

# DAILY JAPAN SHIPPING NEWS

## Daily Japan Shipping News SPECIAL ISSUE (Asian Report)

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### Christmas Parties in 2015 Better Welfare Plan for Filipino seafarers and their families, with stronger loyalty to Japanese maritime industry

Against the backdrop of increasing energy demand worldwide and cargo transport demand in emerging countries in particular, the volume of marine transport is expected to keep expanding towards the future. It has been long time since concerns over shortage of seafarers in such increasing demand was first voiced. In view of the fact that Filipino seafarers account for as high as 70% (40,000) of about 56,000 seafarers working onboard about 2,800 ships of the Japanese merchant shipping fleet, it's no exaggeration to say that stable recruitment and employment of those Filipino seafarers in terms of both quality and quantity is a critically important matter that might possibly determine the fate of Japanese maritime industry.

From the late 1990s through early 2000s, Japanese shipping companies strived to look for methods and sources for securing places to be used for educating and training seafarers and stable manning sources. For avoiding country risk, they tried to find potential suppliers of labors in some other countries in addition to the Philippines, including China with population exceeding 1.4 billion. However, by taking account of cost effectiveness and other factors, Japanese shipping companies decided to return to the Philippines as a supplier of seafarers several years ago. As seen in the appointment of many Filipino senior officers, "exclusive dependence" on the Philippines as a supplier of seafarers is



President Saito of KLSM (left) and seafarer's family

increasingly accelerated.

Japanese shipping companies thus recruit competent Filipino seafarers through strengthened "Enclosure" by re-investing their capital again in the Philippines for the last 10 years ago. Major shipping companies established maritime academy and training centers of their own in the Philippines. Filipinos are recruited while they are still in high school and learn 'corporate philosophy' and to have loyalty in its academy or training center. In view of the ethics and morals of Filipino, who considers things in unit of family, the companies always provide care for the families of seafarers who join the company. Japanese shipping companies strive to employ Filipino seafarers as far as resources are available.

At the same time, labor-management organizations in Japan and the Philippines such as JSU, AMOSUP, IMMAJ and PJMCC, are working to differentiate Japanese maritime industry from those in other countries by providing all Filipino seafarers who will work in Japanese ships with opportunities to receive good education and training, satisfactory workplace and full-fledged welfare plan. Using various IBF labor agreements-based funds applicable to foreign seafarers, opportunities to receive advanced education and training and full-fledged welfare plan are given to Filipino seafarers. Such approaches, including the welfare

plan managed by Japan-Filipino seafarers unions (JSU/AMOSUP), may sufficiently motivate good Filipino seafarers to remain in "Japanese Maritime Industry".

This issue covers issues such as recruitment of Filipino seafarers by "enclosure", measures taken by major shipping companies for encouraging their loyalty to the shipping companies they work for and international labor-management approach for building a better seafarer welfare benefit plan. Specifically, the articles cover three different Christmas Parties: The first one was the Christmas Party (Seafarers Family Gathering) sponsored by "K" Line for the Filipino seafarers working in its group companies and their families in Manila, accompanied by "Hello Kitty" invitation project using JSU's welfare fund for non-domicile special members; the second Christmas Party took place at JSU-AMOSUP Mariner's Home (welfare/accommodation facilities built and operated by JSU in cooperation with AMOSUP); and the third Christmas Party was sponsored by Philippine-Japan Manning Consultative Council, Inc. (PJMCC), an organization composed of Filipino manning agencies supplying Filipino seafarers to work onboard Japanese merchant shipping fleet. Initiatives of major shipping companies, labor unions and manning agencies are covered from the aspect of "Seafarers Family Gathering" as part of welfare service.



(From left) President Morita of JSU  
and President Oca of AMOSUP



(From left) Chairman Sasaki of IMMAJ  
and President Manese of PJMCC

**"K" Line /JSU-AMOSUP Mariners' Home /PJMCC  
"Hello Kitty" popular characters in the Philippines, invitation project,  
with support from JSU's welfare fund for non-domiciled special members**