

Research on Role of Crew Service Association in Promoting Development of Crew Industry

Shukui Zhang

Navigational Department Jiangsu Maritime Institute
Nanjing, China

Zhenguo Ding

Navigational Department Jiangsu Maritime Institute
Nanjing, China

Abstract—Crew Service Association (CSA) is an organization that provides services, consultation, communication, supervision, impartiality, self-discipline and coordination for crew and shipping companies. With acceleration of international trade, China's shipping market is facing enormous challenges. The shortcomings brought by rapid development of shipping industry affect quality of China's shipping market and the international image of the crew. In order to develop the crew industry well and quickly, there is an urgent need to develop role of CSA. This paper elaborates on the main functions of CSA from seven aspects.

Keywords—crew service association; crew; development; function

I. INTRODUCTION

CSA is an important means and institution for regulating and supporting development of crew market. The existence of CSA guarantees the rights and interests of crew on the one hand it serves crew; on the other hand, it maintains the order of members of association and provides a good environment for the development of crew industry and the shipping industry. However, current development of CSA is not of concern to everyone. People know existence of CSA but can't understand its role. Domestic and foreign research also has little to do with it. Crew needs to understand the role of CSA and effectively protect their rights and interests through this organization and strengthen their employment. Shipping companies need to understand the role of CSA in order to get better development with it.

II. CREW MARKET DEVELOPMENT STATUS

The size of existing seafarers in China basically accounts for 1/3 of global seafarers. The size of fleet ranks fourth in the world, and port throughput has already ranked first in the world. 93% of China's foreign trade volume is completed by sea. Majority of seafarers have made important contributions to the development of China's shipping industry and have

become an important force in national economic construction. Seafarers are also the basic force for China's construction of a maritime power and are the executor of sustainable development of the maritime industry.

By the end of 2017, there were 1.37 million registered crew members nationwide, including nearly 640,000 sea-going crew members, an increase of 25.6% and 68.56% respectively over 2012. Among foreign trade import and export goods, shipping companies bear a 93% share, and crew is the most important part of shipping industry. In the past ten years, China's shipping enterprises have advanced by leaps and bounds, and the development of large-scale, high-speed and special-purpose ships has gradually accelerated. Therefore, the technical requirements for crew members are higher than ever.

China's shortcomings in crew technology have led to the weakening of the international competitiveness of expatriate crews and hindered the external development of China's shipping industry. "Table I" shows number of global senior crew and crew members in 2008, 2013 and 2018. It can be seen from the table that in 2008-2018, the demand for senior seafarers in the world is increasing year by year, and the growth rate is accelerating. The demand for ordinary crews will increase in 2008-2013, and will gradually decline in 2013-2018. According to "Table II", the demand for senior seafarers in the world will increase significantly and will continue to grow, but the rate of supply growth will not keep pace with the growth of demand, and the shortage of senior crew will continue to exist. "Table III" reflects that the seafarers age structure is unreasonable. Therefore, healthy and orderly development of China's crew market urgently needs social organizations such as CSA to actively participate, give due help or services, and play a role that government cannot replace. Study of the functions of CSA will enable the social organization to function as soon as possible so as to provide market share of the crew on the international market as soon as possible.

TABLE I. GLOBAL SEAFARER DEMAND SUMMARY

Global seafarer demand (unit: 10,000)			
position	2008	2013	2018
Senior seafarer	47.6	63.7	79.05
Ordinary seafarer	58.6	74.7	75.45
total	106.21	138.4	154.5

TABLE II. GLOBAL SENIOR SEAFARERS SUPPLY AND DEMAND STATISTICS

Global senior seafarer supply and demand forecast (unit: 10,000)			
year	2018	2023	2028
supply	77.4	78.95	80.5
demand	79.05	88.15	95.25
shortage	1.65	9.2	14.75
Shortage ratio	2.1	11.7	18.3

TABLE III. TALENT AGE STRUCTURE (PERCENTAGE)

job		Under 30 years old	30 to 39 years old	40 to 49 years old	Over 50 years old
Marine technical talent	Management level	1.22	18.64	58.42	21.72
	Operational level	54.76	38.75	5.84	0.65
	Support level	45.67	29.65	15.68	9.11
Marine engineering talent	Management level	3.26	18.58	45.48	32.68
	Operational level	14.56	39.78	29.84	15.82
	Support level	43.28	39.66	14.45	2.61

III. THE MAIN FUNCTIONS OF THE CREW SERVICE ASSOCIATION

The main functions of CSA are reflected in the following seven directions.

A. Ensuring the Rights and Interests of Crew Members and Regulating Market Order

CSA should guarantee the rights and interests of crew, standardize market order of crew, timely and accurately release crew service information, and conduct business training and consulting services. The working skills of the crews are at a good level relative to those of other countries, but there is still a big gap between them in terms of obedience, work attitude and teamwork. The general English level of seafarers in China is low, which restricts the development of crew's labor service market. Because the number of senior crew is small, the quality of talent is not too hard, leading to a decline in comprehensive operational capability. Compared with foreign ship management, China's ship management has a lot of loopholes; in all, it restricts the dispatch of Chinese seafarers.

With the improvement of crew's quality requirements, professional and technical training of business training organized by CSA has gradually increased. Business training provides opportunities for crew members to improve their technical literacy and level. At the same time, in the competition of shipping industry, laissez-faire market form will inevitably lead to monopolistic companies or groups, disrupting the healthy development of the crew labor market. Therefore, existence of CSA largely coordinates the resource allocation in crew labor market, avoiding emergence of monopoly and vicious competition, enabling crew industry to develop in an orderly environment.

B. Formulating Industrial Regulations and Regulating Crew Behavior

CSA unifies the norms and standards for the development of crew industry and maintains the health status of shipping industry; avoid management difficulties caused by different specifications. At the same time, regulating

crew's service behavior enhances crew's service quality. Standardization and evaluation of both sides create a healthy competition among crew.

C. Establishing Communication Channels and Adjusting Conflicts

CSA should maintain the legitimate rights and interests of crew and members, establish communication channels between ship-owner and ship-owner, ship-owners and members of association, crew and ship-owners, and conduct coordination and negotiation or negotiation when conflicts or disputes occur in business activities.

In context of market economy, the market has become the link of entire social and economic relationship and the main way of resource allocation. In this case, competition of resources is always accompanied by the distribution of benefits. There are objective interest's competitions among different shipping companies existing in different regions in business activities. Interest competition leads to subjective differences in resource allocation. Disputes often lead to disputes and complaints. The existence of crew association has buffered the conflict between crew and ship-owner, ship-owner and ship-owner, and has an objective standard for judging the content of dispute, stabilizing the order of crew market.

D. Participating in Government Meetings and Giving Suggestions

CSA can participate in demonstration and quarantine of government departments' development plans related to shipping market and crew industry, and provide suggestions and opinions to strengthen information interaction with crew. Crew members often live at sea, and there are certain difficulties in direct acceptance of outside information. Administrative department's policy decisions on crew market affect direction of crew market. It is difficult for government to directly dock service crew. Therefore, the existence of CSA greatly reduces difficulty of information transmission. CSA obtains government information and communicates it to subordinate members through different regional CSA, solved the difficulty of information transmission, and

provided a great help for crew industry to keep up with the national situation.

E. Propagating National Regulations and Implementing Service Procedures

China has not yet issued a specific targeted bill for management of crew industry. Although Crew Regulations have been promulgated, relevant laws and regulations are not mature and no system has been formed. For the system management regulations of crew market, it is only rare. In basic situation of free crew members, crew certification, and shipping company's own crew, there is no uniform standard management. Although the national transportation authorities have also formulated a series of special regulations, only these laws and regulations are far from enough. The healthy and orderly development of an industry cannot be separated from the regulation of macro laws. There are still many loopholes and gaps in foreign-related crew industry, and this situation has largely hindered the maintenance of the rights and interests of foreign crew members. At present, Chinese crew labor market is not clearly defined, and there are too many government departments involved, there are no specific direct authority and organization responsible for coordination with governments at all levels, so the relevant policies cannot be effectively communicated in time. However, the existence of CSA can play its propaganda and implement the national laws, regulations, rules and regulations, technical standards and technical regulations concerning crew service industry, so that this gap can be compensated.

F. Standardizing the Membership System and Protecting the Image of the Industry

CSA may standardize the rules and regulations to prevent vicious competition among members and industry monopoly. CSA has the power to punish the organizations or companies that damage the rights of crew.

With the gradual internationalization of crew market, the drawbacks of market economy have gradually emerged, and the joint management of government departments and departments has made management disorderly and inefficient. Therefore, the specification of CSA is a strong shot to standardize this rigid means to standardize shipping market, so that it can be sorted out and developed in a better environment.

G. Conducting Exchanges and Discussions to Promote the Development of Crew

Under the trend of globalization of trade, China's shipping industry naturally cannot rest on its laurel. Shipping is one of main carriers of world trade development, and demand for communication with foreign countries is greater. As a government-approved social organization, CSA can gain greater government support in terms of external communication. The resources and experience gained by CSA external exchanges are a major boost to internationalization of crew industry.

IV. CONCLUSION

CSA stabilizes the order of crew industry. The existence of CSA is a bridge between crew and company, and crew and international community. A good employment atmosphere and a standardized market order are the foundation of market development, and the functions of CSA are exactly the same as this. The existence of the Crew Service Association promotes the development of the crew industry. With the continuous development and improvement of CSA, it will become the mainstay of crew industry in the torrent of times.

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