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Improvement of crew quality in the integration period to satisfy the increasing requirements

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Abstract

Globalization, international economic integration and trade liberalization have been a prominent trend of the contemporary world economy. In line with that trend, from 1986 up to now, Vietnam has carried out the renovation and accelerated international economic integration with the motto "diversify and multilateralize foreign relations." Vietnam is ready to be a friend of all countries in the international community, striving for peace, independence and development". Vietnam consistently exercises the external policy of independence, peace, cooperation and development; Foreign policy is open, multilateral, diversifies international relations, proactively and actively integrates into international economy, and expands international cooperation in many fields. Vietnam is a friend and reliable partner of countries in the international community, actively participating in the international and regional cooperation process. Vietnam has a 3,260 km long coastline, located close to international shipping routes, and is located in an area of high economic development with a vibrant shipping market. The Party and the State also issued many resolutions and mechanisms on marine economic development. Especially, Resolution 09 of 2007 on Vietnam Sea Strategy aims to make Vietnam a strong nation in the sea by 2020, enriched from the sea. The strategic mission of "enriching from the sea" of our country involves many different industries and fields, including the contribution of export-import enterprises in the future.

Keywords: maritime, integration period, crew

1. Introduction

According to Vietnam Maritime Administration: The crew of our country currently has 45,000 people, of which more than 27 thousand crew members are working on the domestic fleet. And only about two thousand crew members. Sadly, most of our crew members working on foreign ships share the same comment: weak working capacity, lack of practical experience, poor language skills, low discipline, poor health. Not yet reached and lack of understanding of international maritime law ... Therefore, the income of Vietnamese seafarers is much lower than that of other seafarers. Comparing the salary on the same class and type of ship, the salary of Vietnamese crewmember is only 1/6 of the Japanese crew's wage and half of that of the Philippine crews. Of these, there is only one Maritime Institute managed by the State, the rest are private schools and training centers, joint ventures, and partnerships with foreign shipping companies set up in the Philippines. The average number of enrollments per year is about 70 thousand students, of which about 16% of universities. The remaining crew members are trained in training centers in accordance with the required international standards. Next, Indonesia is also one of the countries with a large number of crew members. Indonesia's maritime training system is of great interest to the Government. The Government of Indonesia has borrowed over US \$ 100 million from development funds to upgrade a number of state-run maritime training facilities. Currently, the country has about 150,000 crew members; earn a large amount of foreign currency every year. Like the Philippines, Indonesia introduced a crew registration management system through computer networks connected with the relevant authorities. The country also issued a policy of reducing income tax for seafarers. China has the largest fleet of ships in the world with over 70 million DWT and 1.2 million crew members, of which about 400,000 crew members work on ocean ships. The number of Chinese crew members is also quite large, accounting

for 8.5% of the officers, 5.8% of the sailors. Currently, the country has 5 maritime schools that train officers in the world's good with the training philosophy: "Good physical strength is the first condition, good professional is the last priority and good psychology is the guarantee". The schools always change the training content to suit the actual situation, by increasing the number of hours of practice, IT applications and English practice, increasing the paramilitary training to raise morale. Responsibility for work

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. Vietnam has 6 crew training centers (two maritime universities, four colleges) concentrated at the two ends of the country. Each year, on average, a few thousand students are trained. Because there is no longer a "singing" career, it is difficult to get a job after graduating, so in 2014, only about 1,800 students were enrolled in deck and machine (including two universities). At the same time, the application of practical simulation to

the training and evaluation of qualifications and qualifications of seafarers at maritime schools is limited due to lack of funding or not taking full advantage of current simulation capacity. There is no close, regular and effective coordination between schools, training centers and shipping enterprises. Philippines - a country always subjected to disaster by storms, they consider seafarers as a specific profession, the main source of bringing foreign currencies to the country. Currently, the Philippines has about 350,000 crew members, accounting for 28% of the total number of international crew members working on foreign ships. In which, 24% of officers, 38% of sailors, 38% of waiters (chefs, table staff, rooms, entertainment, restaurant managers ...) on passenger ships. Each year these crew members bring about five billion dollars to the Philippines, accounting for about a quarter of the foreign currency that eight million workers exported from the country sent by official route. The reason why Filipino crewmembers are most often recruited, because they have good skills such as: good at foreign languages (English and Spanish); good health, able to work in extreme conditions; trained and trained in the Western model, so he is very proficient; awareness of discipline, high ability to integrate into the community. These crew members are trained and trained in 95 facilities.

2. Shortcomings

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. 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 Vietnam, in terms of market economy development with an "open" 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. 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. 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.

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.

3. Causes and solutions

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 guJRE RD iding documents on the guideline for joint training and retraining of crew members for export.

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.

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 IJRE RD common ground and have not yet promoted their role. 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. Lack of job-related skills such as knowledge of psychology, communication skills, ability to handle situations. According to the Vietnam Maritime Administration: The world fleet of ships annually hires about 1.2 million crew members, of which 40% are

supplied from developed countries, most of them are officers with high professional qualifications. good at foreign languages, well-trained, meeting the requirements of fleet modernization and specialization. The remaining 60% of seafarers, most of them sailors, mechanics and service members from Asian, African and Latin American countries. The above forces are trained and trained under the "practice" model. They are in good health, proficient in sailing and foreign languages, a sense of discipline, high adaptability to working conditions and rapid integration ... Currently, the number of crew members comes from Developed countries decrease significantly and increase gradually in poorer countries. According to the International Shipping Association, in recent years, the fleet of ocean ships of the world's largest shipping lines lacked tens of thousands of crew members. In Japan alone, due to the aging population structure, Japanese shipping companies depend mainly on foreign crew members. It is estimated that in 2015, Japan lacked about 27,000 crew members working on ships (as reported by Baltic and International Maritime Council). 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.

4. Conclusion

With the needs of seafarers, this is a favorable point for Vietnam to have a training plan to supply crew members. Advantages for Vietnam is an official member of international maritime associations and organizations. In addition, the Vietnamese fleet mainly operates on short transport routes in Southeast Asia and Northeast Asia and only accounts for about 10-12% of Vietnam's import and export freight market share. By sea ... So the development of ocean fleets with crew members in our country is very necessary and urgent. The Government should have mechanisms and policies to show more interest in this work. The first is focusing on upgrading existing maritime schools according to international standards and prioritizing investment in practice models close to reality with standard foreign language programs. Next is the planning of crew schools and training centers in many localities in the country with the sea; Encourage the attraction of resources (socialization) at home and abroad to invest in the field of crew training. Particularly priority should be given to attracting famous ships around the world, good training centers in the region to enter into joint ventures, associating with domestic facilities to train qualified crew members. (especially places with a large number of fishermen working at sea) to attract investment in crew training centers; Maritime universities and colleges continue to innovate teaching methods and methods in line with practical requirements so that when graduated, seafarers not only are good at practical expertise, good at foreign languages, adept at international law. But also to improve health, discipline, steady mentality, dedication work. By many resources to attract investment in modern and high-tech equipment (except for some simulations that have been

invested); the application of simulation in training must be fully utilized in capacity and investment capacity; the assessment of qualifications, professional qualifications of crew members must be objective and intrinsic. Besides, it is necessary to have a close, regular and effective coordination between schools, training centers and shipping enterprises.

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