



WWJMRD 2019; 5(9): 31-35  
www.wwjmr.com  
*International Journal*  
*Peer Reviewed Journal*  
*Refereed Journal*  
*Indexed Journal*  
Impact Factor MJIF: 4.25  
E-ISSN: 2454-6615

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## WORLD WIDE JOURNAL OF MULTIDISCIPLINARY RESEARCH AND DEVELOPMENT

### Some matters to improve the capacity of seafarers

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#### Abstract

The form of container shipping by sea has been developing in Vietnam since the 1990s. The Vietnamese container fleet is generally very small in terms of tonnage, high age and slow speed compared to the container lines of foreign firms. Vietnam has only two shipping lines ranked among the top 100 container shipping lines in the world, namely East Sea and Vinalines, but also in relatively low rankings. Most of Vietnam's container ships only run on domestic routes such as Hai Phong – Da Nang – Ho Chi Minh City under the protection of the Government. Only very few firms have vessels running to transshipment ports of Singapore and Hong Kong but the frequency is also very limited. Meanwhile, the pressure of competition on international routes for Vietnamese shipping lines is increasing. These shipping lines operate mainly under three forms: Vietnamese companies acting as agents, joint-venture companies or companies with 100% foreign capital. From the above analysis, the Vietnamese shipping fleet still has many limitations in terms of transport volume, fleet structure and ownership structure as well as transport routes. In order to develop the type of goods transport by sea commensurate with the potential and advantages, besides the solutions for planning the seaport system, investing in port infrastructure, reforming administrative procedures in ports, the Government and Vietnamese shipping enterprises need to consider the development of the fleet as one of the important and urgent solutions.

**Keywords:** seafarers, capacity, maritime industry

#### 1. Introduction

According to the Vietnam Maritime Administration, the Vietnamese container fleet has shown signs of recovery and strong development from 2013 to the present due to the policy of restricting foreign ships inland transport. As of October 2015, Vietnam's container fleet of 39 ships, including 33 ships bearing the Vietnamese national flag, has a total refreee of 310,000 DWT. 6 ships owned by Vietnamese enterprises flying foreign flags with a total tonnage of 58,000 DWT. Total transport capacity increased by 200% compared to 2013. To establish and maintain a maritime safety environment, create conditions for commercial development, marine economy and humanitarian objectives, combine defense and security protection, coordinate search and rescue and rescue Providing services on the sea, protecting the marine environment, contributing to the assertion of sovereignty and national sovereignty over the sea and islands in accordance with relevant provisions of law; Carrying out public-utility tasks assigned by the State and assigning plans on assurance of maritime safety and maritime pilotage on the Vietnamese sea from the south of Sa Huynh lighthouse (Quang Ngai province) to the end of the region. The sea of KienGiang province and the Spratly Islands area include: water surface, mainland, coast, islands, seaport channels, other navigable channels; Upgrading and improving the existing signaling system, establishing new signaling systems in the sea areas and navigable channels corresponding to the requirements of the seaport system; Establish radio navigation signaling system; Synchronous investment in auxiliary production facilities, management establishments, equipment and facilities in service of management and production; Training and recruiting labor resources and technical infrastructure to ensure maritime safety in our country reach advanced level in comparison with the region and keep pace with the development trend of the world to meet the requirements of safety and safety Fruits for marine means of transport, fishing vessels for aquaculture, cruise ships and other specialized maritime operations such as search and rescue, protection of the marine environment;

Prevent oil spills, exploit marine resources, national security and so on. One of main task of Vietnamese pilot team is to establish and maintain a maritime safety environment, create conditions for commercial development, marine economy and humanitarian objectives, combine defense and security protection, coordinate search and rescue, provide services on the sea, protect the marine environment, contribute to the assertion of sovereignty and national sovereignty over the sea and islands in accordance with relevant provisions of law. This paper presents some methods to improve the operation capacity of Vietnamese pilot team. The basic ground for improving the capacity of the pilot team is the views and orientations of the Party and the State on the development of the pilot team.

To exercise the rights and obligations of the maritime countries to international treaties which Vietnam has signed and acceded to, affirming the sovereignty and the sovereignty over the sea and islands of the Socialist Republic of Vietnam. Meaning of Vietnam. Investment research to develop maritime support services such as: Automatic Identification System (AIS); Traffic Management System (VTS); Differential Global Positioning System (DGPS); Electronic charting system (ENC); Geographic Information System (GIS); ... in accordance with modern standards aimed at improving the electronic navigation environment "E-navigation" at the request of the International Maritime Organization IMO. To enhance the expansion of international cooperation and integration in exercising the rights and obligations of members of international organizations to which the Corporation is involved: The International Maritime and Lighthouse Association (IALA); The Asia-Pacific Maritime Safety Leaders Forum; International Maritime Organization (IMO); The East Asia Maritime Organization (EAMC) aims to enhance Vietnam's position in the international maritime organization, to gain a high level of technical and development cooperation in the field of maritime safety.

To build and develop a consortium of navigational and navigational integrators up to the advanced levels in the region and in the world to achieve the objectives of ensuring maritime safety and security and protecting the environment. Trading effectively, preserving and developing the capital invested by the Corporation and other enterprises; complete the tasks assigned by the Owner. Maximize profits and efficiency of production and business of the Corporation; increased accumulation, capital concentration, specialized division and production cooperation improve the quality of management, service quality, investment efficiency and businessprestige and competitiveness; to carry out the task of developing production and business according to the branch's orientation. The pilot team has the main task of providing maritime pilotage services for domestic and foreign sea-going ships to and from and to move within the assigned water areas of Hai Phong, Thai Binh and Nam Dinh. . Thus, the number of ships through these ports has a great impact on the revenue and profit of the pilot team. The master plan for the development of Vietnam's seaport system up to 2020 with orientation to 2030 has indicated that Hai Phong port is the international gateway port type IA with commercial wharf area for large vessels in LachHuyen district. Weak container ships of 4,000 ÷ 6,000

TEU type, cargo ships of general capacity of 5 to 8,000 DWT. To further elaborate the objectives of the Seaport Development Plan, detailed planning of the seaport group in the North (Group 1) by 2020, with orientation to 2030, clearly states: "To pay special attention to the development of Hai Phong port. At the LachHuyen wharf area, it will be able to accommodate vessels of up to 100,000 DWT (8000 TEU container vessels) to attract international markets, especially to Europe and North America. " The total volume of import and export goods by sea is forecasted to be 150 million tons by 2010 and 300 million tons by 2020, of which 37.5 million tons will be shipped to Vietnam (25% Import and export) by 2010 and 105 million tons (equivalent to 35%) by 2020. Vietnam's cargo throughput is forecasted to reach 230 million tons by 2010 and 490 million tons by 2020. For the period 2006 - 2010, it is 20% / year and 2010 - 2020 is 4.9% / year.

Containerized cargo through Vietnam's seaports is forecasted to be 3.4 million TEUs by 2010 and 6 million TEUs by 2020, equivalent to an average annual growth rate of 15% per annum from 2010 to 2020. Is 6% per year? According to statistics, in 2010 there are 10,347 times the navy pilot and forecast to 202 will be 22,000. Facing such challenges, pilots need to have consistent and effective measures to meet the daily needs of the fleet.

## 2. Development orientation to 2030

To establish and maintain a maritime safety environment, to facilitate the development of trade, marine economy and humanitarian objectives, to combine defense and security protection, to coordinate search and rescue and security to protect the marine environment, thus asserting sovereignty and national sovereignty over the sea and islands in accordance with the relevant law provisions. Upgrading and improving the existing signaling system, establishing new signaling systems in the sea areas and navigable channels corresponding to the requirements of the seaport system; Establish radio navigation signaling system; Synchronous investment in auxiliary production facilities, management establishments, equipment and facilities in service of management and production; Training and recruitment of labor force, striving to 2020, technical infrastructure to ensure the safety of navigation in our country reached advanced level compared with the region and keep pace with the development of the world. To perfect the system of legal documents, standards, technical regulations as well as mechanisms and policies on ensuring maritime safety and maritime pilotage. To invest in specialized equipment and essential infrastructures in service of the work of maritime safety and maritime pilotage. To develop and train human resources capable of applying advanced science and technology in the field of maritime safety; To renovate and consolidate the organization and managerial apparatus to suit each task in each stage of development To enhance international integration and participation in international and regional organizations in maritime safety and maritime pilots in order to raise the national position in the region and the world; Access to high technology and development cooperation in the field of maritime safety; Strengthen international relations and international cooperation to ensure maritime safety, thus contributing to the protection of national sovereignty at sea.

### **Development orientation to 2030**

By 2030, the maritime pilotage of Vietnam shall meet all the requirements of the World Maritime Organization and the International Maritime Navigation Association for Maritime Safety; to strongly apply information technology to maritime safety and navigational activities, to fully support maritime safety for sea-going ships and waterway vehicles operating in sea areas and navigation routes. Investment, establishment of control systems, remote monitoring, automation of traditional maritime signaling systems; To intensify the inspection, protection, supervision and repair of the maritime signaling system, to gradually reduce the personnel for management and operation of the maritime signaling system; To invest in renovating and modernizing auxiliary production establishments in service of operation, meeting the requirements of maritime safety assurance. To step by step transfer current shipping lanes managed by branches and localities to the Ministry of Communications and Transport for unified management and promotion of the efficiency of the maritime navigation infrastructure system. To improve the specialized legal system on maritime safety and maritime pilotage; To improve the quality of recruitment and training of human resources to ensure maritime safety and maritime pilotage, to raise the managerial and technical qualifications of managers and technical workers on a regional basis to meet the management requirements.

Facing the country's development requirements in the process of deepening international integration, especially when our country is a member of the WTO, the Resolution of the Fourth Party Central Committee (X) The Marine Strategy up to 2020 affirms that Vietnam is fully capable of becoming a strong marine nation; Our country must become a strong country on the sea and enriched by the sea; To closely combine socio-economic development with the guaranteed QP-AN on the sea; To attract all resources to exploit and protect the marine environment. By 2020, Vietnam strives to become a strong country in the sea and to enrich itself from the sea and protect the territorial integrity of its homeland. In order to contribute to the successful completion of that objective, the maritime industry in general and KV II Maritime Pilot Limited Pilot team in particular have been concentrating on all resources, investing in the development of modern pilot fleet.. , Synchronized to welcome the opportunities of marine economic development of the country and Hai Phong. The pilot team should continue to develop and expand its maritime services and multidisciplinary business, striving to complete well the first phase of building a synchronized facilities system for maritime services to meet the demand.

### **Acceleration and workforce resources**

First of all, the State needs to plan and develop a long-term strategy for the planning and development of marine human resources, agreed from the central to relevant ministries and sectors and Maritime human resources development targets meet the requirements of integration. To do this, the State and the pilot team should continue to innovate and perfect policies and institutions for the labor market in line with appropriate remuneration policies for maritime workers, especially the crew and maritime crews due to working environment of seafarers is a special environment, heavy and dangerous, always far from land. These policies may include: more reasonable seafarer's salary policy in the

direction of increasing their income, lowering their income tax to create a job offer for the direct worker. Second, the State needs to have investment policy for universities and maritime operations, because the current situation of technical facilities of marine schools is very difficult. The state budget allocated to schools is not enough to invest in teaching and learning facilities. In addition, the State should also have policies to improve mental conditions for teachers. For maritime students, there should be policies to support tuition fee exemption and reduction, study expenses.

### **Billing the efficiency to use the resources will be upgraded work at work**

Recruitment is one of the important steps affecting the quality of current and long-term human resources of the Pilot team. At present, the number of employees recruited mainly from internal sources is the children of employees who are and have worked in the Pilot team. Due to the limited source of recruitment (mainly internal sources), the Pilot team has no chance to recruit more qualified workers. Therefore, improving the quality of human resource recruitment means improving the Pilot team's operational capacity; Select qualified candidates with high qualifications to meet the complexity of the job; Cost savings, time in post-recruitment training.

### **Training measures to improve the quality of human resources**

The success or failure of a business is influenced by a number of factors in which labor quality plays a very important role, with close ties to other factors. In addition, the continuous development of science and technology, the volatility of the business environment and the changes in the organization itself have made the business itself to adapt. Hence, training of human resources is an indispensable requirement in human resource management. Employees are people who are directly involved in production and business activities and who implement the objectives set by the business. As of 2014, there are 156 people in the pilot team, of which 5 are college graduates, accounting for 3.2% of the total, and the university level is 88 people, accounting for 56.4%. It is because of this that capacity building works through improving the quality of human resources in diplomatic relations, understanding the domestic and international economic environment, A very necessary work, directly affecting the performance of the pilot team. To improve the level of workers, the following measures should be taken: Improve the level of work skills, education level and communication ability of human resources, especially the human resources of the sales department and the professional level of the management staff and full time staff. Improve the efficiency of production and business to create all conditions to increase the Pilot team's ability to operate in the market. Raise the level of management capacity to suit the trend of the country's economic development. Each year, send cadres to take turns to attend training courses, attend workshops and professional management training courses under the new promulgation mechanism of the State. Improve the English language ability of Head / Deputy Head, crew and crew, encourage staff to work overtime hours. On the other hand, when sending staff to training must be trained in accordance with professional work they are responsible

through the center specialized training managers. Regular updating of new knowledge of management, providing basic economic knowledge through lectures or through the development, analysis and handling of situations, direct training through work ( For new employees to work at the Pilot team), conduct trainings through the formulation of projects to improve the operation of the management apparatus in the Pilot team.

#### **Measures to improve the company's human resources management**

Human resource management: human resource planning; Building up advanced norms and systems; To formulate plans on training and retraining for officials and employees, including the sending of pilots to professional training courses in foreign countries; Set up the planetary engine, efficient operation, avoid form, mold; Decentralization of scientific management, clear in the direction of giving facilities and employees have the opportunity to dedicate and develop; To formulate policies on remuneration of employees, rewards, punishments and incentives in the direction of publicity and transparency; Create a working environment. Employer plan: The right purpose, professional, no overlap; Workers are trained to know many things, good at one thing; Create internal competition opportunities, set up inspection systems. Job management: work planning, assignment, test management; Employ the maximum staff time with the direct supervisor's supervision; To receive and process information, to intensify the application of information technology to the management; Concerned about the quality of service, work efficiency of each employee; To detect and handle errors in time; Establish and maintain the reporting system, evaluate the quality of work in a scientific and effective way.

#### **Measures to increase investment in facilities and modern equipment**

In order to enhance the operational capacity of the pilot team, the company needs to invest in modern facilities and equipment and develop maritime support services such as: Identification system Automatic (AIS); Traffic Management System (VTS); Differential Global Positioning System (DGPS); Electronic charting system (ENC); Geographic Information System (GIS); ... in accordance with modern standards aimed at improving the electronic navigation environment "E-navigation" at the request of the International Maritime Organization IMO; To enhance the expansion of international cooperation and integration in exercising the rights and obligations of members of international organizations to which the Corporation is involved: The International Maritime and Lighthouse Association (IALA); The Asia-Pacific Maritime Safety Leaders Forum; International Maritime Organization (IHO); The East Asia Maritime Organization (EAHC) aims to enhance Vietnam's position in the international maritime organization, access to high levels of technical and development cooperation in the field of maritime safety;

#### **Equitization of SOEs to attract funds for socialization**

By the end of 2014, state-owned enterprises divested more than VND 6,076 billion (accounting for nearly 30% of total retired capital and 6 times more than 2013). Which is worth more than VND 8,000 billion (equal to 1.3 times the face value). Thus, when the equitized enterprises will bring

competition and therefore it is necessary to improve the level of labor and management, creating momentum for enhancing the capacity of enterprises. On that basis, in order to speed up the equitization process, the pilot team should focus on the following solutions: Firstly, it is necessary to provide clear, transparent financial information, disclose financial accounting standards as well as to accurately report receipts from the Government, and use the average profit of 10 Years before equitization to calculate the business advantage of the business; Do not reevaluate financial investments when handing over state capital to joint stock companies. Second, transparency on equitization roadmap, divestment. Third, the harmony between the policies of promoting supply and demand for equities after equitization of SOEs.

#### **Cross-sectoral cooperation measures on development objectives, international conventions and the legalization of international maritime commitments**

The characteristics of the maritime industry in general and maritime pilots in particular are those of a marine or coastal area, where other economic activities also take place. Therefore, in the course of mining operations, there is no conflict of interest. Therefore, in the process of strategic planning and action plan, the company needs to choose development goals to suit their potential and advantages. International convention is one of the most important sources of international maritime law. International treaties, when entered into force, will become binding on the parties. However, that does not mean that countries that do not participate in the convention will not be affected by the conventions. In some cases, provisions in a given treaty are widely accepted and implemented internationally and become internationally binding to all nations. In addition, in practice, the ships of other countries do not participate in the Convention, but international maritime transport activities will be indirectly affected by the Convention. Moreover, the participation of the convention, and the development of the legal system in line with the provisions of the conventions, creating unity in the legal documents will help businesses be more active in international integration. Currently, Vietnam is a member of 15 maritime conventions and maritime IMO protocols and has signed 17 bilateral maritime agreements with other countries, the maritime law of Vietnam has also been amended to be more appropriate with the International regulations. However, in order to create more favorable conditions for the navigating team, the State should actively study and consider further participation in the conventions, creating a more complete legal framework and protection. National interests, both in accordance with international practices and laws. On that basis, on 20/12/2013, the Vietnam Maritime Navigation Association was established with the participation of two Maritime Safety Assurance Corporation in the North, South and 12 Pilot Companies on country. With nearly 300 pilots, the objectives of the Association are to form and consolidate the organizational structure, develop and complete the operational mechanism, develop the membership and revenue-generating service activities. The development needs of the Association, enhance the interests of its members. The Association will be the place where members exchange experiences and learn from each other, organize job training, train to improve their capacity to lead the ship.

The association will provide members with support such as: providing policy information; Propose suggestions to line agencies and the Government on policy development and improvement; Organize short training courses; Provide new technology information, organize specialized seminars; Representatives protect the interests of members; Develop relationships, seek funding from international organizations; Resolving disputes among members ... The association will be the sector representative organization to contribute, suggest ideas to build the strategic orientation of the maritime industry and maritime pilot Vietnam; Join the forums, join the International Pilot Association to capture the day's specialized information for members, help members capture new ones of the industry, refer to apply for their units. The establishment of the Association has met step by step integration goals, it is necessary to have a professional pilot organization to promote Vietnam maritime pilotage industry to grow faster. Another important issue is the dissemination of the law. Besides the business needs to actively learn and update the legal system, the State should also do well the deployment and propaganda so that the legal provisions promote real effect in the life of the flower business. In summary, to improve the operational capacity of the pilot team must simultaneously carry out measures from the company and from the State. The company needs to invest in the construction of material facilities, improve labor quality, renovate the organizational structure, and the State should create synchronous policies and legal system to create favorable conditions for company.

### 3. Conclusion

Despite favorable geographic location and a longer coastline of 3,260km, creating great opportunities for the development of the fleet, in 2015 Vietnam ranked 28th in the world in terms of national ship connectivity index with 45 points. , much lower than other countries in Asia such as China, Hong Kong, Singapore, Korea, Malaysia, Japan. The reason is that due to the low volume of Vietnam's imports and exports, the lack of concentration of the seaport system, the lack of deep-water ports and the backward port infrastructure, the mother ships of the large shipping companies do not give priority to docking. Moreover, the development of Vietnamese shipping fleet is quite fragmented, the fleet capacity is low, and the management capacity is poor, so many ship operators are not operating effectively ... limiting the ability to connect shipping. Current market share of goods transport by sea is only 17.6%, this proportion is not commensurate with the potential and strengths of a country with great advantages in development. Shipping development like Vietnam. On international routes, the fleet mainly runs short routes around Southeast Asia and Northeast Asia and only accounts for about 12% of the market share on these routes. Despite occupying a large market share, inland shipping is still facing difficulties in low freight rates, scarce supplies and imbalance between the two North-South transport routes.

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