

Development and improvement of Vietnamese crews in the integration period

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Abstract: To develop Vietnam's shipping, it is impossible not to mention the staff and crew (SQTV). In the 70 years of development of the Vietnamese shipping industry, from the date of the new regime (1945 - 2015), the SQTV team has made a worthy contribution to the history of the nation. Before the unification of the country, in 1973, the Hong Ha ship's officers came to Japan for the first time to officially begin the opening of Vietnam and the world. Up to December 15, 2014, Vietnam's fleet managed 1,646 vessels (1,608 ships carrying the Vietnamese flag and 38 foreign-flagged vessels) with a total tonnage of 7.7 million DWT. However, the fleet structure is not reasonable, especially the proportion of container ships in total fleet tonnage is very low with 30 container ships only 3.447% compared to 14% of the world. The number of ship owners more but limited financial capacity and management. Of the 597 owners, there are over 500 small vessel owners, but only 27% of the fleet's total tonnage.

Keywords: Vietnamese shipping, maritime, integration period, staff and crew

1. Introduction

Vietnam is a country with coastline running along the length of the country, the continental shelf of nearly 1 million km², three times the land area, has great value and potential. Moreover, with its position near the international maritime route, favorable for maritime services and communication with the world market, the shipping industry is regarded by our country as one of the key economic sectors of the country. The Fourth Plenum of the 10th Party Central Committee has set out the "Vietnam Sea Strategy to 2020", including strategies for developing sea transport, seaports, maritime services and marine human resources. . This is a decisive direction for the exploitation of resources from the sea, contributing to the economic development of the country. In the upward trend of the country and its accession to the WTO, Vietnam's maritime industry is increasingly developing and integrating into the world. The rapid development of the domestic fleet and the export of crew labor are set for the maritime schools of our country the opportunity to train the crew. The improvement of the program, the development of the training and the training of the crews are considered as an urgent matter, which is also a prerequisite issue contributing positively to the development of the maritime industry. However, the initial integration and practicality of the past few years have shown that: the team of officers and crew have increased in quantity to meet the market demand but are exposed many professional shortcomings , Practical skills, foreign languages when working on modern ships or multinational ships, etc. Restriction of crews due to many factors, one of the basic factors is due to the quality of boat training Flaws still do not meet the practical needs. Therefore, in order to improve the quality of Vietnamese crewmen in service of the marine economic development strategy, to study the current situation of training crews to adjust, supplement and improve the quality of training Maritime schools in general and crew training in particular are extremely important and urgent. Especially the training to crew not only professional knowledge, foreign languages specialized but also pay attention to educate crew members sense of responsibility, sense of responsibility, industrial style, lifestyle and love Career, watching the sea is a long career of his work is often and modern. The most important labor force of Vietnam's shipping industry is the crew working on ships. This is an indispensable factor. It is the main driving force which has the most direct impact on the economic efficiency of shipping enterprises in particular and the maritime industry in general.

1.1. Crew members and crew regulations

Boat crews are crew members of the seagoing vessel, including captains, officers and other officers assigned to work onboard the ship.

Crew members are those who meet all the conditions and criteria for holding posts on Vietnamese seagoing vessels. Crewmen working onboard Vietnamese seagoing ships must meet the following conditions:

- Being a Vietnamese citizen or a foreign citizen allowed to work on a Vietnamese seagoing vessel.
- Having adequate health, working age, professional qualifications and professional qualifications as prescribed.

- To be assigned to the position on the seagoing vessel.

- Have crew book.

- Having a crew member's passport for exit or entry, if the crew member has been arranged to work on board a seagoing vessel operating on an international route

Prescribing the crew member's system

Based on the degree of responsibility required to perform the functions provided for in STCW 95 to ensure the operation of the ship, the safety of persons and the protection of the marine environment, the titles of the crew members Vietnamese ships are classified into the following groups:

- The level of management responsibility includes the crew members who hold the titles of captains, deputy chiefs, chiefs and second officers with the following responsibilities.

+ Captain is the highest commander on board

+ The chief lieutenant is a deck officer who approaches the captain and is entitled to replace the captain in command of the ship in cases where the captain is no longer capable of assuming his / her title.

+ Machine is the highest machine officer responsible for the mechanical thrust of the ship and the operation and maintenance of the ship's mechanical and electrical equipment.

+ The second officer is a machine officer of the rank adjacent to the chief engineer, responsible for the mechanical thrust of the ship, on the exploitation and maintenance of the ship's machinery and electrical equipment in the event of the chief's death. Ability to take up his title.

- The level of operational responsibility includes the crew members responsible for the titles of deck officers, machine officers and radio officers with the following responsibilities:

The deck officer is a qualified officer as defined in the provisions of Chapter II of the STCW 78/95 Convention.

+ The officer is a qualified officer as defined in the provisions of Chapter III of the STCW 78/95 Convention.

+ A radio officer is an officer who has been granted an appropriate "professional qualification certificate" in accordance with the radio regulations of the competent authority and the provisions of Chapter IV of the STCW Convention 78. / 95.

- The level of responsibility for assistance includes crew members who hold the title of sailors, mechanic on duty.

1.2. The role of the maritime industry in our national economy

The maritime sector (shipping) is a very important transport sector in Vietnam's transportation system. The main objective of maritime transport is to meet the requirements of the exchange of goods by sea between domestic areas, the transport of export and import goods, and to participate in the world market of chartering.

In the socio-economic development of the country, Vietnam's maritime industry has a great role to play, showing its importance in the following aspects:

Firstly, the maritime sector plays an important role in economic exchanges between regions in Vietnam and between Vietnam and foreign countries. In the last period, almost all imports and exports and a significant proportion of the goods exchanged between parts of the country were transported by sea.

Secondly, the maritime sector contributes greatly to the assurance of Vietnam's export and import activities. In the context of our country's expanding foreign economic relations, most of the volume of imports and exports is shipped by sea.

Foreign trade is more clearly expressed.

Thirdly, the maritime industry contributes significantly to the balance of payments of the country through activities earning income in foreign currency; At the same time, through the quantity and value of goods transport, the sector also affects the balance of trade - the most important part of the country's balance of payments. This is particularly important for our country in the shortage of investment capital, lack of supplies and equipment and imports in large quantities.

Fourth: Maritime industry also plays a special role in national security and defense, ensuring safety, search and rescue, contributing to the territorial integrity and safety of the territorial waters, protecting the natural resources of country.

1.3. The crewmembers' resources determine the operational capability of Vietnam's maritime industry

In general terms, the term "resources" is understood to mean all physical and mental factors that are and will be able to generate strength for development and, in appropriate conditions, Speed up the process of social transformation of a nation or nation. That is, the concept of resources has a broad coverage, it contains not only the factors that have been creating real strength but also the new elements in the form of potential power; It not only speaks to the power, but also the place of origin, where it can be, or where it can provide strength; It reflects not only the quantity but also the quality of the elements, and speaks to the relentless transformation of those elements. The classification of resources depends on how the criteria are determined and on how they are

considered in the definite relationships. For example, according to the general criteria, resources are classified into: material resources and mental resources; In terms of internal relations - apart, and each country as a thing, there is internal resources (people, domestic capital, technical infrastructure, natural resources, location Geography ...) and external resources (foreign aid, international organizations such as capital, technology, markets, management experience, etc.), subject- There are subjective (human) resources and objective resources (natural resources, geographic location, domestic and foreign capital, etc.), in broad and narrow relation, the factors that create What kind of resource has become the resources of the resource itself, eg education is also a resource that contributes to human resources, or wisdom is also considered as a resource in the child resource people; In the cause-and-effect relationship, all the forces that drive the development of society are considered as resources. In today's world, for all nations, the mobilization, proper and effective determination of resources is of great significance in the implementation of the socio-economic development strategy. The 8th Party Congress determined the need to exploit and use a variety of resources in which human resources are the most precious, it plays a decisive role, this becomes even more meaningful when in our country the source Financial and physical resources are limited. Moreover, other resources can be exploited only by humans - an almost infinite resource, especially human knowledge. The most important labor force of Vietnam's shipping industry is the crew working on ships. This is an indispensable factor which is the main driving force which has the most direct impact on the economic efficiency of shipping enterprises in particular and the maritime industry in general. In fact, this team compared to the development requirements in the future is in great shortage and in terms of structure, the team is in the status of both shortage and redundancy.

In Vietnam, in terms of market economy development with an "open" mechanism under the motto "Vietnam wants to be friends with all countries", the maritime industry is also of special interest, considered one. The key economic sectors in the overall economic development strategy of the country. In the strategy of development of Vietnam's maritime industry, the Party and the State are gradually implementing, in which the policy of "human resources development" is a matter of primary concern. This is inevitable because the staff of officers and crew working on board a Vietnamese seagoing vessel is an important and indispensable factor, which is the main driving force affecting the economic efficiency of transport enterprises. The sea in particular and the maritime industry in general. Maritime is an industry operating in harsh environments - the marine environment. History has witnessed many serious marine accidents, which may be called catastrophes. The sea has swallowed up huge ships, carrying many lives, wealth and pollution, affecting the environment. In order to prevent these disasters, it is first thought that the best way is to have good ships and equipment. Therefore, the International Maritime Organization (IMO) has issued regulations, regulations, requirements ... for ships and equipment on board to help "Maritime safer, sea clean" . However, each ship is just steel blocks, not even the most modern, human is the new "soul" to blow the life of each ship, making it work. According to experts, about 80% of marine accidents are caused by human error. Almost (if not all) crashes and strikes are due to human error. Fires and explosions are also mainly caused by human deficiencies. Sinking and shipwreck due to weather can be considered as a force majeure, but can also be limited by the use of navigation services to avoid bad weather. Even accidents involving mechanical malfunction can sometimes be caused by faulty equipment maintenance.

2. Shortcomings in exportation of the crews

Vietnamese crewmembers are theoretically able to meet the needs of virtually every shipowner in the world, as they are trained, certified and issued a "Certificate" in accordance with the International Convention on the Standardization Standards for training, certification and watchkeepers for crew members 1978 Revised 2010 (STCW78 / 2010). However, nowadays, in the context of deep international integration, Vietnamese crews have to compete more and more with more "rivals". On the other hand, Vietnamese export crews are less competitive in quality due to low quality, no brand name. The main thing that makes for a long time the number of Vietnamese export crews is very small, not corresponding with the inherent capacity.

- The crew of Vietnam has developed, but has not met the requirements of human resource development for export crew, fast and sustainable:

+ The number of crew can export is limited. The distribution of export crew members is uneven throughout the country. Exporters mainly focus on northern provinces (from Ha Tinh to the north), especially in the northern coastal provinces;

+ There is a large difference in quality in the crew, the difference not only reflected in the level of professional training but also reflected in skills, a sense and attitude of work;

+ There is no stability of the crew in the crew exporting enterprises;

+ The quality of the crew does not meet the requirements of development: Crew members are not equipped with the necessary skills and knowledge for the job titles they undertake on board.

- The current training and training of maritime is not suitable, the quality of training is limited, not really meeting the requirements of foreign ship owners, not keeping up with the level of other countries in the region. Advanced countries and changes in the trend of international integration and globalization.

+ There is a considerable gap between the knowledge provided by the training and equipping facilities for the crew members, with the requirements of the actual work on the foreign ships;

- The state management of human resources development for export crew members is still limited, inadequate, the most obvious manifestation is:

+ There is no staff working in management and development of human resources for full-time export crew members, mainly staffs working on a part-time basis, thus their efficiency and effectiveness are low;

+ Lack of synchronism in management, planning and development of human resources for export crew members;

+ The role of seafarers' businesses in developing human resources for export crews has not been promoted.

3. Main causes

- The Party and State of Vietnam have adopted the policy guidelines for the development of Vietnam's sea transport planning, transport services, human resources development, but the ministries and departments are limited. The implementation of these policy guidelines into sub-law documents, creating motivation for the development of human resources for export crew members; There is no objective for the export of crew members at state management level to maritime training and training institutions and also because of the lack of targets, maritime training and training institutions are not advanced. Implement the development of human resources for export crews actively and actively.

- There is not enough attention of the central agencies, the management agency on the creation of labor resources for the export of crew members.

- The state management apparatus for human resources development for export crew members is not strong enough and there is no specialized unit on human resources development.

- There is a general orientation for the training, training and retraining of crew members, however, the specific orientation for training, training and retraining of export crews is not yet available.

- Promulgating and organizing the implementation of guiding documents on the guideline for joint training and retraining of crew members for export.

- No database of human resources for export crews has been developed to have a firm basis for management and development of human resources for export crew members. Due to the lack of a database system, it is not possible to develop a strategy for developing export crews with specific schedules. Since the development of human resources for export crews has not been formulated, the planning and management of human resources development has been difficult.

- The training, training and retraining are still inadequate. The demand for training and training of crew members for export is great, but the system of crew training establishments has not yet met the requirements of ship owners. foreign.

- The main reason leading to the limited number of export crew members is also the biggest challenge in the development of human resources for export crew members, which is the low quality of Vietnamese crew members, professionalism. High, leading to poor capacity. The current training and training of maritime is not suitable, the quality of training is limited, not really meet the requirements of employers, especially not meet the requirements of the ship owners, yet To keep up with the level of countries in the region, advanced countries in the world and changes in the development trend of the maritime industry, international integration and globalization.

- The quality of training at maritime facilities is uneven, for various reasons such as: The quality of students enrolled is quite different; Asynchronous facilities; There are many differences in teaching staff; Student management is very different between establishments; The link between the educational levels of the curriculum and the curriculum of marine education curricula ... leads to very inadequate conditions for the training of students after graduation to become crew. Therefore, crew training centers always have to train a contingent of non-uniform trainees in many aspects. This means that the quality of crew training will not achieve what the instructors, managers and shipowners desire. In addition, the maritime transport industry, with its new technological trends, such as positioning technology, is becoming more and more standard for safety, security and marine environmental protection. The power is higher. Competition in the maritime transport market will be fiercer, with more "rivals" on a broader and deeper level.

- Not well resolved the relationship between quantity and quality.

- The quality and capacity of crewmember training among establishments has a certain distance.

- The material and technical facilities of many crew training and training establishments are still poor, limited and fragmented; Only theoretical classroom is the main, there are very few specialized practice rooms, modern simulation rooms, training ships - one of the important basis for practicing the skills required.
- Training capacity of some training institutions, training crew is limited. The limited number of teachers of some maritime training and training institutions, in addition, the number of high school teachers is relatively high, the remaining teachers are too young; The quality of teaching staff, teachers are uneven, teaching methods are also heavily used in vegetarianism, theory and academic issues.
- There are no unified curriculum and curricula for teaching at all levels, some of which are taught not by the best programs and curricula, but by international standards. They simply can access and use those programs.
- There is a considerable gap between the knowledge provided by the marine training and training facilities to the trainees with the actual requirements of the work on board the vessel, especially the fleet of managed seagoing vessels. By foreign ship owners.
- The acceptance (satisfaction) of customers, especially foreign ship owners, is a measure of training quality. After the trainee has been issued a "Certificate of Proficiency", it should be ensured that their capacity is adequate and at the same time satisfactory to the shipowner.
- Many exporters of export crews operate in the form of free brokers. Businesses collect crews themselves, but the quantity (not to mention the quality) is not much, while each order of foreign ship owners often have large requirements (many boats). It is different from Vietnam (in Vietnam, there are many owners who own only one).
- Crews and crews supplying companies have not yet brought into full play their role, enterprises have not actively participated in education and training of crew members. Shipmarketers, who are in desperate need of good quality crewmembers to provide their partners with shipowners or foreign operators, can sign contracts to provide crewmembers for Foreign agents in large numbers, but businesses do not recruit enough of this workforce. However, the current development of export crews is largely attributed to maritime training institutions. Most of the crewmembers exporters do not have a human resource development strategy for them, either in the long or the short term; Coordination of the development of human resources of export crew members is weak.
- Parties involved in the chain of export of crewmembers, including maritime training facilities, crew training centers and crewmembers' exporters, have not yet found common ground and have not yet promoted their role. mine.
- There are many enterprises exporting crew, especially small businesses, focus on small profit before the eyes, but not long-term orientation. This is also one of the main reasons why Vietnam has very few businesses exporting large numbers of crew members.
- Lack of investment to train and re-train crew members for export purposes.
- Vietnamese crew members have unequal cultural and professional qualifications, limited in many aspects, especially in foreign languages, skills and occupational attitudes, and the percentage of seafarers using fluent foreign languages. very low. Lack of job-related skills such as knowledge of psychology, communication skills, ability to handle situations.
- Awareness and understanding of the profession as well as the working environment is poor. Self is limited, but no sense to learn, learn, strive.

4. Conclusion

As such, in order to improve the capacity of crew members during the meeting, Vietnam should have the following solutions: the State shall adopt appropriate policies to encourage and encourage the crew members; Establishing organizations and associations to protect the legitimate interests of the seafarers; The Maritime Administration is oriented towards the development of marine human resources; Training institutions must meet the requirements of STCW78 / 2010, MLC2006.

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