

Analysis and Countermeasure of Management Status of Chinese Seafarer Intermediary Company

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Abstract. This paper aims to expose the current management situation of Chinese seafarer intermediary companies, such as "black intermediary". To speed up the standardization of Chinese seafarer intermediary organizations to make contributions. Through extensive reading of relevant literature and research, data were obtained. Then draw a conclusion on the basis of analyzing the data and put forward the improvement measures. In the past, there were many studies on Chinese seafarer intermediary agencies, but most of them were targeted at the management and legal status of the agencies. This paper focuses on the current situation of China's seafarer service institutions for a systematic study and then give countermeasures.

Introduction

Seafarer intermediary agencies is manage seafarer affairs in place of ship owners, provide ship owners with ship crew configuration, and provide training, examination, application for certificates (including foreign crew certificates) and other relevant procedures for crew members. To put it simply, it is the intermediary between the crew and the shipowner. The crew establishes the labor contract relationship with the shipowner with the assistance of the agency, while the agency provides intermediary services between the crew and the domestic or overseas shipowners. Seafarer intermediary agencies play a very important role in the market and play an important role in the circulation of seafarer labor and the allocation of seafarer labor resources. One of them is that the seafarer intermediary agencies can play a role in transmitting the information of seafarer labor services. The collection, processing, processing and dissemination of seamen's labor information by seamen's labor service intermediary organizations can regulate the reasonable circulation of seamen's labor force and reduce labor costs. Second, the crew intermediary agencies can promote the optimal allocation of crew labor resources and social resources. Thirdly, seafarer intermediary agencies establish trust among seafarers, ship owners and other seafarer employing units, and can provide various seafarer labor intermediary services, thus assisting the government to complete certain social functions.

The Current Situation of Chinese Seafarer Intermediary Agencies

In recent years, with the rapid development of China's shipping industry, the seafarer service agencies have also made great strides forward. The reason is that great changes have taken place in the human resource management of China's shipping enterprises. Instead of hiring their own crews and managing their own fleets, shipping companies are reducing their reserves and costs. Let crewmen realize market operation to a greater extent. Therefore, the majority of the free crew through the intermediary companies to contact the shipowner. The rapid development of intermediaries has also led to problems. On the one hand, the uneven distribution and uneven development of the east and west of crew intermediary services have resulted in the lack of opportunities for sailors in underdeveloped regions.

The Crew Organization is Unevenly Distributed

At present, the total number of Chinese sailors has reached 1.39 million, of which 673,000 are

sea-going sailors, ranking the first in the world in terms of the total number of sailors, making China a country recognized as a major seafarer in the world. As is shown in the figure, since 2014, the number of over 1.3 million people has only increased every year.

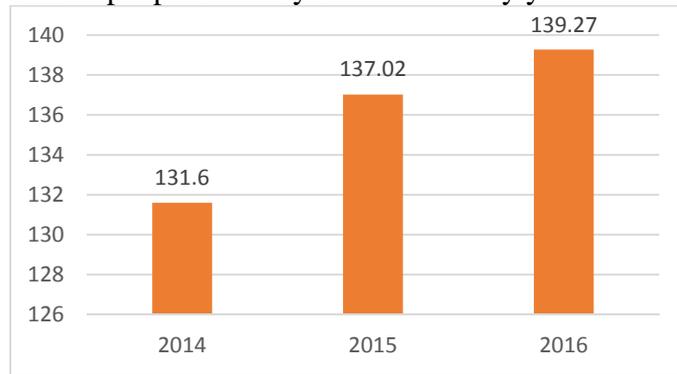


Figure 1. Chart of the number and size of Chinese crew in 2014-2016 (unit: 10,000)

In terms of the regional structure and distribution of China's seafarer intermediaries, it can be concluded that the eastern part of the country enjoys obvious advantages in development and the coastal areas are the most prosperous. As shown in the figure, by the end of 2017, east China has the largest number of seafarers, especially jiangsu, shandong and fujian provinces, accounting for 14.96%, 11.41% and 11.15% respectively. Guangdong province accounted for 10.9 percent of the total. Everywhere else it's under 10%. Overall, China's seafarer service agencies still have a high regional concentration, with east China accounting for more than 50% of the total.



Figure 2. Distribution of the national crew service agencies in 2017

Seafarer intermediary agencies are unevenly distributed throughout the country, especially in coastal areas. It's clear that coastal areas have unique advantages and that's why seafarer agencies are developing so quickly. Compared with the eastern coastal areas of the western and central regions of the crew intermediary service agencies because of the lack of seafarers and shipowners and economic conditions backward slow development. As a result, people in the west had fewer opportunities to be sailors and could only go to the east Look for opportunities. Then it is easy to be deceived

Illegal Intermediaries Disrupt the Market [2]

Since no special management regulations have been formulated before, the qualification of seafarer service agencies has not been standardized, and the quality of seafarer service is uneven. In particular, some illegal intermediary agencies pay more attention to service charges than to service charges, or even deduct wages and earnest money. It has not only disturbed the order of crew service market, damaged the legitimate interests of crew, but also seriously affected the image of maritime management agency. At the same time, some seafarers' intermediary organizations also use illegal means to fabricate qualifications, training and certificates for the seafarers, so as to blind the seafarers and evade maritime supervision, thus affecting the order of maritime management and causing many safety risks to the navigation safety of ships and the environment in the waters.

Countermeasures

Strengthening Legal System Construction [4]

Perfect law is indispensable to perfect market order of seafarer intermediary service organization. The strict supervision of the law enforcement agency plus the management department and the maritime safety bureau set up the web of crew management according to their jurisdiction. Information such as crew information, examination results and crew service agencies should be released in a timely manner to reduce the opportunities for black intermediaries.

Encourage Legal and Honest Intermediaries

According to the data of 2010, there are only 40 seafarer intermediary agencies registered in China, but there are actually more than 10,000, which is the main reason for market disorder. It is an important content of strengthening social construction to encourage legal and honest social institutions. The maritime administrative organs shall clean up the intermediary organizations, vigorously support the legal operation organizations, resolutely outlaw the illegal organizations, establish credit archives, and encourage and guide the intermediary organizations to develop healthily.

Establish Multilevel and Multidirectional Supervision System [1]

First of all, the participation of law enforcement personnel and social supervision are indispensable, so it is necessary to strengthen the integrity education of maritime law enforcement personnel and implement post accountability [3]. The basis and punishment results of each law enforcement activity are published on the Internet, open and transparent to the supervision of the majority of the crew.

Enhance the Crew's Awareness of Prevention and Strengthen Self-protection

Any kind of supervision and management mechanism is not perfect. In the face of the crafty black intermediary, self-prevention is more effective than any post-supervision. Crew members need to calm down in the face of attractive advertising agency, to maintain a clear head and judgment. Choose local intermediary company as far as possible, actual inspect company actual strength, do not be in by no means the blind remittance below the circumstance that does not understand, the view that prepays deposit to signing a contract first does not believe easily, everything should understand clear in carrying out an action.

Summary

China is an important exporter of seafarers. It carries a lot of the world's trade. The reasonable development of seafarer service agencies is in the early stage, so it is more necessary to regulate and rationalize the market operation of seafarer intermediary service agencies and their balanced development. Although there will be some difficulties, and it will take some time. But a regulated service agency would allow the crew to do their job better. Better service for maritime exchanges. This will drive the development of national shipping industry and national economic growth.

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