers are well remembered for their professionalism and competence, Dr Oca exhorted the graduates to “bear the country’s torch and show the world that we are indeed one of the best breeds of maritime professionals.”
MAAP receives full IAMU membership

The conferment to the academy is an international recognition of its dedication to the enhancement of global excellence in maritime education.

The International Association of Maritime Universities (IAMU) has formally conferred full membership status to the Maritime Academy of Asia and the Pacific (MAAP) at a recent IAMU general membership meeting in Haiphong City, Vietnam.

MAAP president VAdm Eduardo Ma R Santos, AFP (ret) took an elegantly crafted plaque from IAMU chair Dr Neil Bose for the recognition. Also present during the plaque handover ceremonies last 26 October 2016 included IAMU honorary chair and Nippon Foundation chair Yosel Yasakawa (represented by IAMU executive director Takeshi Nakazawa) and MAAP external relations director Dr Angelica M Baylon.

The full membership conferment to MAAP is an international recognition of its dedication, along with other universities and academies, to the enhancement of global excellence in maritime education. The recognition follows a site visit to the Academy and communications with IAMU representative Dr Nguyen Thanh of Vietnam Maritime University (VMU). VMU hosted IAMU’s general membership meeting.

Dr Bose stressed the importance of external links. He said: “Given the vastness of the oceans and the global nature of both the shipping industry and the regulatory agencies, it is critical that in the future we strengthen our connections to the industry associations and to the IMO. These linkages will ensure that IAMU and its members remain responsive to the changes being implemented and overcome the challenges of producing graduates that are fully prepared to lead our sector in the future.”

Founded in November 1999, IAMU was organised by seven representative universities from the five continents of the world that have a shred recognition of the significance of maritime education and training in the world shipping industry. Today, IAMU’s membership has extensively grown to 61 maritime universities/academies from 33 different countries, with the special membership of the World Maritime University and Nippon Foundation.

At the same time, two MAAP students have been cited for their outstanding performance in paper presentations at the IAMU Student Conference last October. MAAP deck cadet 2/Ci Andre Chad C Acosta, 19, won the best presenter, along with two others, one each from Poland and Germany, beating other 29 graduate-student presenters from IAMU member-institutions. Also, MAAP cadet 3/Ci Junel Kristian Semana, 17, surprised world maritime educators with his piece “Status, Problems and Prospects of Integrated Simulator of MAAP.” Session chairmen for the student presentations were Dr Prof Graham Benton of California State University, USA and Dr Prof Amir Moneer of KSA.
The ITF Helpline

As you are aware the ITF and its affiliated unions work together to fight for the rights and standards for all seafarers from around the world. To support seafarers the ITF has a global network of inspectors who are on the spot to go on board and deal with any problems that seafarers may have. For those areas of the world where we do not have inspectors available the Maritime Operations team (MOPs), based in the ITF office in London, will deal with the seafarers problems.

In the past a seafarer may not have known the contact details of the local ITF inspector or they may have tried contacting the ITF out of office hours and found no one was available. However, since July 2012 the ITF has operated a 24-hour Helpline service for seafarers, but it seems that some seafarers are not aware of it.

The ITF Helpline operates a 24-hours per day, 365-day per-year, multi-lingual service and can be contacted by telephone, email or SMS text.

Contact details are:

Telephone       +44 207 940 9280
Email            help@itf.org.uk
SMS Text line    +44 7950 081 459

Please make a note of these contact details in case you need them at some time.

When you contact the Helpline the operators will ask you a number of questions including your contact details, the ship’s IMO number, name, type, and the flag it is registered under. They will ask about your location where the ship is going, your nationality and they will need a brief explanation as to what the problem or problems you have.

The Helpline Operators will then either refer your case directly to an inspector or to the MOPs team and they will contact you back as quickly as they can.

The ITF Inspectors, MOPs team and the ITF Helpline are all here to help protect seafarers’ rights and standards worldwide, please feel free to contact them whenever you need to.
“I never dreamt to work on board the ship. But the job got me to travel. And I think it's now the fulfillment of my dream from my younger days.”

MS Koningsdam guest relation assistant Frances Marian Luistro, On what pushed her to join the ship's hotel section.

“We go even beyond the minimum standard.”

AMOSUP Seamen’s Hospital medical director Dr Alejandro Ortigas, On the level of care and quality of services the Hospital provides in conforming with the Department of Health rules.

“We are among the less fortunate families who see education as the only way to a better future.”

MV Evelyn Maersk’s third engineer Luzviminda Ornopia, On reaching her dream to finish a maritime course after getting admitted at Palompon Institute of Technology.

“The problem is we are capitalising on ‘oido’ (by ear) system in harnessing the skills of our seafarers in pursuit of setting a standard.”

MARINA administrator Marcial Amaro, On cases of chief engineers and captains who have gone into out-of-the-box role of Ship Superintendents not formally trained as such but through ‘trial and error’ approach.

“Propesyonal kaming nagtatrabaho, at ang nangyari ay hindi sinasadya at aksidente lamang. Hindi po ako pumunta sa ibang bansa para pumatay ng tao.”

(We have worked professionally, and what happened was not intended, but an accident. I never went abroad just to kill somebody.)

Former mv Beauforce bosun Jelcris Rontale, On reflecting about the accident on board their ship that led to the death of a compatriot crewmember in Panama.

“You are not just getting the diploma today. You are also building the seafaring industry into its glory and the Philippine economy into progress.”

Department of Transportation undersecretary Felipe Judan, As part of his message to the second batch of the graduating Class 2016 of the Maritime Academy of Asia and the Pacific.
JSU - AMOSUP
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