



# ***SAILING FORWARD***

The Official Publication of the Associated Marine Officers' and Seamen's Union of the Philippines



# **MAAP TURNS 25**

**CREATIVE COLLABORATION IS KEY FOR GREATER SUCCESS**





# MARITIME ACADEMY OF ASIA AND THE PACIFIC

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

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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.





## From the President

**T**his edition makes us proud celebrating the silver year of our very own institution – MAAP. We send our warm greetings of congratulations and gratitude to the faculty and staff of the Maritime Academy of Asia and the Pacific.

From the relics of an old and tattered hotel, you will find that the Academy now stands as the bastion of knowledge in maritime education and training, producing ship officers for the world's merchant marine fleet. As part of the occasion, we feature some of the MAAP graduates who are now in command of their ships as captains and chief engineers alongside other officers as maritime professionals.

In this issue, we also commemorate the International Women's Month. We express our appreciation and utmost respect to all of you in recognition of women as valuable members of the maritime union and our society. As we see the number of our women members continue to increase, you will learn about some of the leading gender issues they face at work.

Find out from a new handbook which atmosphere or condition provides a company's policy of psychological safety, especially among women. Still on gender, you'll find that the maritime industry continues to be one of the least diversified, despite many opportunities for women onboard.

Ashore, we give you an example of women power in one of our service units as the union takes part in the '#16Days Activism Against Gender-based Violence' campaign. In this campaign, we AMOSUP demonstrates how our officers and union staff, member seafarers billeted in Sailor's Homes, and MAAP cadets, together with medical officers and service personnel of the union's hospital chain unite in campaigning against gender-based violence.

Get to know the shipmaster who lived all his professional life serving on board one of our training ships. His decades-long service on the Kapitán Felix Oca tells you where he attributes his loyalty at the helm of the training ship. Our coverage on the commencement rites of MAAP Class 2022 features those cadets who once embarked on that ship for training.



Meet the parties who jointly signed the documents promoting the competitiveness of our seafarers overseas and aiming to ease the business of their employability. Consequently, you'll note that the union also addressed this issue in a recent industry summit.

We bring back our Cebu cruise ship seminar that we used to organise alongside with other ITF-affiliated unions prior to the pandemic outbreak. Now on its 10th year, you'll be briefed on the issues and topics that have been extensively discussed relevant to seafarers' working conditions onboard cruises.

Likewise in Cebu, we also take you to the inauguration of our four-storey Sailor's Home 3 as it opens its doors to union members in the 'Queen City of the South'.

Finally, we show you how our women seafarers celebrated the International Women's Day onboard and ashore. In sharing with you our successful Gender Sensitivity Training in salute to International Women's Month reaffirms our strong commitment towards Diversity, Equity, and Inclusion in the maritime industry.

**Keep on Sailing Forward!**  
  
**Dr. Conrado F. Oca**





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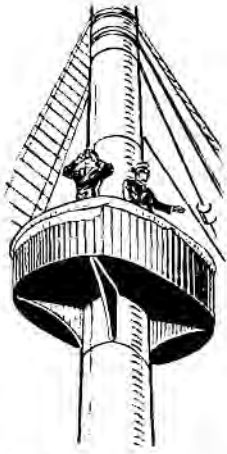
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Vice Admiral Eduardo Ma R Santos, Captain Gregorio Oca, MV Kapitan Gregorio Oca and MAAP cadets





## From the Crow's Nest

# The lure of a maritime career

Grinnabelle Duran now leads a shore-based organisation of 40 staff ashore and around 1,700 Filipino seafarers on board

In the beginning, it was mainly for economic reasons and the benefit of the scholarship the Maritime Academy of Asia and the Pacific (MAAP) offered that lured her to the path of a maritime career.

But along the way, Grinnabelle Duran realised how "noble and fulfilling" the career that she had chosen was, contributing to the global trade by safely delivering goods.

Grinnabelle or "Belle" to friends and associates, is now the president at TORM Shipping Philippines and its charity arm, TORM Philippines Education Foundation. Belle leads a shore-based organisation of 40 staff in two offices in the Philippines (Makati and Cebu) with around 1,700 active Filipino seafarers onboard.

She oversees the competence, development and career growth of both seafarers and shore-based employees. Belle is responsible for sending competent Filipino seafarers on board TORM's more than 80 tankers.

Customers worldwide rely on the Danish-owners fleet of product tankers to move their cargo of gasoline, naphtha, diesel, and jet fuel that keep businesses running every day efficiently, safely and reliably.

At TORM Philippines Education Foundation, a private entity established by TORM Fonden Denmark in 2007, Belle currently manages 38 active young Filipino scholars and monitors 128 graduates under the Alumni Association.

She is responsible in creating programmes like scholarship grants, social development initiatives and scholars' development programme.

The MAAP alumna says the academy's educational system has been "consistent in providing us the right discipline and quality education. I was influenced that way to do my job along with other business with excellence and integrity."

She recalls that the memorable part in her stay

at the academy as a former cadet was when she got chosen to be part of the "fleet staff and honour committee" for three years. "Those were the actual training ground for me, especially on leadership and confidence building," stressed Belle.

Belle shared that her first assignment as an officer onboard ship was a memorable one, as she was put to a vessel with a complement of almost full European officers and crew. "I was empowered to take independent decisions, but gender was never an issue."

She said, "the education I received at MAAP was of big help, since the working standard on board was aligned with the training at school."

The maritime profession demands a set of safety standards at the highest level for a number of reasons. Therefore, she said it is of equal importance that maritime schools prepare the students in such a manner.

Belle pointed out that "these models and academic excellence in training are provided by MAAP. It is also apparent that MAAP is constantly innovating and striving to be always relevant and ahead of what is next in our industry."

While the MAAP alumna has hit remarkable milestones in her career from ship to shore, she admitted to have encountered numerous challenges along the way, such as state policies that are in conflict with the enforcement of rules and standards in the industry.

Though she won't elaborate the specifics of these state policies, she noted, "you'll find companies struggling hard to comply with the requirements whilst at the same time [they're] taking care of the safety of the people." The TORM Shipping president was particular about this issue because she's dealing with the safety of her ship officers and crew.

Belle wants to continue pursuing the responsibilities entrusted to her by TORM. "It is such a meaningful job to be given the opportunity to make a difference in the career of our Filipino seafarers and shore-based staff, and at the same time, taking care of their families." **SF**



Grinnabelle Duran



# A unique job for a marine engineer

C/E Arvin Peralta has seen the bad and worst of seafarers' working conditions on board

**A**s a seafarer, he has a unique job of inspecting merchant ships of various flags, types and sizes calling at a local port.

C/E Arvin Peralta currently works as an ITF inspector at the port of Manila. He represents AMOSUP ensuring that seafarers from those oceangoing ships in his assigned harbour receive decent pay, good working and living conditions on board, and enforce or police ITF collective agreements with ship owners for compliance.

Prior to accepting the inspectorate job, Arvin worked on a number of ships as a marine engineer as he rose to the ranks from his 4th engineer ticket to the current chief level. He has seen good and bad to the worst of working conditions on board, which was apparent to the cause of his accepting the inspector's work.

Arvin has diverse experience in the maritime industry. He also has become a training instructor in a number of private training centres in Manila and at his own alma mater, Maritime Academy of Asia and the Pacific (MAAP).

At MAAP, it was his mother who encouraged him to take the entrance exam for a maritime course, and he luckily got accepted with full scholarship. After graduating from the academy, he pursued his career as an engineer.

"The training, knowledge and virtues instilled in us by MAAP prepared us to the challenges we have encountered on board," says Arvin. He notes that the academy provided them the importance of "continuous learning, independence, discipline, and reliability, which are useful in our maritime career."



The day he graduated at the academy was his memorable experience, which he says represents "the culmination of all our hard work as students and the camaraderie we had established through the years."

When he was starting on board, his hunger for knowledge and actual experience drove Arvin's further enthusiasm for the future of his career. So that when he was given the opportunity to take full control of the ship's main engine, "with the supervision of the chief engineer (of course)," made him so thrilled.

"It represents the most memorable training experience for me. It's an honour to be trusted to operate it and at the same time, I was really amazed how the main engine responds to the actuation of the engine throttle," recalls Arvin.

He thinks MAAP's education and training can be cited as one of the best models their mentors had created in the pursuit of a maritime career because of its total development programme. As its school motto: 'Virtus. Fides.

Disciplina', he says, "MAAP not only develops the technical knowledge of its students, but it also enhances the character and necessary skills [of its cadets], which are useful in their maritime profession."

Just like the thousands of seafarers who have been away from their loved ones, Arvin cites the many months of separation from his family as part of a big challenge in his maritime career.

"Being away from my loved ones and missing out on important occasions" for the countless times while on board ship has always been a big challenge for me." **SF**







# MAAP at 25: Leading centre of maritime education, training

Through its continuing commitment, communications and collaboration, the AMOSUP-managed academy aims to ensure that Filipinos will always be the 'seafarer of choice' of foreign shipowners. MAAP President, Vice Admiral Eduardo Ma R Santos, shares his insights

**T**wenty-five years. A quarter of a century. The Maritime Academy of Asia and the Pacific (MAAP) has certainly gone a long way. Incepted by the late Captain Gregorio S Oca, the visionary founding president of the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), MAAP rose from the ruins of the desolate, deserted, decrepit Kamaya Hotel in Mariveles, Bataan.

It was envisioned to become a world-class maritime higher education institution that would be on a par with or better than other universities here and abroad. MAAP was designed not only to provide a steady stream of young global maritime professionals to the Union and to the international seagoing service but also to bolster the national economy with dollar remittances from higher-salaried merchant marine officers.

Fast forward to 2023, the academy stands out as the leading center of excellence in maritime education and training not only in our region but even beyond. From the original 12-hectare campus, MAAP has

increased its land area 10-fold to 122 hectares. Its first four buildings have mushroomed to 62 edifices including staff housing. From the 136 midshipmen of class 2003, the student population is now 1,774 with 41 women and has graduated 5,108 officers including 162 women.

From a fledgling maritime academy at the entrance to Manila Bay, 175 miles west of Manila, MAAP has forged partnerships with maritime universities in five Asian countries and even reached out as far as Continental Europe, Norway and Sweden. These were fostered by active membership in two international professional organisations such as the London-based, Nautical Institute (NI) and the Institute for Marine Engineering, Science and Technology (IMAREST) and five international organisations of maritime universities/schools such as the International Association of Maritime Universities (IAMU).

Despite the loss of our founding chairman, his successor, Dr Conrad F Oca, our "prolific builder" has added 12 buildings, a brand new 2,000-tonne training ship, a ferry boat, four buses, an ambulance and a full-mission crane simulator. All our full-mission bridge/engine simulators are now being upgraded to handle the digitalisation and decarbonisation projects for the maritime industry.



Capt. Gregorio S. Oca





MAAP is an ISO 21001 certified institution audited by DNV, QMET by TUVSUD, OPITO, PACUCOA, CHED and MARINA. Last December 2022, MAAP was awarded a Certificate of Excellence by NI and IMAREST.

For the next quarter century, starting next year, MAAP will complete the construction of three more academic/training buildings,

upgrade our two full-mission integrated navigation and engine simulators, send two more faculty members to our partner universities in Europe and Norway and enhance our programme of studies to prepare our graduates for the new developments in the international maritime industry specifically digitalisation and decarbonisation.

This enhancement will also benefit current seafarers/members of AMOSUP who will be affected by these new developments. As the educational and training arm of the Union, MAAP will endeavour to innovate and lead the education sector to ensure that Filipino

seafarers will always be the “seafarer of choice” of foreign shipping companies and that among our current members at sea, despite the disruptions due to advances in technology. ‘No seafarer will be left behind’.

Indeed, that is a tall order but it is definitely the next dream devoutly to be wished. We will need continuing commitment, communications, cooperation and collaboration of the MAAP family under the larger AMOSUP family, to make this dream come true and earn the ‘Silver Smiles’ of Captain Gregorio Sta Cruz Oca as we - ‘Go for gold!’ **SF**




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**Filipino seafarers will always be the “seafarer of choice” of foreign shipping companies and that among our current members at sea, despite the disruptions due to advances in technology. ‘No seafarer will be left behind’**

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# MAAP celebrates silver anniversary

**T**he Maritime Academy of Asia and the Pacific (MAAP) celebrated its 25th founding anniversary with three days of festivities at its campus in Mariveles, Bataan.

The 25-27th January celebrations commenced gradually with the theme: "Creative collaboration is key for greater success" as high morale further swept the institution's silver year revelry.

Bataan's Third District Representative, Rep Maria Angela Garcia, graced the event as its guest of honour. She cited how MAAP succeeded in "putting the province of Bataan in the world map" by highlighting the Academy's greatest tangible contribution to the country, which

is the exponential growth of active alumni in sea service.

Rep Garcia shared her family's historical ties with MAAP as her late father, Enrique 'Tet' Garcia, once worked with MAAP founder, Captain Gregorio Oca, in "setting the foundation for the academy's establishment" when he served as Congressman of Bataan's second district.

Employees and staff were treated to a thanksgiving dinner in the evening, followed by a traditional parade welcoming the guests.

The second day of the fete commenced with a 'fun run' for the employees and alumni, building up the momentum of the much-awaited exciting events of the celebration.

The midshipmen fleet competed against one another in the Dinagyang-inspired Street Dance Contest 2023, in which the Charlie Corsairs reigned supreme.

The criteria were divided into context, costume, choreography, and props. Cadets from the Charlie company took the lead, followed by Delta, Alpha, then Bravo. MAAP marked the second day of their silver jubilee with an evening of music as the Midshipmen Fleet rocked the night of their "barrio fiesta"-themed celebration at the IMMAJ Dormitory.

This Midshipman Night was solely dedicated to the cadets to relieve them the burden on their shoulders as they emerged from the unfortunate events caused by the COVID-19 pandemic.

The third and final day of festivities had the midshipmen start the day with their Zumba rounds at the New Parade Grounds that was immediately followed by parlour games.

MAAP president Vice Admiral Eduardo Santos gave his closing remarks, wrapping up the three-day celebration by inviting everyone to strive forward and 'Go for Gold', encouraging them to look forward to MAAP's 50th year anniversary. **SF**



Photo courtesy of MAAP





## 'We once shared your dreams'

--Captain Dave Clarence Estonanto



## How are they now?

The AMOSUP-managed Maritime Academy of Asia and the Pacific (MAAP) celebrated its 25th founding anniversary in January 2023. Each year, the academy prepares its batch of graduates into becoming strong, excellent and virtuous maritime professionals. As part of the silver jubilee, the Academy's student organ, Kamaya Point, let a number of graduates recall how their alma mater shaped and honed them into world-class maritime professionals along with a few words of advice to the midshipmen.

"I am a happy-go-lucky person who wanted to follow in the footsteps of my father as a seafarer. I planned to study at PMI or AIMS offered maritime courses but my father had a different plan. He encouraged me to apply to MAAP because one of his cadets from MAAP had impressed him. He gave me a Kamaya Point magazine and told me about the advantages of attending such a prominent academy. After two attempts at the exam, I was finally accepted in 2012, and the rest is history.

I used to think that I always have all the time in the world but MAAP had made it difficult for me to manage my time. And yet, such a struggle made me value my time and other people's time.

To the current midshipmen fleet, know that we once shared your dreams of becoming a Captain or a Chief Engineer so that we could provide for our families and enjoy the many experiences this planet has to offer. I think you'll succeed, just like we did. Never forget that sometimes in life we must make sacrifices in order to achieve great things. As they say, 'You reap what you sow.'

To all aspiring MAAP cadets, I wish you all well. Don't be afraid to take the next step.

I thank MAAP for being an instrument in helping me achieve my dream. And I strongly believe that MAAP will uphold its vision of providing excellence in the maritime field, and will continue producing competent seafarers.

My father suffered a stroke that prohibited him from working again, so I have been the family's sole source of income ever since I began my career abroad. The road ahead is still long, but I am confident that I can do it with the support of my loved ones and the Lord.

Trust the Lord's plan." **SF**

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Captain Dave Clarence S. Estonanto is a proud member of Azeleas Class of 2012. He currently works as a Chief Officer at Splash Philippines (bulk carrier) and also a part-time training instructor at STK Maritime. (Images: Capt. Dave Clarence S. Estonanto/Kamaya Point)







## ‘Get closer to where you want to go’

--C/E Dyesebel Diaz

*“My decision to study at MAAP was influenced by my love and aspirations for my family. In just three years, I acquired the Academy’s values, and it molded me to respond timely to the dynamic needs and inevitable dangers while navigating through the vast and open sea. Evidently, 10 years later, I was granted my Chief Engineer license.*

*done for the past 25 years as the premier school of excellence in maritime education and training in the Asia-Pacific region and beyond. I am appreciative of being a member of this prominent institution and grateful to everyone who has supported me along the way.*

*To the midshipmen fleet and all aspiring seafarers: stay the course and believe in your ability to achieve your goals. Uncertainty lurks ahead, but with each step you take, you’ll get closer to where you want to go. Your acts have benefits, and real fulfillment results from them. So, continue to discover your limitless potential and impart them to others.*

*I hope MAAP will continue to produce competent graduates who can successfully pursue a maritime career for many more years to come as it has*



*May God be with us, everyone!* **SF**

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C/E Dyesebel M. Diaz is a member of the Arkheigions Class of 2013 and is currently employed with BW Group as a second engineer on board LPG/C Tanker vessels. (Images: C/E Dyesebel M. Diaz/Kamaya Point)





## 'Of folks that strike you hard with truth'

--Captain Duncan Torres

"Since I was a child, it has been ingrained in my mind that I came from a middle-class household. I used to assist my mother in selling food on the street, so I was accustomed to overcoming obstacles at work.

I balanced my studies with my duties as Corps Commander for our CAT (Citizens Army Training) unit where I learned about the Maritime Academy of Asia and the Pacific. I firmly enrolled at the Academy after realizing the advantages of applying as a cadet and the promise of a bright future, which signaled the beginning of my journey as a seafarer.

During my stay in MAAP, my seniors would frequently remind me that everything we do has a purpose. Never did I realise how useful simple routines would be until I came on board, at which point I learned firsthand the value of being early, memorising profiles, always bringing a pen and a tickler, and the life lessons bestowed by the Honor Code. It certainly helped me deal with the shocking culture of being first-time personnel onboard.

MAAP, indeed, improved my quality of life as the academy introduced me to many things that helped me hone my skills, especially when I joined the Kamaya Point Publication as it helped me refine some of my latent

aptitudes which I found most beneficial of all during my tenure as a junior officer.

25 years. We've come a long way already, haven't we? But

I think we're just getting started. I think our alma mater will lead a lot of radical changes on a worldwide scale, slowly but certainly. A paradigm shift, as our beloved president VADM Eduardo Ma. R. Santos would frequently remind us during my Academy days.



If there is one thing I learned from the institution that I can share with the fleet and those who aspire to become one, it is to surround yourself with individuals who will stick by you no matter what. They might be the kind of folks that strike you hard with truth, but they'll comfort you with the promise of a genuine friendship.

Keep these people close because, I assure you, they will make your existence in this world worthwhile.

Fair winds, Clear skies, Following Seas!" **SF**

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Captain Duncan Torres belongs to the Vareleas Class of 2014. He is sailing under Bernhard Schulte Shipmanagement as a Navigation officer. (Image: Capt. Duncan Torres/Kamaya Point)





## ‘Live one day at a time’

--C/E John Eldrin Ordoñez

*"Coming from an underprivileged background, it was my goal to enter MAAP since I saw how cadets in our place were given benefits and opportunities by the Academy with a maritime career. We were having financial difficulties while I was a student in Manila studying aeronautics, but MAAP saved us.*

*During my plebe year, I had a lot of endorsements which led me to experience a lot of hardships. However, such experiences molded my character and values which laid a strong foundation for my performance onboard. I was already resilient in battling work pressure and homesickness during my first contract due to my training in the Academy. As they say, 'The more you sweat in training, the less you bleed in battle.'*

*To the midshipmen fleet, all I can advise is to live one day at a time. Even though life*

*in the Academy can be challenging, it will eventually get better since what matters most is what you learn from the challenges. May you all benefit from every opportunity offered by the Academy that will pave the way for your better future. I could not think of any career that enabled me to succeed in life and fend for my family.*



*I'm confident that MAAP will continue to flourish and change the lives of individuals like me as we celebrate our 25th anniversary. I wish I could return to the Academy someday and impart my knowledge to the MAAP cadets!*

*Live long, MAAP!* **SF**

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C/E John Eldrin P. Ordoñez is from Vareleas Class 2014 and currently works as a Second Engineer at Seaworld Maritime Corp (Image: C/E John Eldrin P. Ordoñez/Kamaya Point)





## ‘Challenges and stress are just training ground’

--Captain Mark Timothy Lucañas

*"Before I took my exam and passed MAAP, I was a BSMT undergraduate student. I used to believe I had an advantage, but I was astonished by the high-quality education and discipline the Academy had instilled in me compared to my former school.*

*Truth be told, joining an academy means cutting off your ties from the outside world. Being in a semi-regimental programme taught me how to balance my time between training and schoolwork. Thankfully, it made easier for me to manage challenging situations and to know my priorities at work.*

*To the midshipmen fleet, you may endure challenges and stress, but keep in mind that this is only a training ground for when you must confront the realities of life after graduation. Discovering your genuine motivation during your time in the Academy will help you reach your goals.*

*Additionally, I would like to emphasise the need to strike a balance between time and quality. Avoid concentrating on your time limitations because doing so could reduce the quality of your work. However, don't focus on quality so much that you end up wasting your time.*



*Focus and never give up, MAAP cadet aspirants; failure is just a step on the road to success. Although MAAP had given me many challenges, I wouldn't be where I am today without my alma mater.*

*You have my eternal gratitude, MAAP!"* **SF**

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Captain Mark Timothy L. Lucañas is from the Leganeas Class of 2010. He is currently working under Splash Philippines Inc, a TST Japan manning agency. (Photos courtesy of Capt. Mark Timothy L. Lucañas/Kamaya Point)





## 'Better I wait for them, than they wait for me'

--C/E Ricky Boy Flores Federico

"Before MAAP, I juggled my studies and working as an assembler and a painter for a furniture export company together. But our financial situation wasn't good back then, so I had to stop college in favor of my sister. Thankfully, my aunt gave me an application form for the MAAP entrance exam. Although my dream then was to take up an IT or a computer engineering degree, I decided to give MAAP a shot, and it ended up changing my life.

While I was a cadet, I didn't really fully understand some aspects of our culture - the marching, the scolding, and the emphasis on the Honour system, but that outlook took a turn once I was finally onboard. Because of our upbringing in school, I didn't get disheartened so easily, and the people around me appreciated me for my discipline, especially when it comes to punctuality. 'Better I wait for them, than they wait for me' has been one of my personal mantras. And of course, the Honour system and the leadership development in campus has made me professional in all my dealings. I can confidently say that I am a better leader thanks to MAAP.

We've accomplished so much in 25 years, and I'm certain that in the years to come, MAAP will continue to create and lead the new generation of young professionals in

the maritime industry, not just in our country but in the Asia-Pacific region and beyond.

To the current members of the fleet and to those who aspire to enter the halls of our Academy, never take shortcuts! The hardships are a part of the journey. I even graduated as the class 'goat' or the last in our class ranking. At first, I was disheartened, [but] I passed both of my licensure examinations without any hassle and became a chief engineer. There will be people who will not help you, and the road ahead is paved with challenges, but trust me when I say that this will all benefit you in the years to come, and whatever you learn, always pay it forward.

Fair winds to us all!" **SF**

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C/E Ricky Boy Flores Federico is a member of the Desaleas Class of 2006. He is currently employed

as a Chief Engineer under NET Ship Management. When not onboard, he also works as a maritime and simulator instructor and entrepreneur. (Image: C/E Ricky Boy Flores/Kamaya Point)





# MAAP signs accord to build up talents

The system collates, organises, and analyses comprehensive data in ways useful to recruiters for taking employment purposes



**T**he Maritime Academy of Asia and the Pacific (MAAP) is creating a "talent ecosystem" linking the academy and its stakeholders for an easier placement and exchange of human resources.

A memorandum of understanding MAAP signed with Genuineln Technologies will implement the profile intelligence platform to connect a system of credential exchange, student profiling, and talent analytics for recruitment. Genuineln records 360 degrees of student activities including academic performance, certifications, industry associations, patents, paper publications, projects, training skills, competencies, and event participations.

The system collates, organises, and analyses comprehensive data in ways useful to recruiters for taking employment purposes. Genuineln

enables the institutions to publish its Comprehensive Learners Record in open standard to empower students with data.

Student profile in Genuineln gets updated on a real time basis as the platform maintains a repository to accumulate all personal intellectual properties that will position the student as the candidate of choice in the international job market.

MAAP President, Vice Admiral Eduardo Santos and Genuineln founder and CEO Somasundaram Narayan signed the MOU at MAAP on 27th October 2022. The MOU was signed in the presence of Dr James Loreto Piscos, president of PAEPI-Global, Regional Head Gopalakrishnan, MAAP Director for External Affairs, Prof Angelica M. Baylon, and representatives from various higher education institutions in a function held in the MAAP campus.

Speaking at the MoU ceremony, the company's regional head for Asia Pacific, Gopalakrishnan said: "We are witnessing a problem of employability of graduates in the Philippines and not that of unemployment, but this academic-industry initiative will have a real and practical impact in terms of industry orientation of students and also develops intellectual properties through academic campuses".

MAAP President Eduardo Santos said: "This is the sort of initiative that the country needs at this time and MAAP is delighted to partner with Genuineln in providing a career development to the maritime graduates to enhance knowledge level. This collaboration will make changes in skill set & attitude of students and creates meaningful results in employment opportunities." **SF**



# Towards an inclusive work culture

Anglo-Eastern's gender diversity handbook reflects on the situation women seafarers suffered on board ships



**H**aving an atmosphere of equality, diversity and inclusivity in the workplace provides a company's policy of psychological safety, especially among women.

However, in terms of gender inclusivity, the maritime industry continues to be one of the least diversified despite many opportunities for women. For this reason, one of the industry's leading shipmanagement firms saw the need to open the potential of making efforts aimed at increasing women's participation in the maritime sector. Anglo-Eastern Shipmanagement's

publication of its gender diversity handbook provides guidance to welcome diversity for women to reach their full potential.

Now on its second edition, 'Gender Diversity: Heading towards An Inclusive Work Culture' is intended for all seafarers. It serves as a guide in building an inclusive culture where diverse individuals are respected and valued, says Anglo-Eastern's chief of human resources, Michael Sandaluk.

"The research is inarguable," the handbook prefaces, in reference to a content survey carried out in 2020

from which respondents identified multiple issues and challenges women face in the shipping industry. These issues are bullying, discrimination, harassment, isolation and fixed mindset.

"Organisations that get D and I (diversity and inclusion) right, attract the best talent, are the most innovative, and outperform their competitors," stresses Sandaluk. It is simply the right thing to do, he says.

Reflecting on the situations encountered by some women on board such as these: "I have been told that women are only meant for



bed, bearing children and are not fit to work on ships" or "...he tried to hold me by the waist while I was filling the log book."

When you read these comments, Sandaluk underscores how one would pause and think about the impact it would have on the person.

One would then "ask how you would it feel if it was your mother, your sister or your daughter who was in that situation. How would you want them to be treated by their colleagues"?

The material choice got its inspiration from experiences of female seafarers surveyed from various ships and ports worldwide in collaboration with some of the industry's charity orgs and for-profit groups. Through survey questionnaires, they've identified issues and challenges women face in the maritime industry before and after the pandemic.

The survey sought to gather information from female officers and crew on various issues related to discrimination, harassment, bullying, working conditions on board, health, and access to medical care. This



**Standing for Change and Support for Survivors.** Since COVID-19 epidemic hit the globe, 45% of women reported that they or a woman they know had experienced a form of violence against women and girls, according to statistics from UN Women (Asia and the Pacific). It reported that seven in 10 women had also endured verbal or physical abuse by a partner, which has become more common, and that six in 10 felt that sexual harassment in public spaces has worsened. Japan Seamen's Union (JSU) Manila Welfare Office employees stand in solidarity with activists around the world who are calling for change and supporting survivors of violence. **SF**



**End Violence Against Women.** The "16-Day campaign" continues its efforts to lobby governments around the world to ratify the 2019 UN Convention on violence and harassment. The convention has been processed through the International Labour Organisation (ILO), a United Nations agency based in Geneva. The officers and staff at AMOSUP Seamen's Hospital Manila joined the call to end violence against women. **SF**



has provided an opportunity for the maritime industry to reflect, identify some of the hurdles that female seafarers encounter.

“

**“it is crucial that opportunities arising from this new visibility are not lost and that policy makers focus on ensuring that the maritime industry takes urgent steps to improve the work experiences” and work environment of women seafarers**

”

This gender diversity survey also gives an opportunity to women seafarers to not only voice their concerns but also suggest solutions on how it could collectively bring

about change in individual mindset and embrace an inclusive and caring work culture.

Women’s International Shipping and Trading Association (WISTA), Anglo-Eastern, International Seafarers Welfare and Assistance Network (ISWAN) and International Chamber of Shipping (ICS) conducted the public online survey.

The handbook provides a number of suggestions from women seafarers at work such as the following:

- Create an environment of trust and respect
- Provide equal opportunities, equal pay, fair treatment
- Encourage more women to work at sea, to be present on the board and in leadership positions
- Create an environment where women feel comfortable reporting issues/complaints
- Provide good medical service
- Bring about a change in the mindset
- Encourage mentoring to build confidence
- Bring about transparency in hiring procedures
- Provide training on gender

sensitisation and eliminating unconscious bias and discrimination

- Make fair evaluations based on work performance alone
- Provide assurance from the company that any kind of harassment or bullying will not be tolerated and stricter penalties for inappropriate behaviours
- Designate a female officer on board/ in the company office whom women seafarers can contact in case required

The handbook recognises that diversity in the maritime industry benefits the entire sector. It notes that “it is crucial that opportunities arising from this new visibility are not lost and that policy makers focus on ensuring that the maritime industry takes urgent steps to improve the work experiences” and work environment of women seafarers.

The handbook reminds that whether you’re a captain, officer, manager or employee, one must think about what you can do to leverage the full diversity of your team, create a workplace that is inclusive and where everyone feels safe. **SF**



**A Goal to End Gender-based Violence.** Supporting and empowering strong, capable, and competent women maritime workers is one way of addressing violence against women in a male-dominated industry. With the goal to end gender-based violence in the world of work, AMOSUP took part in a recent campaign on ending violence against women. Union officers led by President Dr Conrado Oca (middle) and other officers along with Masahiro Kondo (second from right) of Japan Seamen’s Union expressed their support for the campaign. **SF**



# AMOSUP supports Philippine's maritime development plan

President Dr Conrado F Oca said the union is committed to working with its social partners "to successfully carry out the objectives and programs of the MIDP which will benefit our seafarers"

**A**MOSUP expressed its support for the implementation of the government's updated Maritime Industry Development Plan (MIDP).

President Dr Conrado F Oca, said the MIDP 2028's objective of developing "future-ready seafarers are something that we, as a maritime community, strongly support especially now that we are witnessing tremendous transformations in the global maritime industry."

AMOSUP's Executive Vice President, Vice Admiral Eduardo Ma. R. Santos (AFP, Ret.) shared Dr Oca's message on his behalf at the maritime industry summit held at the Manila Hotel on 28th February. In his message, Dr Oca said that Filipino seafarers are the best in the world," stressing that "shipowners have always held our seafarers in high regard because of their excellence, discipline, dedication and passion in the work they do."

The Maritime Industry Authority and the Department of Transport hosted the industry summit where President Ferdinand Marcos Jr was the guest speaker.

"Our seafarers, both women and men, are the most in demand labour force in the world's fleets today, and we want to keep it that way," said Dr Oca, emphasising that this will hold the country's reputation as the "home of world-class seafarers."

The AMOSUP president remarked that such is a goal that industry stakeholders share, but that this requires the "collective commitment, willpower, and strategic action."

"We at AMOSUP are committed to working with you - our government, the private sector, and our social partners - to successfully carry out the objectives and programs of the MIDP, which will benefit our seafarers in the years to come."

In the dawn of decarbonisation, automation, and digitalisation in shipping, Dr Oca said the union is dedicated to "ensuring that Filipino seafarers are not left behind- that our maritime labour force is well-equipped, highly skilled, and globally competitive."

But we can only do this if we work collaboratively and sail forward as one, he said.

"There is strength in numbers," added Dr Oca, quoting AMOSUP founder, Captain Gregorio Oca, who was a strong advocate of tripartism- of unity amidst differences, barriers and diversity.

Dr Oca believes the captain's wisdom "holds true for us to successfully move onward towards a strong, resilient and sustainable Philippine maritime industry," **SF**





# Carrying out quality healthcare from an all-women group

Women power rules at AMOSUP Dagupan Satellite Office. Sailing Forward's Lara San Juan meets the service unit healthcare professionals



At AMOSUP Dagupan Satellite Clinic - (From left to right) Margarita P. Paragas RN, Dr Rochelle Anne I. Lalas - Noveloso MD.OHP, and Nathaly Therese A. Adaban RN

**F**or more than a decade, AMOSUP Dagupan Satellite clinic's all-female group of healthcare professionals has been of service, and continues to bring quality healthcare closer to AMOSUP members and their dependents in Northern Luzon.

In line with International Women's Month 2023 (08 March), we celebrate the competence, strength and resilience of our modern-day women heroes in AMOSUP Dagupan: Dr Rochelle Anne I. Lalas-Novelo, Nathaly Therese A. Adaban RN and Margarita P. Paragas RN.

**Why did you join AMOSUP and what inspires you to continue serving seafarers and their dependents?**

**Dr Rochelle:** As a doctor, I want to extend my proficiency to help... Joining and serving seafarers and their dependents mostly involve knowing their relationship to the seafarer (verifying dependents), which will require it to be more personal. When we work up close with our patients, with the right

amounts of boundaries, it feels like just meeting people and feels less like work. Serving patients is our passion.

**Nurse Nathaly:** The seafarers and their families are the ones who inspire me to continue my service because I am amazed with the sacrifices that they make just for the welfare of their family. Being away with our loved ones is very challenging. You may feel sad and lonely. What amazes me is that whenever they visit our clinic you will seldom see them frowning. Instead, they will tell you some good stories that happened on the ship or how much they miss their family.

**What are you most proud of doing?**

**Dr Rochelle:** I am proud of doing what I love most, and that is to help the most needy people, and trying to do it in the best possible way.

**Nurse Nathaly:** I think I am best at doing my job because I have been a nurse for almost 14 years and I have been rendering care to my patients wholeheartedly. I love seeing them recover from their illnesses and see their smiles back on their faces.

**Any inspirational story you can share/ rare case you have encountered with your patients?**

**Both:** We had a patient four years ago - an eight-year-old son of a seafarer who figured in a tricycle accident where he fractured his leg and totally damaged the muscles surrounding it. Even if he lives hours away from the clinic, the child visits AMOSUP Dagupan every day with his mother for eighteen months for wound care and therapy sessions. It was inspiring to see how courageous that eight-year-old boy was - he was not even bothered by the looks of his fractured leg which is quite smaller than the other leg. We've learned that he started to attend school last year and we are so happy to know that he was able to recover and to walk again.

**What does the idea of power mean to you?**

**Dr Rochelle:** For me, a real power is influence or guidance. Being powerful is more about giving support than getting support.

**Nurse Nathaly:** For me power does



not only pertain to your physical strength but also on how you cope up with stressful situations and how well can you handle it.

**Do you consider yourself to be a powerful woman?**

**Dr Rochelle:** YES, I do consider myself a powerful woman, and that's something we, women, are not trained to say very often. While I consider myself to be powerful, I do not consider myself to be at the pinnacle. No matter what your profession is, each one is a never-ending path.

**Nurse Nathaly:** Yes, I consider myself a powerful woman because even if there are many problems along my way, I make sure that I surpass them with a smile.

**What is your message to all the women and how will you inspire them?**

**Dr Rochelle:** To all the women, always remind yourself of what you have been able to overcome. All the times you felt you weren't going to make it through, you proved yourself wrong. You are more powerful than you think.

**Nurse Nathaly:** All I can say is that women are made specially by God because He knows that we can contribute a lot to our society and that we can also bring honor and color to this world. Just be true to yourself and stand up for what you believe is right!

**How will you use your voice as a woman, as an AMOSUP union worker in advocating the rights of women against all the violence and discrimination we face, either emotional, physical, sexual or economic abuse?**

**Dr Rochelle:** The most important way to advocate is to speak. By raising my voice for women's rights, I can spread awareness and break down barriers. By empowering young advocates, and educating the next generation about women's rights, we can ensure a better future for all.



**Pathology Dept's EasyScan.** In line with Seamen's Hospital's move towards the use of innovative technologies in providing high-quality services, the Department of Pathology adopted a digital device through Motic EasyScan Pro 6. This device replaces the microscope that makes AMOSUP hospital the first in the Philippines to use it for clinical diagnosis. The machine is used for remote histopathology diagnostics (cancer), remote intra operative diagnosis (also known as frozen section) while the surgeon is operating anywhere with an internet service. It improves and simplifies the anatomical pathology archiving through its high-resolution scanning and uploading capability. These advancements enhance the accuracy and speed of diagnosis, clinical management and outcomes, resulting in better patient care and reduced costs in the long run. **SF**

**Nurse Nathaly:** For me, I can use my voice in advocating the rights of women through health teachings and counseling. Seminars, medical missions and open forums are also a big help to victims of abuse. Lastly, as a nurse I should also be a good listener to my patients to make me a good adviser as well.

**What is the most important thing we should teach young girls today?**

**Dr Rochelle:** I believe the most important thing we should teach young girls today is courage, because it means to be brave. Real courage requires wisdom, confidence, faith and to love and to trust yourself and your own judgement. Without this, you can't practice other virtues.

**Nurse Nathaly:** There are three things that I want to tell them. First

is to study well and be respectful to their parents because it will help them a lot when they grow up. Second is to enjoy being young. There are things that you can experience when you are still young. You can do a lot of things that you can't do when you are already an adult and you can't turn back time. Lastly, be responsible enough with your actions and decisions. Do not be impulsive. There is no retreat once a mistake is made. Instead you can step forward and make sure to face it and learn from it. **SF**

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*AMOSUP Dagupan Satellite Clinic is situated in 3rd Floor, Annex Bldg., Dagupan Doctors Villaflor Memorial Hospital, Mc Arthur Highway, Mayombo District, Dagupan City, Pangasinan.*



## Dr Conrado F Oca's message on International Women's Day

To all the competent, dedicated and hardworking women seafarers onboard the world's fleet.

Happy International Women's Day!

We at the Associated Marine Officers' and Seamen's Union of the Philippines express our gratitude and utmost respect to all of you, whom we recognize as valuable members of our organisation and our society.



It is encouraging to see that the number of our women members continue to increase. But we want to see more women to take on the challenge of embarking on a career at sea because we believe that you are equally capable of taking on the high seas with strength, courage, and dignity. As we honour you all today, we also call on our government to ratify the ILO

Convention 190 for the elimination of violence and harassment in the world of work.

As a community of nation and a free society, we must ensure that we have all the safeguards in place to protect our workers from violence and harassment regardless of gender.

The workplace, whether at sea or ashore, must be a safe place where anybody can freely express oneself and maximise her potential to the fullest.

AMOSUP is strongly committed to supporting women in maritime as we acknowledge that gender should never hinder anyone from aspiring to become a successful seafarer.

We stand in solidarity with you, and we are dedicated to working towards the realisation of diversity, equity, and inclusion in our ever-progressive industry.

We hope you continue to inspire young women and girls to take on the challenge at sea. And we hope you keep on breaking down barriers and showing the world that indeed, women can make waves.

Again, Happy International Women's Day to all of you! Mabuhay po ang Pilipinong mandaragat! **SF**



The barangay officials and citizens of a barangay in the City of Manila gathered in support to our campaign against violence for a safe and bright future for women.



The cadets of the Maritime Academy of Asia and the Pacific (MAAP) advocate the awareness on our campaign against violence towards women and youth.



Our brave Filipino seafarers staying at the Sailor's Home Manila unite in support against gender-based violence.



Our union workers from AMOSUP Seamen's Village Dasmariñas, Cavite call for increased representation of women in leadership and for increased protection of women in positions of power.



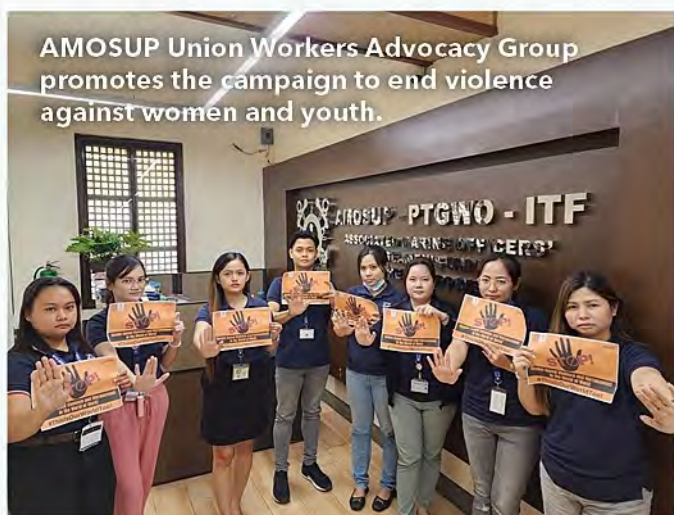


AMOSUP Union Workers led the first day of the campaign against violence against women.

## AMOSUP takes part in #16Days activism against gender-based violence



Gender-based violence can happen to anyone and anywhere. This is a widespread and devastating violation of human rights that concerns us all. ITF Manila inspector, Arvin Peralta and Manila International Seafarers' Center Welfare Officer, Gary Misa support the campaign against violence against women and youth.



AMOSUP Union Workers Advocacy Group promotes the campaign to end violence against women and youth.



AMOSUP-PTGWO-ITF Bacolod Extension Facility medical staff support our campaign against violence on women.



# Gender biases on women still persist in maritime profession

On International Women's Day, the AMOSUP-organised 'gender sensitivity training' hears instances of inequality and oppression female seafarers suffered at work



**K**akayahan, hindi kasarian!" (Capability, and not gender, matters!), That was the battle cry during the Gender Sensitivity Training (GST) attended by over 80 seafarers at the AMOSUP Convention Hall on 10 March 2023 as part of AMOSUP's commitment to Diversity, Equity, and Inclusion in the maritime industry.

AMOSUP, through its committee on women and young seafarers and advocacy group, organized the GST in celebration of the International Women's Month. The union invited seasoned Gender & Development, Gender in Emergencies and Feminist Movement-Building Consultant Aimee Santos-Lyons to facilitate the training.

The GST gathered a diverse set of female, male and LGBTQIA+ cadets and facilitators from the Maritime Academy of Asia and the Pacific (MAAP), as well as active AMOSUP members, both women and men.

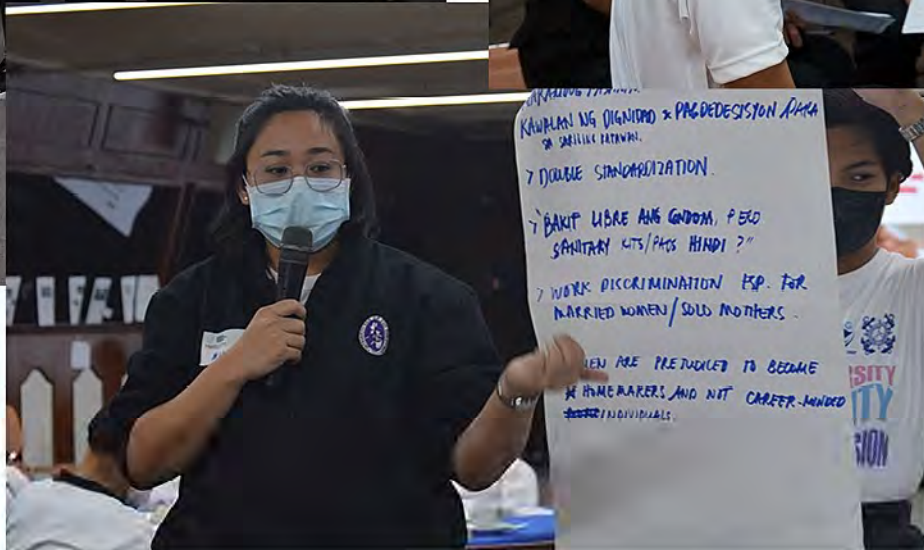
In his welcome remarks, AMOSUP President Dr Conrado F Oca said the GST affirms the union's efforts to advocate gender equality, and to address gender-based violence (GBV) in the workplace. He reiterated that AMOSUP strongly supports diversity, Equity and Inclusion in the traditionally male-dominated maritime industry. "In 2018, AMOSUP established our Committee on Women and Young Seafarers, which as included in our

amended constitution and by-laws in 2020."

Dr Oca revealed that the union's membership continues to grow and that more women are joining ships. Out of over 100,000 union members, about 7,000 are women – a jump from 5,000 in 2018. However, the union's leadership would like to see more young seafarers of all genders to take on the opportunities in our industry. "We know you are equally capable, you just have to be given the space and the right tools you need to maximize your potential," he said.

The GST facilitator, Ms. Santos-Lyons, laid out three objectives: to build shared understanding





and capacities of the participants to problems arising from Gender Oppression and Gender Bias, to discuss the importance of being Gender Sensitive and the need to address areas of Gender Inequality, and to strengthen AMOSUP's commitment to gender equality.

Throughout the whole day session, participants actively engaged in the conversations about their personal experiences dealing with existing biases, oppression, and inequality in the industry. "I was rejected and denied a promotion multiple times just because I am a woman," a participant shared.

But Ms Santos-Lyons applauded the group for the respectful

and rich discourse despite disagreements on some issues. "It was inspiring to hear brave storytelling of economic marginalization, political subordination, reproductive and body autonomy restrictions and GBV within the industry. Ang sharp ng Gender Analysis nila," (Their Gender Analysis is so sharp) she said.

One of the seafarers, 2/O Maribel Villar Singian of Thome Group, said she feels more empowered than ever after participating in the GST. She revealed that the session inspired her to continue standing up for her rights, and to keep on pushing forward to reach her goals. Maribel enthusiastically shared that she just recently obtained her Chief Officer license. "Nilaban natin

ito, Ma'am! Tuluy-tuloy lang!" (We fought for this, Ma'am! We will keep moving onward!)

Towards the end of the session, AMOSUP Executive Vice President and MAAP President, Vice Admiral Eduardo Ma. R. Santos (AFP Ret.), expressed his full support to the union's efforts in championing inclusion and equality in maritime. VAdm. Santos recalled the outstanding feats of women seafarers, stating that the very first Filipina Master Mariner and the first Filipina Chief Engineer were both MAAP alumnae. The former Navy flag officer-in-command concluded his message with a powerful quote: "After all, there is no 'hero' without 'her'." **SF**





## Working with fellow female officers

**T**eekay Shipping shared a glimpse of a day in one of its ships with regard to their successes, challenges, and daily experiences that reveal the true working experience of women seafarers on board.

Second Officer Namrata said that working with fellow female seafarers from the Philippines created a more balanced atmosphere on board their ship that allowed them to encourage a more supportive and positive outlook on the way other people view women in the maritime industry.

In a statement posted on the company's website, Namrata says: "Having a woman at the helm will certainly provide confidence and encourage the younger generation in choosing a diverse field, such as the merchant navy."

She also thanked Captain Dennis, the master of their ship Donegal Spirit, who managed the deck







**16 Days of Activism.** The 16 Days of Activism against gender-based violence is an annual international campaign that kicks off on 25th November, the International Day for the Elimination of Violence Against Women. The campaign was started by activists at the inauguration of the Women's Global Leadership Institute in 1991. Officers and staff at AMOSUP Seamen's Hospital Cebu recently participated in the campaign for the elimination of violence against women. **SF**

team quite well, providing a safe and healthy work environment for everyone on board.

"Together, Captain Dennis and his deck team are slowly changing the mindset of those around us. Their successful teamwork inspires us to pave the way for a more inclusive generation of seafarers," Namrata aims to "challenge age-old perceptions." By sharing her

journey, the female officer says she is making her wish come true, one voyage at a time. **SF**

[https://www.teekay.com/blog/2022/11/21/celebrating-diversity-onboard-donegal-spirit/?utm\\_campaign=Comms-Social&utm\\_medium=social&utm\\_source=linkedin](https://www.teekay.com/blog/2022/11/21/celebrating-diversity-onboard-donegal-spirit/?utm_campaign=Comms-Social&utm_medium=social&utm_source=linkedin)

## Gender and diversity: Just Transition action plan recommended

**T**he issues of gender and diversity are listed as one of the recommendations in the "Action plan for a maritime just transition for seafarers", which the industry, seafarers' unions and national government need to support.

*Mapping A Maritime Just Transition for Seafarers*, was released by the Maritime Just Transition Task Force, which consists of the UN Global Compact, International Chamber of Shipping and the International Transport Workers' Federation. Funded by Lloyd's Register Foundation, the report was published in November 2022.

The Just Transition for Seafarers advocates "support efforts and

initiatives that challenge/break both conscious and unconscious biases, stereotypes and discrimination in shipping, by promoting a safe company culture in which equality, fairness, and respect are incorporated into policies and behaviors."

It says the maritime industry should "make use of established frameworks to review and strengthen diversity and inclusion practices and create opportunities for all, irrespective of gender, race, ethnic origin, nationality, disability, age, sexual orientation, gender identity or religion. These initiatives could be complemented by concrete actions and pledges, alongside monitoring and reporting metrics to track progress."

The Just Transition's action plan insists that diversity, equity and inclusion on board ships is a "driver for better performance and risk management in the transition and beyond."

Diversifying the maritime workforce is not only a question of equity and a key dimension of Just Transition according to the ILO Just Transition guidelines (2015). It also allows the sector to draw from a wider and deeper talent pool of experienced and well-trained individuals that the industry needs to access the human capital required to achieve the green transition. **SF**



# MAAP graduates its Class of 2022



KAMAYA POINT

**M**ore than 170 senior cadets from the second batch of Class 2022 at the Maritime Academy of Asia and the Pacific (MAAP) received their diplomas during commencement rites last 02 December 2022.

The 171 graduates of Bachelor of Science in Marine Transportation (BSMT) and BS Marine Engineering (BSMarE) marched to receive their certificates. Five candidates in graduate studies from the Academy's Center for Advanced Maritime Studies joined the batch to receive their own certificates.

House Speaker Ferdinand Martin Romualdez of the 19th Congress inspired the graduates and their families as the ceremony's guest of honour and speaker.

Romualdez tackled various agenda of the current Congress including the prospect of the Magna Carta of Seafarers Bill. The House Speaker also congratulated the MAAP Class

of 2022 as well as the extraordinary feats of the Academy.

Speaker Romualdez complimented the current batch of graduates for still pursuing their own endeavours despite the hardship they had gone through during the pandemic to finish their maritime courses.

"This entailed courage, focus, determination, and inspiration from your loved ones. You will now lead the Maritime Academy of Asia and the Pacific, having gained the knowledge and concrete advantage of an academic degree that is recognised all over the world," the House Speaker said.

Dr. Conrado F. Oca, Chairman of AMOSUP Governing Board, gave his welcome remarks, while MAAP President VADM Eduardo Ma. R. Santos AFP (Ret.) introduced House Speaker Romualdez. | via Midn 2CL Reindel De Guzman (Images: Kamaya Point). **SF**







## OUR SEAFARERS GOT TALENT: PAINTER ONBOARD

**Painter on Board.** An engineer by profession, Roger Ian Davo Jamolo is also a painter. As a 4th engineer on a Thome Group ship, 4/EJamolo says his craft helps him to express himself, especially while onboard. His inspiration to create art is from National Artist Hernando R. Ocampo, a Filipino artist best known for his abstract paintings. Jamolo's passion for the arts has taught him to be patient and to do things wholeheartedly. He shares that he applies these same traits on board; conquering the seven seas takes a tonne of patience and needs a bag of motivation. After a hard day's work, Jamolo says creating his artwork is a stress reliever on board. He expresses his emotions through brush strokes and mixing pigments to create a one-of-a-kind masterpiece. The movement of ships from one place to another piques Jamolo's interest and that working at Thome is a great training ground and allows him to hone his skills in marine engineering. When asked if there's a life quote that inspires him, he said, "You cannot turn art into life, but you can always turn your life into art." (Text and Image: Thome) **SF**





# A shipmaster's commitment at the helm of a training ship

Decades-long service on board led Captain George Dela Cruz a witness to cadets' stories of joy, challenges and successes on the AMOSUP's training vessel

**S**nappy and gallant at sixty, Captain Jorge P Dela Cruz continues to exude a strong and stalwart stature in his white officer uniform. But with his authority comes a very warm, welcoming, and approachable fatherly aura. Captain Jorge has been the long-serving ship master of AMOSUP's first-ever training ship, Kapitan Felix Oca (KFO), since 2011. But his journey aboard KFO started decades ago when he joined the ship under the leadership of then Captain Victorino P. Rondain, Jr.

Captain Jorge was a twenty-one-year-old second mate when he first set foot onboard AMOSUP's newly-acquired general cargo ship converted to a training ship, the MV Seiun I Maru, from the Ministry of Japan in 1997. The ship was renamed as T/S Kapitan Felix Oca and was registered under the Philippine flag. Since then, Captain Jorge rose from the ranks; he became chief officer about a year after joining KFO, and was promoted to captain in 2011 after securing his master mariner license. Captain Jorge attributes his unwavering commitment and

service at the helm of KFO, to the tremendous impact of AMOSUP Founder Captain Gregorio S. Oca's legacy on his life. He said Captain Oca encouraged him to live a purposeful life as a mariner not just for himself, but also for the younger generation of aspiring seafarers. This motivation also energised him to work harder for his family. "Siguro para bang panata na. Siyempre yung loyalty kay Capt. Gregorio Oca. Siguro yun ang number one kaya kami nagtagal dito." (Perhaps it is my vow. Of course, my loyalty to Capt. Gregorio Oca. That is the number one reason why we have stayed here for a long time.)

Because of his decades-long service aboard one of the oldest and biggest training ships in the country, Captain Jorge was able to raise three equally driven and capable children with his wife, Imelda. Their firstborn, Jennah Marie, is now a city prosecutor; their second, Jan Marvin, followed in Captain Jorge's footsteps, and is now on his way to becoming a captain himself; while his youngest, Joana Mariz graduated with a bachelor of science degree in psychology.

Captain Jorge said he is grateful for his family, and that they keep him going. "Yun yung pinaka number one na na-inspire ako, sa family ko."

## A vessel of hope

The KFO has been Captain Jorge's second home for over two decades, where he has witnessed countless stories of joy, laughter, trials, challenges, failures, and successes. But according to the captain, the most memorable experience for him was when the KFO became a vessel of hope for thousands of families affected by the devastating super typhoon Yolanda (Haiyan) that wreaked havoc in the Visayas (central Philippines) in 2013. "The most memorable experience was when we brought relief goods and medical mission to the victims of Typhoon Yolanda in 2013," he said.

But even after that meaningful voyage, Captain Jorge said he realised that KFO has always been a vessel of hope from the very start: "It is a vessel of hope for cadets who dream of becoming successful seafarers to give their families a better life."





The KFO is a 5,000 GRT dedicated training ship that can accommodate up to 200 cadets at any given time. It is fully equipped with a training bridge separate from the navigation bridge, and classrooms, among other facilities. In compliance with the IMO's training requirements, KFO is also equipped with Automatic Radar Plotting Aid (ARPA), Electronic Chart Display System (ECDIs) and Global Maritime Distress Safety System (GMDSS). Courses conducted on board comply with the high training standards of the IMO.

The only one in its class in the country, the Kapitan Felix Oca has been an important training venue for the cadets of the Maritime Academy of Asia and the Pacific, students of the AMOSUP Seamen's Training Center as well as of other maritime schools.

### Inspiring the next generation of seafarers

Captain Jorge understands that the cadets' shipboard

training is a crucial, if not the most important aspect of their maritime training and education. He said he is humbled and honoured to be a part of their journey in realising their dreams of becoming marine officers.

"As a master of the vessel, siyempre training ship, so dapat ikaw talaga yung mag-mold and mag-set ng

good example to the cadet para ma-encourage mo lahat yung mga bata for the success of their maritime course." (As a master of the vessel, of course training ship, I am responsible in molding and in setting a good example to the cadet so that I can encourage the young ones for the success of their maritime course.) **SF**





# ICMA delegates stop at AMOSUP

The faith-based charity group learned about the union's extensive services for its seafaring members

**T**he International Christian Maritime Association (ICMA) visited AMOSUP with delegates from different seafarer welfare charities around the world, as part of its Ahoy! Training, an immersion course that provides ship visitors and port-based welfare providers with the opportunity to learn more about the Filipino life and culture to better serve its seafarers.

ICMA is a worldwide association of 27 faith-based charities dedicated to the service of seafarers, fishers and their families. ICMA's members collectively represent 725 seafarers' and fishers' missions in 80 countries.

The program was led by ICMA General Secretary Dr. Jason Zuidema and Stella Maris Manila Port Chaplain Fr. Paulo Prigol, with more than 40 participants from Australia, Brazil, Canada, Finland, Germany, Hong Kong,

Italy, Korea, New Zealand, Norway, Panama, Singapore, South Africa, UK and USA - all of whom are new chaplains, ship visitors, volunteers and leaders of international seafarer welfare associations.

Part of the immersion program was a day visit to AMOSUP with an hour-long learning session about AMOSUP and its programs for Filipino seafarers, which was facilitated by AMOSUP Legal Department head Atty. Emmanuel Partido and Legal Officer Atty. Henry Zamora. A video message of seafarer Jelcris Rontale was presented onscreen, where he shared how AMOSUP helped him come home to the Philippines after being wrongfully detained in Panama for 18 months. A panel discussion led by Stella Maris' Sr. Argel Baguio & Sr. Vicky Sanchez and seafarers' Sheena Mae Labastida and Ray Loardo shortly followed.

One of the participants asked the seafarers about how they were able to endure working long months far away from home as a seafarer, "If you go there (onboard ships) just for money, it will be harder because without passion, you cannot survive. So, a seafarer must both have the strength and passion", 2/O Sheena Mae Labastida said.

"ICMA was happy to organize the Ahoy! training course in Manila so that 45 ship visitors and chaplains could experience the culture of such an important group of seafarers directly. Ship visitors meet Filipino seafarers on a daily basis, so spending time in the Philippines will help their work going forward. The visit to AMOSUP was useful to see the broad range of services provided by the union. We learned a great deal and were privileged to receive Filipino hospitality first-hand as visitors to AMOSUP," Dr. Jason Zuidema said. **SF**



**Immersion at AMOSUP** - (From left to right) Dr. Jason Zuidema (ICMA), Stella Maris Sr. Argel Baguio & Sr. Vicky Sanchez, Seafarers Sheena Mae Labastida & Ray Loardo. Part of the immersion program was a day visit to AMOSUP with an hour-long learning session about the union and its programmes for Filipino seafarers (Photo courtesy of NAMMA ICMA Seafarers' Welfare)



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# PH signs agreement on seafarers' global competitiveness

The parties will also work together to promote the "ease of doing business to enhance the employability of Filipino seafarers overseas"

**T**he Philippines government and a group of global shipowners and unions have agreed to work together to promote the competitiveness of Filipino seafarers through multistakeholder consultation and cooperation.

The Department of Migrant Workers (DMW), which leads the local group through the International Advisory Committee on Global Maritime Affairs (IACGMA) and the International Maritime Partners (IMP), aims also to prepare the seafarers for Maritime Just Transition, according to a memo of understanding signed with the IMP.

The IMP consists of the European Community Shipowners Association (ECSA), the International Maritime Employers' Council (IMEC), the International Transport Workers' Federation (ITF) and the

International Chamber of Shipping (ICS).

IACGMA was formed during President Marcos Jr's three-day trip to Brussels last December to engage in the cooperation of international shipowners and other stakeholders to ensure the country's compliance to the STCW Convention, as amended.

As part of IACGMA's creation, the local counterpart will be led by DMW secretary Susan Ople, as chairperson, and co-vice chaired by Patricia Yvonne Caunan and Hans Leo Cacdac, DMW undersecretary for policy & international cooperation and undersecretary for welfare & employment, respectively.

Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP-PTGWO-ITF) Vice President for Internal Affairs, Atty.

Jesus P. Sale, represented AMOSUP and the ITF during the IACGMA meeting and expressed AMOSUP's commitment to actively engaging with national and international stakeholders.

Philippines officials stated that the non-governmental stakeholders have shown their "willingness to support the effort to enhance global competitiveness of Filipino seafarers and prepare them for Maritime Just Transition,"

The areas of such cooperation include the provision of "expertise in support of the Philippines' compliance to maritime safety standards while taking note of additional training needs in light of the just transition."

The MOU also wants to secure the rights of Filipino seafarers and address the issues and concerns involving



Contributed photo: RTVM





Image: Jake Lester Botegas/ITF

ambulance chasing, as well as unfair labour practices.

The parties will also work together to “promoting the ease of doing business to enhance the employability of Filipino seafarers overseas.”

For the training of seafarers towards global competitiveness, the IMP vows to “help and support programs to enhance maritime foreign employment of Filipino seafarers which the Philippines may embark through.” The MOU identifies them as follows:

- A. Improving trainers’ skills and methodology
- B. Providing international trainers, if requested and duly authorised
- C. Work with DMW on a policy framework towards a thorough assessment of maritime training for global employment
- D. Assisting with setting competency standards within a workable time in coordination with relevant agencies, and
- E. Working with Philippines government in obtaining the

cooperation and assistance of shipbuilders and auxiliary industries for the training of Filipino seafarers on the latest technology towards net zero carbon emissions.

The IMP, according to the MOU, can serve as a “conduit to the EU Commission in discussions relating to the qualifications and global competitiveness of Filipino seafarers in relation to European standards and regulations.

It will also serve as a “resource for achieving a better level of understanding of European policies which surround the shipping and crewing industry.” It can also be a “collaborative partner of what is really needed by the EU, and the global shipping and crewing industry in general.” Consequently, the IACGMA has formed subcommittees to handle specific concerns, projects and advocacies. <sup>SF</sup>

“

**The parties will also work together to promoting the ease of doing business to enhance the employability of Filipino seafarers overseas**

”



# Constraints in training to decarbonise shipping

Three scenarios point towards an immediate need to start putting the infrastructure in place to provide additional training for at least hundreds of thousands of seafarers

**F**ollowing the findings on 'Mapping a Maritime Just Transition for Seafarers', a position paper puts forward a 10-point action plan for international organisations, industry, workers and academia (including training providers).

This 10-point action plan mainly covers seafarers training, gender and diversity, investment in skills, health and safety, attrition and recruitment.

The action plan included in the paper was developed specifically in the context of "mapping a Just Transition for the global maritime workforce", which is the focus of the phase 1 of the Maritime Just Transition Task Force.

However, a DNV report says, "training seafarers to support shipping's decarbonisation is already subject to several constraints." One of these is the slow pace of regulatory development and lack of clarity surrounding the viability and uptake of alternative fuel options and decarbonisation trajectories, which makes investment in seafarer training challenging.

It points out the need to increase investment in training centres and up-to-date equipment, lack of competent trainers and shortage of experienced seafarers.

DNV also notes a number of safety challenges related to alternative fuels in shipping. These include

pressurised storage, low flashpoint and toxicity.

It says hydrogen, for example, "is substantially more flammable than diesel. Ammonia, a method of chemically storing hydrogen for propulsion, is toxic to humans and the marine environment."

With the exception of hydrogen, which was until recently only transported in packaged form, the study found "most of the alternative fuels are currently carried as bulk marine cargo."

Though, it also stresses that the shipping industry is both knowledgeable and experienced with regard to their handling. However, seafarers will need



Image: Noel Gabrido



# ISWAN welcomes a new chair

Shipping CEO Karin Orsel brings a wealth of experience to her new role in the maritime charity org

additional training concerning the particular risks associated with using these fuels for propulsion in order to ensure not only their safety but the safety of the environment and local communities.

## Key Findings

Based on the research conducted by DNV, which models three potential decarbonisation scenarios, as far as training for the transition is concerned, "all three scenarios point towards an immediate need to start putting the infrastructure in place to provide additional training for at least hundreds of thousands of seafarers up to 2050.

However, the timing and type of training received will depend on the ambition of decarbonisation trajectories and the future fuel mix."

In 'at least 50% GHG reduction' scenario by 2050 (scenario 1), compared to 2008, "the number of seafarers requiring some additional training on alternative fuels would peak at 310,000 by 2050."

In both the 50% GHG reduction (scenario 1) and decarbonisation by 2050 (scenario 2), industry, seafarers, maritime education and training providers would expect to see a significant rise in the number of seafarers needing training on alternative fuels in the 2040s. In a zero-carbon emission scenario (scenario 3) the number of seafarers that will require some kind of additional training rises steeply from the 2020s up to 2050. **SF**

<https://ungc-communications-assets.s3.amazonaws.com/docs/publications/Mapping%20a%20Just%20Transition.pdf>



International maritime charity, the International Seafarers' Welfare and Assistance Network (ISWAN), has a new chairperson.

Karin Orsel, a shipping CEO and diversity and inclusion advocate, has shared her first-hand knowledge of the shipping industry as founder and CEO of MF Shipping Group, along with a passion for seafarers' welfare. A trustee of ISWAN for seven years, Karin is a strong advocate for the advancement of the maritime industry, diversity and inclusivity, and developing mental health awareness is high on her agenda.

Karin brings a wealth of experience to her new role as ISWAN's Chair, currently serving as vice chair of the European Community Shipowners Association, board member of the Royal Association of Netherlands Shipowners, board member of the International Chamber of Shipping, member of the executive committee of INTERTANKO, board member of BIMCO and ambassador for WISTA International.

Karin takes over the role of ISWAN's chair from Andy Winbow, former assistant secretary-general and director of the Maritime Safety Division at the International Maritime Organization (IMO), fellow of the Nautical Institute and

Chartered Institute of Arbitrators, and Master Mariner. Andy has served as ISWAN's chair for three years and as a trustee of ISWAN for seven years, leading the board through major events such as the COVID-19 pandemic and war in Ukraine. Andy will remain a trustee of ISWAN.

ISWAN's CEO Simon Grainge warmly greeted Karin as the organization's new chair. "I want to thank Andy for his tremendous contribution to ISWAN's work throughout a challenging few years. It's been a pleasure to work alongside him and benefit from his wisdom and knowledge of the industry. I'm delighted that Karin is taking over; her wealth of knowledge and dedication to seafarers' welfare will be invaluable in the years ahead," he said.

Likewise, Karin Orsel expressed her excitement in her new role. "I am very pleased with the trust placed in me and proud to serve as chairman within ISWAN. With all the challenges facing the world now and within the years to come, it is essential to have a common focus on the welfare of seafarers. There is a shared responsibility in creating a safe and enjoyable work culture for all. A culture founded on trust and respect. That is why I am happy to contribute," she said. **SF**



# Sink or Swim: Making the maritime industry green and sustainable

By Coleen Macapondag

**W**e were raised to believe that the oceans are filled with such marvelous things. To be fair, at the very least, it used to. One line from the Little Mermaid that is striking is when naïve Ariel queried, "I don't see how a world that makes such wonderful things could be bad." It does make us wonder. Truly, how is it that we go from navigating the seas, to polluting such seas that keep us alive? How is it that we extract the oils from our ocean floors, and somehow return them as harmful oil spills that continue to destroy our environment? How is it that we go from swimming with different aquatic animals, to releasing potentially invasive species that cause discrepancies in our ecosystem? How can we sail with the winds, and release toxic air at the same time? Indeed, we forget that the calm vast ocean that sustain us and keep us afloat, can be the same harsh current that ravages us and drags us down to its depths.

According to the Dutch Coast Guard as cited by Baker, 2018, the maritime industry accounts for 40% of trash in the heavily trafficked North Sea. Secondly, as per the ITOFF data, as cited by Prabowo, 2019, further statistical data indicates approximately 5.74 million tonnes of oil were lost of tanker accident in range of 1970-2017. In line with that, it is important to note that it takes more or less 15 years for even minor oil spills to dissipate. With that high number, we can expect already disastrous impact remaining oil spills cause our environment. Moreover, global ballast water volume discharged into open sea originating from ballast water exchange operations is estimated to approximately 2800 Mton. (Endresen et. al, 2004) Just like in other parts of our ecosystem, introducing new non-indigenous species into an environment, such as releasing those that are stored

in ship ballast tanks, has a massive impact in the biodiversity of the aquatic environment. Last but not the least, it is not news that the maritime industry contributes significantly into air pollution. Northam, 2021 states that container ships plying the world's waterways spew about 1 billion metric tons of carbon dioxide into the air, which is about 3% of all greenhouse gas emissions, yearly. The very same carbon dioxide that is released into the air by ships, is also the carbon dioxide that we breathe that constantly impacts our health. All these environmental issues have been going on for several decades, and still continues to do so. That said, what are the steps the maritime industry has taken to lessen the negative impacts that these cause?

On a positive note, things are starting to turn around for the maritime industry. This is especially due to the existence of The International Convention for the Prevention of Pollution from Ships or MARPOL which aims to prevent marine pollution. The annexes that comprise MARPOL has notably lessened the risks shipping has on the environment. In fact, MARPOL has greatly contributed to a significant decrease in pollution from international shipping and applies to 99% of the world's merchant tonnage. (IMO, 2019) The rules set up by MARPOL serve as a guideline for seafarers to become greener and more sustainable. Furthermore, there are already research being studied by seafarers to combat pollution. For example, considering the costs, environmental impacts of chemicals and the deadlines, a rational review of ballast-water management practices ought to be considered concurrently with treatment methods. Research on no-ballast ships, shore-based treatments and softer applications for species

termination must be pursued. (Balaji et. al, 2011)

The question stands, what can we do as future mariners? The truth is that it all starts in our ability to discipline ourselves. The things that people do on their own accord, is a direct reflection of what they can do for the greater good. Though the maritime industry does have a significant impact on the environment, the National Oceanic and Atmospheric Administration (NOAA) states that around 80% of marine pollution comes from land. This is not limited to physical garbage, but also nonpoint source pollution. These are pollutants that are absorbed into our soil and carried over into the ocean through precipitation. As future mariners and as people, it is our obligation to the environment to reduce this as much as possible. For instance, the simple act of reducing our use of vehicles lessens nonpoint source pollution. Furthermore, the proper disposal of our trash to ensure that these do not end up where it is not supposed to be is already a great contribution at our age.

Most importantly, as youth, we have the opportunity to use modern technology to our advantage. An example of this is in fixing the issue of oil spills through biological measures. Currently, the use of microbial preparations to stimulate the growth and development of some oil-degrading microorganisms is a method being researched (Anh, 2019). Another example is using technology in reducing garbage in our oceans. According to Rochman, 2016, the most cost-effective and ecologically beneficial clean-up efforts focus on the flux of microplastics from the coasts rather than in the center of the oceans where plastic accumulates in so called 'garbage patches'. All these modern ways in which we can fix pre-existing environmental



concerns can prove to be effective especially if applied in the shipping industry. We can use the microbial stimulants in cases where traditional methods of cleaning oil spills are no longer effective. We can also apply cost-effective methods in reducing marine pollution which affects the ecosystem under the oceans.

At the end of the day, a good reminder for us in combatting pollution and in order to create a maritime industry that is greener and more sustainable can be summarized through one of my favorite quotes from the film, *Nemo*. It states, "When something is too hard, there is always another way." Sometimes, with the current events in our society in regards with climate change, global warming, and especially marine pollution for us seafarers, the future can seem bleak. However, it is a challenge for us to keep on swimming, otherwise, we will drown. Indeed, may we continue to navigate without fear of ruining our oceans, to benefit from the natural resources given to us, without causing it to crumble due to our own incompetence. May we continue to swim with different species while keeping the sea they live in alive as well. And finally, may we continue to sail with the winds breathing success, knowing we have done our part. Let us, as makers of wonderful things, fill the oceans with marvelous things once again.

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*This essay by Coleen Macapondag of MOL Magsaysay Maritime Academy won third prize in the AMOSUP Contemporary Media Contest - Essay Writing Category for seafarers as part of the celebration of the World Maritime 2022.*



**Fight on board?** This karate duo demonstrates a fight on board by the crew of one of Marlow Navigation's managed ships. The image is one of the winning photos the shipmanager's carried out in a recent photography competition held among its officers and crew. (Contributed photo) **SF**



# Shipping industry appeals to UN for seafarers trapped in Ukraine

**T**he maritime industry sought the help of the United Nations for the evacuation of seafarers and ships still stuck in Ukraine ports since the outbreak of the war with Russia in February last year.

In an open letter to UN Secretary General Antonio Guterres, shipowners and shipmanager groups appealed for the "immediate release" of the 331 seafarers and 62 ships that remain trapped in the Black Sea and Sea of Azov.

"Our seafarers are the heart of our industry and cannot be forgotten. For 12 months now they have been caught up in a crisis far beyond their control. Simply doing their jobs

cannot come at the expense of their lives," the letter said.

The signatories called on the UN to address the matter urgently and evacuate all remaining seafarers and ships.

The appeal is reminiscent of the UN and Mr Guterres' guidance on the Black Sea Grain Initiative, where the world body successfully brokered with Türkiye allowing significant volumes of commercial food exports from three key Ukrainian ports in the Black Sea - Odesa, Chornomorsk and Yuzny.

This allowed safe passage of critical grain and fertiliser shipments from Ukraine to populations most in

need, and curbed food prices from spiraling out of control.

"We are committed to supporting the continued success of the Black Sea Grain Initiative, however, this cannot come at the expense of innocent seafarers' lives. Action must be taken now," the shipping industry said.

"Without our seafarers, movement of the vital grain shipments out of Ukrainian ports would not have been possible. While there are challenges to evacuating seafarers and their ships, it must nonetheless be a top priority. Otherwise, we risk the lives of our seafarers, and this is unacceptable," it added.

The full list of signatories to the open letter are as follows:

**Bahamas Shipowners Association** - Mr. John Adams, Chairman  
**BIMCO** - Mr. David Loosley, Secretary General & CEO  
**CONFIRTAMA - Italian Shipowners' Association** - Mr. Mario Mattioli, President of Italian Shipowners' Association  
**Cyprus Shipping Chamber** - Mr. Thomas A. Kazakos, Director General  
**Daiichi Chuo Kisen Kaisha** - Mr. Masaharu Kurosawa, Representative Director, President Executive Officer  
**Danish Shipping** - Ms. Anne H. Steffensen, Director General and CEO  
**European Community Shipowners' Association (ECSA)** - Mr. Sotiris Raptis, Secretary General  
**FONASBA** - Mr. Jonathan C. Williams FICS, General Manager  
**IINO KAIUN KAISHA, LTD. (IINO LINES)** - Mr. Hiromi Tosha, President and Representative Director  
**INTERCARGO** - Dr. Kostas G. Gkonis, CEO



**Elimination of Harassment and Discrimination.** Violence against women and girls remains the most widespread and pervasive human rights violation worldwide affecting more than an estimated one in three women, a figure that has remained largely unchanged over the last decade, according to UN Women. The most recent global estimates showed that, on average, a woman or girl is killed by someone in her own family every 11 minutes. The medical staff at the AMOSUP Seamen's Hospital Iloilo join the call to stop harassment, discrimination and other forms of violence against women especially to the "defenders and advocates of women's human rights." **SF**



**InterManager** - Capt. Kuba Szymanski, Secretary General  
**International Chamber of Shipping** - Mr. Emanuele Grimaldi, Chairman  
**International Christian Maritime Association (ICMA)** - Mr. Jason Zuidema, General Secretary  
**International Federation of Shipmasters' Associations (IFSMA)** - Mr. Jim Scorer, Secretary General  
**International Maritime Employers' Council Ltd. (IMEC)** - Mr. Francesco Gargiulo, Chief Executive Officer  
**International Maritime Health Association (IMHA)** - Dr. Robert Verbist, President  
**International Parcel Tankers Association (IPTA)** - Mr. Mike Beviss, General Manager  
**International Union of Marine Insurance (IUMI)** - Mr. Lars Lange, Secretary General  
**INTERTANKO** - Dr. Phillip Belcher, Marine Director  
**Japanese Shipowners' Association** - Mr. Junichiro Ikeda, President  
**Kawasaki Kisen Kaisha, Ltd. ("K" LINE)** - Mr. Yukikazu Myochin, Representative Director, President and Chief Executive Officer  
**Mitsui O.S.K. Lines, Ltd.** - Mr. Takeshi Hashimoto, Representative Director, President, Chief Executive Officer  
**Nippon Yusen Kabushiki Kaisha (NYK Line)** - Mr. Hitoshi Nagasawa, President, Representative Director, President and Chief Executive Officer  
**Sailors' Society** - Ms. Sara Baade, CEO  
**Seafarers Hospital Society** - Ms. Sandra Welch, CEO  
**Stella Maris** - Mr. Martin Foley, Chief Executive Officer/European Regional Coordinator  
**Synergy Denmark A/S** - Mr. Tommy Thomassen, COO  
**The Mission to Seafarers** - Mr. Andrew Wright, Secretary General  
**The Seafarers' Charity** - Ms. Deborah Layde, Chief Executive  
**UK Chamber of Shipping** - Ms. Sarah Treseder, CEO  
**Union of Greek Shipowners** - Ms. Melina Travlos, President  
**Verband Deutscher Reeder (VDR)** - Dr. Gaby Bornheim, President & Dr. Martin Kröger, CEO **SF**



### **Warm Solidarity With Fellow Seafarers.**

Fellow seafarers on foreign ships calling on Canadian ports such as Vancouver recently received a warm gesture of solidarity (pictured) from the International Longshore and Warehouse Union 400 (ILWU400). ILWU400 Marine Section and General Workers said over 700 toques (pictured) for distribution to the Greater Vancouver have been provided through The Mission to Seafarers on foreign-going ships. Every Christmas, their volunteer chaplains give out gift parcels to all the ships in the harbour and at anchor. At least 2,000 seafarers have left port knowing fellow mariners



have their back. The traditions of solidarity from 400 to these mainly men, but some women too, goes back seven decades.

Local 400 Marine Section has been providing meaningful solidarity through representation to seafarers in desperate need. These workers face challenges such as unpaid wages, lack of medical attention, safety, food or simply being allowed to go home after a year on board. ILWU400 are also very grateful for the work done by faith-based groups such as Mission to Seafarers, The Lighthouse, Stella Maris and the Christian Reform Church. Together, labour and seafarers' welfare agencies are making a huge difference in their lives. (Text and Images: Peter Lahay/ILWU via LinkedIn) **SF**



# Cebu cruise seminar celebrates its 10th year



**B**eaming with energy and excitement, about a hundred cruise ship crew men and women actively took part in the Cruise Seminar organized by the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), Norwegian Seafarers' Union (NSU), International Transport Workers' Federation (ITF), Federation of Italian Transport Workers - Confederazione Italiana Sindacati Lavoratori (FIT-CISL), and Vereinte Dienstleistungsgewerkschaft (VER.DI) on February 13 to 18, 2023 at the J Park Island Resort and Waterpark in Mactan, Cebu.

Now on its 10th year since it was launched in August 2011, the Cruise Seminar is back with a bang after getting postponed for three consecutive years due to COVID-19 travel restrictions. The six-day seminar extensively discussed topics relevant to seafarers' working and living conditions onboard cruise ships.

The first day was the women's seminar facilitated by the NSU,

where women's issues onboard were discussed and processed among the delegates. On the second day, NSU and ITF briefed the delegates about the cruise industry, while VER.DI gave an informative session about trade union awareness. CF Sharp CEO, Miguel Rocha, also graced the occasion by explaining the employers' perspective, and NSU facilitated another session about harassment and bullying. Sevil Sonmez Ph.D & Dr. Yorghos Apostolopoulos of the University of Central Florida capped off the day with a valuable and practical session on financial planning for seafarers.

The following days consisted of more explicatory and technical topics such as the Flags of Convenience (FOC) Campaign, the International Maritime Organization (IMO), the International Labor Organization (ILO), and the content of the Collective Bargaining Agreement (CBA).

The Joint Filipino-Norwegian Maritime Unions General Assistance and Information Office (Fil-Nor

GAIN) and AMOSUP conducted their own sessions, where they comprehensively tackled the benefits and welfare services available to their member seafarers and their dependents, such as medical, board and lodging, welfare, retirement, and survivorship benefits, among others.

Moreover, the seafarers attentively and proactively participated in the succeeding sessions about mental health and wellbeing, COVID-19 and the way forward, and tips on how to handle social media, facilitated by the ITF. The level 2 or advance sessions were held during the last two days of the seminar where participants were able to talk more comprehensively about the Seafarers' Bill of Rights or the Maritime Labor Convention (MLC, 2006), the Miami Guidelines, and the content of their CBAs.

On February 16, AMOSUP invited the Cruise Seminar guests and delegates to the inauguration and ribbon-cutting ceremony of the newly-renovated and extended AMOSUP Cebu Sailor's Home.





AMOSUP President Dr Conrado F Oca also hosted a Sinulog Festival-themed dinner at the complex of AMOSUP Cebu in Mandaue City, where seafarers and their families were treated to a sumptuous Cebuano feast complete with jubilant drum and lyre and live band entertainment. In his jovial speech, Dr. Oca expressed his gratitude and appreciation to the unions, principals, social partners and organizing committee that put together the successful Cruise Seminar 2023. "This culminating activity is a testament that we can achieve and make great things happen when we work together in solidarity. We have been doing this for 10 years and I hope we can continue this initiative of bringing our quality services closer to our seafarers in many more years to come," he concluded. **SF**





# AMOSUP Cebu inaugurates Sailor's Home 3



**Ribbon Cutting Ceremony in AMOSUP Cebu Sailor's Home 3** (From Left to right) Miguel Rocha, Dr. Asif Altaf, 2/O Abee Nieto, Lena Dyring, Yohan Oyen, Hamani Amadou, Francesco di Fiore and Dr. Conrado Oca

**A**MOSUP hosted the inauguration rites of its Sailor's Home 3 on 16th February 2023 as it opens its doors to union members in Cebu City, along with delegates, guests and members of the Cruise Ship Seminar 2023.

AMOSUP Cebu Sailor's Home 3 is a four-story extension building which has recreational and sports facilities, gym, laundry area, seamen's lounge, maintenance/workshop room, administration office and multi-purpose halls that members can utilize and enjoy.

There were around one hundred eighty (180) AMOSUP members and dependents from the Cruise Seminar who joined the event in Central Visayas, Cebu province which is home to about 68.5% of the AMOSUP general membership in Region VII.



# Owners group buoys up leisure travel for crew and their families



Photo courtesy of AMOSUP CEBU

Ribbon cutting ceremonies were led by NSU Cruise Operations Director Lena Dyring, ITF Cruise Ship Task Force Chairman Yohan Oyen, Ver. Di/ITF German Inspector Hamani Amadou, FIT-CISL/ ITF Italian Inspector Francesco di Fiore, ITF Wellbeing coordinator Dr. Asif Altaf, AMOSUP President Dr. Conrado Oca, CF Sharp Crew Management Inc. President & CEO Miguel Rocha and a delegate from Cruise Ship seminar 2/O Abee Nieto of Wilhelmsen Shipmanagement.

Sailor's Home is one of AMOSUP's union programs which continues to provide safe and comfortable, Home Away From Home for members onboarding ships, have disembarked or on-training without a place to stay. Currently, AMOSUP Sailor's Home has branches in Manila, Davao, Iloilo and will soon be available at the newly opened extension facility in Bacolod City. **SF**



**S**ome shipowners and managers can manage to provide their crewmembers and families some perks in order to attract long term employment and improve life's quality of their loved ones.

NYK Group subsidiary MarCoPay and Japan Airlines (JAL) have tied up to launch an exclusive travel product abroad such as Japan, on an App as part of the owners' goals to enhance the welfare of their Filipino seafarers and families.

NYK said in a statement that the business alliance accord would also "contribute to regional revitalisation by creating new demand for visits to Japan." Availing the partnership's travel product began on 23rd December 2022.

Electronic platform for seafarers MarCoPay said, it "aims to help seafarers to achieve financial freedom at every stage of their lives by creating new economic opportunities that will improve their quality of life. The platform also offers various types of money services that include forex,

competitive salary loans, property and auto loans, insurance, among others.

JAL wants to revitalise regional travel by promoting commercial and logistical flows through available foodstuffs and products from various regions of Japan through dissemination of information on regional tourism.

It is also in line with JAL's new project, "JAL Furusato Project", which aims to introduce the traditional Japanese culture through food, products, and inbound tourism in traditional areas in various cities in Japan.

The three companies now offer services in the "travel product" category that will enable customers to take advantage of JAL's extensive domestic and international network, including access to a dedicated website linked from MarCoPay's home page, for convenient booking and ticket purchase, and an increased free baggage allowance. **SF**

Source: <https://www.jal.co.jp/ph/en/guide-to-japan/>



## Fastest Route from Atlantic to Indian Ocean.

The Suez Canal, which is the longest canal in the world without locks, is also one of the world's busiest passages for sea travel. It is the fastest crossing route from the Atlantic to the Indian Ocean. Third Officer, Kirby Jam Turingan,

shared a snapshot onboard TORM Hellerup (pictured), while transiting through the Suez Canal. (Image: Kirby Jam Turingan/TORM) **SF**



# Guidelines on seafarer abandonment adopted at joint ILO-IMO meet

The Tripartite Working Group's first meeting brought together more than 250 representatives and observers from governments, shipowners' and seafarers' representative organisations

**G**uidelines on how to deal with seafarer abandonment were adopted at the first meeting of a joint international ILO-IMO Tripartite Working Group.

The guidelines seek to address the significant rise in cases of abandonment of crews reported to the ILO, which rose from less than 20 cases per year between 2011 to 2016, to 40 in 2019, 85 in 2020, 95 in 2021 and 114 cases as of mid-December 2022.

The guidelines aim to improve coordination among countries, including flag States, port States, States in which seafarers are a national or resident, and States in which recruitment and placement

services operate, in order to resolve abandonment cases more quickly, including getting seafarers paid and repatriated home to their families.

The new guidelines draw on relevant ILO international labour standards, notably the Maritime Labour Convention, 2006, (MLC) as amended, including its most recent amendments; an earlier joint ILO-IMO resolution adopted in 2001 (Resolution A.930(22)); relevant IMO international frameworks and agreements; and relevant trends and developments in regional and national law and practice.

Under the MLC, 2006, flag States – countries where ships are registered and/or whose flag the ships are flying – must ensure a financial security system is in place for ships under those flags.

The new guidelines encourage flag States to verify, at least annually, the validity of this financial security. Port States are encouraged to pay particular attention to this financial security during their inspections of foreign ships that visit their ports. States where recruitment and placement services operate are also called upon to regularly verify that those services include a system to ensure the protection of the

seafarers they recruit and place.

The new guidelines set out procedures to be taken by States if a shipowner fails to fulfil their obligations to arrange and cover the cost of repatriation of seafarers, outstanding wages and other contracted entitlements, and the provision of essential needs, including medical care.

In these circumstances seafarers are then considered abandoned. These procedures include developing, in cooperation with seafarers' and shipowners' organizations, national Standard Operating Procedures (SOPs) to explicitly define the liabilities and obligations of the competent authority and the roles to be played by the various national stakeholders. These stakeholders include the relevant national seafarers' welfare boards, shipping agencies, seafarers' and shipowners' organizations, seafarer welfare organizations, seafarer recruitment and placement services, and others.

The ILO-IMO meeting also discussed the importance of the joint ILO-IMO database relating to abandoned seafarers, and the need to update and improve it.

The Tripartite Working Group's first meeting brought together more than 250 representatives and observers from governments and shipowners' and seafarers' representative organizations, to identify and address seafarer issues. The meeting was held in hybrid format in Geneva from 13–15 December 2022. The outcomes of the meeting will be reported to the ILO Governing Body and IMO Legal Committee in 2023. **SF**



Image: Noel Gabrido



# Looking forward: Reflections and realisations

By 2/AE Jovane Madera

It was a fine weekend at anchorage when I got up to the bridge to spend some sightseeing, I had the chance to have a small talk with our junior third officer. I initiated, "How are you doing?" Then she responded: "All good sir, lumalaban (fighting)". Such words resonate with me as I remember vividly back when I was just a junior officer. I always utter such phrase whenever I'm asked the same question; 'lumalaban pa rin po sir' (still fighting) even if deep inside I was actually feeling so much pressure for having to actually be an officer onboard for the first time.

I grabbed my phone and asked her to strike a pose for a quick shot. Considering she's camera shy, I opted to ask her to hold something that will not totally show her face; the ship's binoculars came into action. I looked for a perfect angle and reflection using the natural daylight and this 'striking' image (pictured) was captured.

I showed her the image and left her these words to ponder: 'As we embark into a new journey, we may feel a variety of emotions that would make us anxious on what's going



to come along our way. Just like in the photo, 'Just Look Ahead', along the forward motion of the ship. Stay focused and loaded with knots of support from people who believe in you. Keep moving towards the current of hope with courage and determination. The future may be vague but your destination is clear; it's Full Ahead.'

That is what this photo strongly depicts; not just for her but for all

of us. My journey has undergone an overwhelming change. From being just a newbie/junior officer back then, to being a continuous learner and a motivating colleague now. That is my journey, then and now." **SF**

*This photo by Jovane Madera wins third prize in the AMOSUP Contemporary Media Contest in Photography Category as part of the Union's celebration of World Maritime Day 2022.*



**10th Day Campaign on Gender-based Violence.** Violence against women is any act of gender-based violence that results or is likely to result in physical, sexual or psychological harm or suffering to women including threats or such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life. Members of AMOSUP Seamen's Hospital Davao take a stand on the 10th day of AMOSUP's campaign on violence against women. **SF**





# Study warns of port automation problems

**IDC and ITF also seek to make multinationals and administrations involved in automation processes aware of the dangers and weaknesses**

**T**he full automation of port terminals does not bring improvements neither in the productivity of the concessionary companies nor in the ports that host them.

This is the main conclusion drawn from an exhaustive and comprehensive independent report produced by the Centre for Innovation in Transport (CENIT) on behalf of the International Dockers' Council (IDC) and the International Transport Workers' Federation (ITF). According to the authors of this study, fully automated terminals do not represent better productivity rates than traditional terminals. In addition, CENIT experts point out the high vulnerability to cyber-attacks, greater exposure to hackers

and, consequently a higher rate of insecurity for goods and ports.

Sergi Saurí, Director of CENIT, said that "in the port sector it has always been assumed that full automation would bring better productivity rates, but based on the current real experiences, there is no evidence to support that."

CENIT also pointed out the high level of upfront capital costs and additional maintenance costs for automated terminals. In addition, the research saw inherent dangers such as the power concentration on the part of the concessionary companies, which implies a price control, and consequently, a loss of sovereignty and control by the public administrations and national

governments.

Likewise, automation negatively impacts economic and tax sustainability, entails practices that affect free competition in that they grant more power to shipping companies, improve revenues only for their shareholders, and raise the danger of monopolistic practices. This also leads to a decrease in rates, and therefore a reduction in port revenues leading to a significant loss of resources.

Regarding the social sustainability of the workforce, the study points to negative impacts for port automation including the loss of thousands of jobs for both terminal workers and the supply and auxiliary companies, and the lack of adaptability to rapidly



## Emergency aid sent to seafarers' families in Türkiye and Syria

ITF maritime affiliates in Türkiye and Lebanon have delivered £50,000 of emergency aid from the ITF Seafarers' Trust for seafarers' families impacted by the catastrophic earthquake that hit the region in February.

The Trust said the funds were spent on generators, heaters, blankets, clothing, hygiene products and food parcels for the immediate needs of families. They were able to respond very quickly to requests from unions closest to the areas affected thanks to existing relationships cemented during the Covid pandemic.

In Türkiye, The Trust was pleased to provide £30,000 to the maritime union Liman-Is who lost members in the aftermath of the earthquake and is actively involved in the critical emergency response.

For Syria, they were able to support the Lebanese Seamen's Syndicate's initiative to purchase and deliver £20,000 worth of goods from Lebanon to union contacts in Latakia, the principal port city in Syria and a centre of the devastation caused by the earthquake.

"This is a drop in the ocean in the face of such a tragedy, but we were proud to react quickly to the requests for immediate assistance and stand by to offer further support as the situation develops," said Dave Heindel, Chair of the ITF Seafarers' Trust.

"We are fortunate to have trusted, proactive affiliates in the region who are able to reach the families of maritime workers in their time of need." **SF**



respond to unexpected situations. These types of terminals, located in more socially advanced countries are guilty of social dumping and practices where remote maintenance tasks are outsourced to countries with fewer freedoms and rights for workers and with much lower salaries. In this sense, automation has a direct impact on tax revenue for the state, as it will mean lower tax collection and higher social security costs due to job losses, not just at the port but also in the surrounding community.

### The study authors

Centre for Innovation in Transport (CENIT) is an independent entity with more than two decades of experience and is part of the International Centre for Numerical Methods in Engineering (CIMNE). Created by the Government of the Generalitat de Catalunya, through

the Department of Territory and Sustainability and by the Universitat Politècnica de Catalunya-Barcelona Tech (UPC), it prepares studies and reports for all types of public and private entities, from the European Union, to governments, port administrations, associations and companies in sectors as diverse as urban mobility, logistics and maritime transport or infrastructure management.

For the realisation of this joint report between IDC and ITF, analysis and interviews were conducted with port authorities, international organisations, terminal operators, cybersecurity experts, 5G technology providers and trade unions.

### Position on automation

The IDC and ITF are the most representative trade union

federations of port workers at the international level and are fully opposed to the processes of automation of port terminals. We will continue to organise against this type of process that attacks workers' rights and decimates both quality port jobs and jobs in the wider community.

The IDC and ITF will continue to defend the rights of port professionals. We will also seek to make multinationals and administrations involved in automation processes aware of the dangers and weaknesses. Workers are not against technological change but will not accept any process that leads to compulsory job losses or inferior terms and conditions for port workers. **SF**

<https://www.itfglobal.org/en/news/independent-study-cenit-warns-problems-automation>





# Scaling the world's highest peak

The first three Filipino women who had traversed Mt Everest visit AMOSUP, briefing union contingents for their Mt Apo expedition

If seafaring is in the Filipinos DNA, climbing mountains could very well be another innate passion.

Two of the three first all-female hikers to set foot and traverse Mt Everest visited AMOSUP offices one day in February over dinner and narrated stories about their sacrifices and successes in scaling the earth's highest peak. They recounted their triumphs climbing other mountains too, before the upcoming participants and "cheerers" from AMOSUP and the Gregorio Oca Leadership Development (GOLD) Foundation who are joining the Mt Apo expedition.

Carina Dayondon, Noelle Wenceslao and Janet Belarmino were the first three Filipino women to have set foot on the summit of Mount Everest on 16th May 2007. This team of women who had touched the highest skies traversed Everest, climbing from Chinese ABC camp to the summit and back down to Nepal - a record still to be surpassed.

Dayondon, the first and only Filipina to complete the seven summits of Mt Everest, the highest in each of the seven continents in the world, hails from a humble town in Bukidnon. She's been an officer

of the Philippines Coast Guard (PCG) and a trained dog handler at the PCG's K-9 Unit.

Wenceslao was trained in gymnastics and a prized member of the Philippines Dragon Boat racing team who competed in China. She's from San Juan, Metro Manila and an expert biker. As a mountaineer, Wenceslao lived her passion and purpose through committed service to the country by serving in the PCG, too.

Belarmino, who was a member of the UP Mountaineers, is an excellent sports climber and a champion triathlete. A few months prior to their ascent to Everest, she gave birth to her son which, according to her teammates, became her "greatest inspiration and motivation" in climbing the tallest mountain.

## Invited to Train Climbing

Dayondon was just first invited to train to initially climb Mt Apo during her days in college at the Mountaineering Club in Cagayan de Oro City. "Nagustuhan ko ang (I began to like) climbing. In climbing natututunan nating madisiplina sa oras, nagiging minimalist sa pagbibitbit ng gamit, nagiging conscious sa weather forecast timing sa pag alis," (we learned to

be disciplined, be on time, become minimalist in carrying things, be conscious on weather forecast when's the right time to go) she said.

Prior to these, they learned the basic mountaineering course for a three-day climb. "That's how I started my sports climbing." When she became a member of the dragon boat team for the Philippines that competed in China in 2000, she diverted into adventure racing and had to win intently so she could pay for her allowance in pursuing her college studies.

Dayondon graduated college in 2004. That time, former Department of Transport Undersecretary Art Valdez organised a team to climb Mt Everest. She joined for two reasons: Firstly, because "it's our passion climbing the highest peak in the Philippines which is Mt Apo, and in southeast Asia, Mt Kinabalu in Malaysia, and of course the world's highest peak, Mt Everest. And we had achieved our ambition slowly - the Everest is the Olympics for all the mountaineers."

Secondly, as a team being Filipino and for the country, Dayondon stressed. "We've stood to show Filipinos what unity can do for us. How this can [be achieved] is still possible for the country."



When they were invited to climb Everest, the team trained for three years. Usec Valdez employed them in PCG so they could sustain their personal needs during the training.

Dayondon said climbing a mountain is "not only an adventure but it teaches us to prepare for the logistical requirements. It entails preparation, discipline, determination, hard work, belief in yourself and faith in God."

She stressed, "All team members had their own sacrifices. We worked together for a common goal to achieve Mt Everest, and the climb is not about gaining monetary prize or fame."

### Three Women and a Mountain

For the three women, according to Wenceslao, each of them represents a group of women in the Filipino family: A mother, a sister, and a daughter.

She recounted that Carina Dayondon has 14 siblings. After graduating college, Dayondon had to send 10 more brothers and sisters to school, which is a practice in the Filipino culture. She left Bukidnon despite being her family's breadwinner. She ended up asking God for a sign if she could pursue the climb to Everest.

In Janet's case, she became pregnant in 2006 and gave birth after a few months. By Feb 2007 they were already acclimatising in Nepal. The new mom didn't even have time to breastfeed or recover from giving birth but had to acclimatise. She left her baby in the care of her husband who let her go to support her dream.

Noelle shared that at the start of the project in 2000, they were all asked to sign a waiver to figure out how their bodies should be disposed of in case the inevitable happens. "There's been that awareness that you might not get back alive," she said.

A mama's girl who was sheltered when she was younger, she had to step outside her comfort zone



along with other mountaineers. She also got sick of pulmonary oedema twice when they were training in Alaska and Everest. She said she couldn't even support her own weight, her legs gave up and that she could hardly walk. "Then I couldn't breathe every time water came out of my mouth, I'm super-duper sick. They had to bring me down to the base camp."

Luckily, when she finally recovered, the doctor allowed them to continue climbing. Janet, who was recovering from giving birth, was also allowed by the doctor to climb. In the team, Noelle explains, the magic of their success was the leadership. Their leader, Usec Art Valdez, put together team members who came from different backgrounds, and everyone had to put together their sacrifices.

Noelle said, the team members gave their best efforts and sacrifices to help them climb the summit. Aside from the training, they were not informed who they would be climbing with. "So puede kaming maglaglagan (intentionally ease each other out) by telling the expedition leader unfavorable things about our teammates. We

worked together for a common goal to climb Mt Everest."

More than your teammates, Noelle asserted, "you'll get to know yourself, how you'll react and behave at the end of your rope."

For the three women: "Mt Apo and Everest are the "pinakamatayog na pangarap", (tallest dream) which they said represent one's highest ambition. They motivated the aspiring mountaineers to keep on pushing forward, and to achieve their ambitions one climb at a time. "If you achieve that, you move on to the next." **SF**





# Industry exec warns of gamifying training during climate crisis

**"It would be a mistake to merely focus on asking whether we can afford to solve this disaster"**

**A** MARITIME training executive has made a strong case for ESG (environmental, social and governance) as a response to global pressures that have begun to affect the shipping industry.

Though many may see commercial pressures resulting from the ongoing recession as a reason to defer addressing the climate crisis, Ocean Technologies Group (OTG) CEO Raal Harris stressed that this is increasing risk and affecting safety.

"It would be a mistake to merely focus on asking whether we can afford to solve the climate crisis when the reality is that we cannot afford not to – for ourselves, and for the people working in our global industry," said Harris.

Speaking at the Maritime Informa's Crew Connect Global conference held in Manila, Harris admitted that though people may prioritise short-term saving during a recession, "we need to weigh up whether the long-term costs of a failure to act will significantly outweigh these."

“

**Shifting to greener operations will be more cost-effective and risk averse**

”

He cited a useful parallel to use the cutting of training from budgets as an example, which often plays out in a rise in incidents, after which training resumes.

"Training in the aftermath of an incident is usually a far more expensive solution, and can have



Image: Ocean Technologies Group-page

potential knock-on effects for shipping," explained Harris, saying, "this does not allow training to serve as a safety-focused and cost-effective preventative measure it could have been."

Similarly, he said shifting to greener operations will be more cost-effective and risk averse, as "this will be impacted by how soon we bring change to bear upon the climate crisis."

He emphasised that "acting now also has strong business incentives" as many of the fleet are manned by crews from the developing world that are perceived to be in "significant risk". Naturally, there could be a strong stance on emissions to be of social, political and financial consideration to those involved.

"This is also likely to affect finances and investment – a factor we are already seeing as goods suppliers seek to green their supply chains to demonstrate good faith to their customers," explained Harris.

A hesitance to change will also affect public perception, he added, "which will have significant effects on our relationships with governments, investment, recruitment and retention, and more."

So he suggests the need of a way to prove stated commitments to public and private stakeholders, which the industry can do so with tangible data from ESG standards.

These are finance-led standards which are set pragmatically and with foresight that accounts for global industries and perceptions, reckons Harris.

All of this, he says, "suggests that adopting the right ESG standards is not in opposition to business interests or simply a compliance measure, but a proactive way to ensure better business now and in the future." **SF**

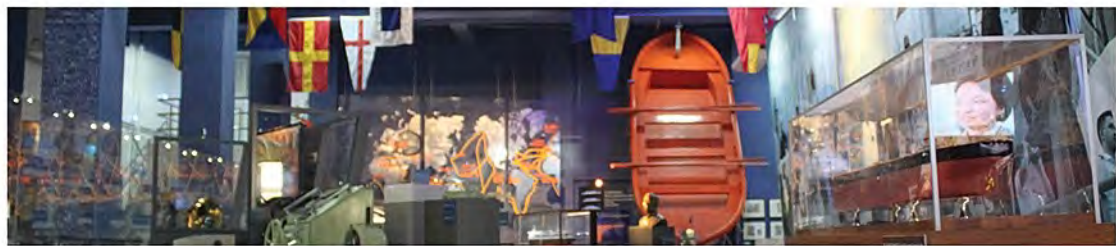
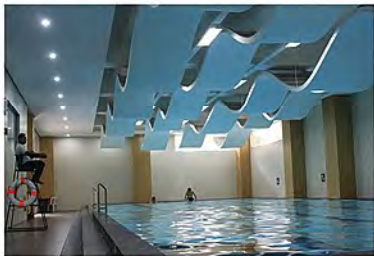


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LOOKING BACK...  
SAILING FORWARD!



M/V Kapitan Felix Oca

M/V Kapitan Gregorio Oca



**Capt. Gregorio Oca**  
Founder, AMOSUP (1926-2010)



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