

# Maximising Cross-Border Labor Mobility of Seafarers in APEC region

설진기\* · 서영정\*\* · 표예림\*\*\* · † 최승희

\*한국해양수산연수원 전임강사, \*\*,\*\*\* 한국해양수산연수원 교관, † 한국해양수산연수원 부교수

**요 약** : Seafarers from 21 APEC economies, are not only an indispensable source of human capital for the global maritime industry, covering at least 56% of the world’s seafaring population (BIMCO, 2015), but also pivotal in providing support to their economies as a major industrial pillar, specifically in developing economies where the development of skills and enhancement of labor mobility of human resources is essential in creating sustainable and inclusive regional growth. This paper examines challenges and barriers in seafarer mobility in relation to policies in APEC economies and investigates mutual collaborative actions that can be taken to address the issues identified in a coordinated and harmonised manner.

**핵심용어** : seafarers’ labor mobility, challenges and barriers, labor policy, mutual cooperation

<p>Stage 1 <b>General Overview of the Research</b></p>	<p>Stage 1 <b>General Overview of the Research</b></p>
<p>The aim of the research will focus on the following topics, but not limited to:</p> <ul style="list-style-type: none"> <li>• <b>Current and future recruitment trend of international shipping markets;</b></li> <li>• <b>Identification of challenges and barriers in seafarer mobility in regards to policies in APEC economies (e.g. the status of mutual recognition of Seafarers’ Certificate of Competency between member economies, which directly affects seafarers’ cross-labor mobility across APEC regions);</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Gap analysis between industrial expectations (e.g. ship owners, and crewing agencies), academia (e.g. maritime universities, and training institutions), and seafarers who are seeking a job in the global shipping industry, to addressing competencies in the modern-day seafarer</b></li> <li>• <b>Roles of maritime administrations to shape policies in a way to enhance seafarer mobility</b></li> <li>• <b>Mutual collaborative actions that can be taken to address identified issues identified under APEC</b></li> </ul>
<p>Stage 1 <b>Key Findings</b> Individual/Academia Barriers</p>	<p>Stage 1 <b>Key Findings</b> Industrial Barriers</p>
<p><b>Identify current and future recruitment trends of international shipping markets</b></p> <ul style="list-style-type: none"> <li>• <b>Explore career opportunities from international shipping companies from around the APEC region</b></li> <li>• <b>Maximize potential to optimize career path with credentials in the job market</b></li> <li>• <b>Identification of gaps in industrial expectations (e.g. ship owners, and crewing agencies) and the graduates of academia (e.g. maritime universities, and training institutions)</b></li> <li>• <b>The opportunity of developing and improving maritime education and training programs in order to meet demands of industry, and therefore, increase the employability of their graduates;</b></li> <li>• <b>Enhanced connectivity between academia and industry by direct contact</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Maximize well qualified seafarers from a pool of credentialed applicants in the APEC region;</b></li> <li>• <b>Develop a systemized employment program of well-qualified seafarers on a continual and consistent basis;</b></li> <li>• <b>Consistently provide input of emerging trends, and needs through a centralized platform;</b></li> </ul>

† 교신저자 : 종신회원, eng1017@hanmail.net  
\* 정회원, jinkiseor@gmail.com  
\*\* 정회원, youngjeong1016@maill.com  
\*\*\* 정회원, pyoyerim@hotmail.com

### Stage 1

## Key Findings

### Economic Barriers

- Policy dialogue exchange on the seafarers' job entry into the global shipping market, specifically for those economies where seafarers are the major driving forces of the regional economic growth and their joining the international market is considered as pivotal;
- Strengthening cooperation on the cross-labor mobility of seafarers across APEC regions by drawing practical actions, such as mutual recognition of Seafarers' Certificate of Competency, for the enhancement of connectivity.

### Stage 2

## Digital Platform for Cross-Border Labor Mobility of Seafarer

- A wide range of open and transparent recruitment information for seafarers via digital platform
- The platform will include the following information, but is not limited to: with:
  - Mutual recognition of Certificate of Competency
  - Required qualifications
  - Education and training for job entry
  - International standard wages
  - General welfare

### Stage 2

## APEC Maximizing APEC SEN Cross-Border Labor Mobility of Seafarers for the Digital Age



### Stage 2

## APEC Maximizing APEC SEN Cross-Border Labor Mobility of Seafarers for the Digital Age



### Stage 3

## APEC Maximizing APEC SEN Cross-Border Labor Mobility of Seafarers for the Digital Age

### Conference and Job Fair

- Enhancement of seafarer's employability through capacity building in maritime education and training
- Identifying the key competencies of seafarers in terms of global capacity building
- The impact of capacity building on seafarer development and performance.
- Major elements of sustainable career development Individual, industrial and economical barriers against seafarers' labor mobility across APEC regions
- Mutual recognition of Seafarers' Certificate of Competency between member economies

### Stage 3

## APEC Maximizing APEC SEN Cross-Border Labor Mobility of Seafarers for the Digital Age

