

## From the Editor's Desk



"I will not let anyone walk through my mind with their dirty feet." M.K. Gandhi

"A truthful criticism of public servants in public good was so vital, for the functioning of democracy and the truth was the defence in this case."

Success in today's business environment requires the organization to integrate, build, and support, business process with an enterprise that views risk probabilities and compliance to the best arrived quality standard. These requirements have made the implementation of governance, risk, and compliance (GRC) software a vital step towards achieving business success. Summing-up, I find myself totally underwhelmed, on many maritime related issues, particularly those relevant to Seafarer's Health, Safety and Security related welfare-measures. Viewing the progress and challenges ahead on seafarer's welfare, this area remains only in subjective text document and hence seafarer's-welfare, barely being looked into, but being neglected. If the real needy seafarers have an insight into the funds being utilised in the name of seafarer's welfare, they would find it very disgusting, scratching their head as to what an injustice is going-on, reflecting upon our national maritime administration. Prospects for improvement in seafarer's welfare didn't appear to be much better, since the mariners inducted into the office of the D.G.S., were more interested to compensate their own losses of being ashore, when comparing to their counter-parts paid attractive sea-wages, not realising that the seafarers are performing hazardous jobs out at sea, selfishly wishes to have butter on both sides of the bread, spoiling the lips exposes them, makes life easy. Never realises, that their induction into the government class one cadre, were not of a competitive nature, unlike other entries into UPSC Class One post. Mostly consisted 'junk of under-graduates'. The able, honest, qualified active sailing mariners could not compromise for a government job owing to their family commitment, mainly having got used to hi-fi lifestyle, and not opting severe fall in living standards by earnings. Many technically qualified and experienced mariners still continues to sail, many opted to vessel superintendence and faculty positions. It is regretted to note, the mariners inducted into government-service are more egoistic and indifferent, to their own community of seafarers, doing more harm, owing to their drastic social-uplift comparing themselves to the bureaucrats who made their hard way, having easily forgotten running behind the fitters, helmsmen, seamen etc. to accomplish their responsibility onboard owing to squeezed-manning. There are many pathetic-stories heard of the harassment and humiliation meted out by the active seafarers, when facing the MMD staff, for relevant services. Instead, wish they focus upon many other important areas, for which they exist with more commitment and better responsibility, for the coveted post held by them, in strengthening risk management for safety and security. They need to focus upon the realities of superintendence, co-ordinate and inter-act for out at sea affairs, as a strategy to help the policy makers to make wise-decisions, in assessing risks, allocating resources and acting under conditions of uncertainty i.e. "strong intelligence gathering approach", efforts to minimise the holding up of Indian vessels in foreign-ports etc.

Need, qualified specialised HR personnel, to be inducted to oversee the services rendered to the seafarers, in a fair and just manner, more-importantly valuing their hard-earned time ashore with their family, realising that they are paid only while away from their near and dear ones, out at sea, moreover earning foreign-exchange to the country of origin. Re-calling my memories of late seventies, we had once 'Principal Seamen's Welfare Officer', in the office of the D.G.S., Bombay. It is not known, as to why such indispensable-post was abolished (which cuts-off the valuable feedbacks of out at sea affairs) and now we have been left with only one Seaman's Welfare officer, who was in MMD Chennai, shunted to Kolkata, Kochi and now back to Chennai. Instead a Seamen's welfare officer, need to be posted at least in each major port, for the seamen to vent their grievances, whose genuine voices be heard without bias & prejudice. Corporate Social Responsibilities have become an important mantra of this age, a measure of an organisation's willingness to take proper account of the health, safety and welfare of its employees. But we are also aware of the fact that these responsibilities are shared between direct employers and by all those who have an interest in the proceedings - the 'stakeholders', as they have become identified. The Shipping Companies operating foreign-going vessels, have failed in not coming forward together, to form a consortium to combat "PIRACY" Why? While, 'it is Employer's primary duty to protect their employees, at work'. Issue 23 of the International Human Element Bulletin Alert! Considers these shared responsibilities, demonstrates convincingly that all these links in the chain of responsibility are important, and need to be considered. Safe, Sustainable and dependable shipping depends upon all those interests considering their own contribution to the end result. It is not of much use, the operations department doing their job, if they are being undermined by the financial rug being pulled from under them, or the owners' efforts being hazarded by ignorant or unscrupulous charterers. There is tough talking in this issue of Alert! From contributors like Lloyd's Register's Richard Sadler, who suggests that those at the top, have an obligation to improve the social conditions of seafarers? High time we should recognise, a lot more than producing some nice words of lip-service. We need to reasonably look for a more socially responsible attitude towards the human element. We have to accept that we need to lobby on behalf of the bedrock of our industry-the seafarer-especially in this, the IMO's Year of the Seafarer, to prevent mistreatment, but for simply lip-service.

A Case-Study in the general interest ("of an unspoken truth"). Mr. G.Kamaleswaran, holding CDC No. 36181, goes on record that injustice meted out in MMD Chennai earlier, during the conversion of SGED COC to NCV Grade, wherein those who could grease the palms of the MMD staff at Chennai, got their conversion to NCV Class III Certificate of Competency easily, considering even their fishing vessel experience whereas Mr. G. Kamaleswaran, offered the lower Cert. NCV Class IV Certificate of Competency(95T-0326),with his vast rich experience, on larger FG vessels, of higher capacity. He had raised this issue of injustice with the Office of the Directorate General Shipping, also quoting Dr. P. Mishra's letter(then Dy. Chief Surveyor)under Ref: Eng/Exam-17(13)/89 dated the 1st June 1999, wherein "Fishing Vessel COC have not been equated for eligibility", in the manning of Coastal vessels employed in Indian Coast. Adding prior to this, Engineer & Ship Surveyor, Mr.G. R. Ahuja of MMD Bombay, vide his Letter ED(S)/15/5112 dated 9th Aug.1982, has clearly indicated that sea-service performed on fishing vessels is not assessable for Sea-Going Engine Driver (Motor) Exam. Hence, Surveyor's within the DGS, were of different views and acted to their whims and fancies, without applying the standard norms of good working practice, lacking fairness, transparency and accountability, all this because, Seafarers could not assert themselves but keep digesting the harassment and humiliation meted out by MMD officials, who easily say, that "sea-service is under verification subject to confirmation", even turn-down orally by the subordinate staff, who practically makes the assessment/ evaluation. By which, their further productive sea-service is lost, simultaneously loss of foreign exchange to the G.O.I.'s exchequer, which is never realised. Alas,Shri Gangadharan Kamaleswaran got justice, vide Office of DGS Letter, through Engineer&Ship Surveyor, D.Mehrotra's Ltr. Eng/Exam-15(8)/2002 dated 26th Aug.2004, which approved eligibility for NCV Class III COC. But the precious time lost, was ever lost. All at the mercy of the Shipping Regulatory-Mechanism in practice. Lacks pragmatic approach.

Now this time, Shri. Gangadharan Kamaleswaran is detained at home (ashore) from sailing, since his papers held-up by MMD Chennai, owing to ill-conceived notion for renewal of COC and DC endorsement, though fully complying and qualifying the requirement during this IMO's Year of the Seafarer. This veteran sailor, held ashore from serving out at sea and earning for his family, wasting his valuable productive time. For reasons: Surveyor views SERVICE CONDITIONS. Why not sailed on NCV vessels? This is an unfair and illogical approach. Shipping management finds him more competent, it's employer's acceptance known from years of his practically rich service and not by few minutes of MMD Examiner's magic-wand and short-sighted conclusion(a viva-voce)deciding his competency, but the Ship Management finding him proved, highly-experienced on larger capacity vessels? Had successfully under-gone DG Approved revalidation- course as well. Wasn't his credibility? Not all Indian NCV COC holders certified by MMD Examiners find eligibility to serve on ocean-going vessels? Exceptions, be looked into the merit of each case.

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(contd. from page 4)

At a recent meeting of the UK Maritime and Coastguard Agency's Human Element Advisory Group, attended by a broad cross section of industry, the UK MCA has set out its proposals for the various elements that could comprise the Leadership and Management unit in the various examinations. Those training for the various professional certificates have already seen their respective syllabuses expanded to take in a range of additional material and the UK has proposed that the underpinning knowledge necessary to demonstrate this competence will be delivered and assessed as a "stand-alone unit", perhaps employing simulators, or at least assessing a candidate's ability to manage teams of people. The course, it is suggested, will include principles of management and leadership as part of the underpinning knowledge and an understanding of such matters as leadership and management styles, the attributes of an effective leader and models of good practice. A range of important leadership

qualities will form part of the underpinning knowledge that the candidate will have to demonstrate, in both routine operational and emergency situations.

There are also a number of quite radical developments that seem to be included in this new element of STCW. Clear communication is a thread that runs through so much of the requirements, with the need to demonstrate competent leadership and management capability. Briefing and debriefing clearly, sharing understanding, the ability to intervene confidently and correctly when something is wrong, assessment of situations and interaction with others all require a certain linguistic understanding in addition to what might be described as "conventional" leadership qualities. There may be rather more to this new element out of Manila than meets the eye! Articles written by the Watchkeeper and other outside contributors do not necessarily reflect the views or policy of BIMCO.

## W o r l d I n f o D e s k

**Clean Shipping: doing more with less:** Is Corporate Social Responsibility more productive than mainstream regulation? The answer should be a simple "no" but when the issue is shipping's environmental impact, the issue is far from cut and dried. What if CSR was the key to unlocking the regulatory logjam, perhaps providing a template for the future, based more on consensus than prohibition?

True, the traditional approach has received something of a boost in recent days. With the apparent endorsement of the IMO process by the UN ahead of the next COP meeting in Cancun, shipping's regulator has achieved a significant win.

It should mean that for all practical purposes, the UNFCCC will not simply load shipping with green taxes in its quest to raise the USD 100 billion it rashly pledged to developing nations by 2020 after COP15 in Copenhagen. That still leaves COP16 the problem of where to find the money but the UN has at least recognised that any market-based emission reduction measure should apply to all ships equally and be agreed through the IMO.

This is good news, but it overlooks the reality of the situation at the IMO. Put simply, without a significant policy shift among UNFCCC parties, the IMO looks like making little progress on CO2 in the near term. No observer at MEPC 61 can have been in any doubt that the IMO's work on greenhouse gases is in a state so fragile that it risks cracking under the weight of its own contradictions.

The IMO is often called tortuous but this is because it is a law-making body, not a trade association. What it does must be both rigorous and consensual, and for that to work it must have unity. That unity - on CO2 at least - is nowhere to be seen.

Outside the plenary hall, it can hardly have escaped the attention that there is a growing number of shipowners who are wholly opposed to what they consider arbitrary measures which will result in increased costs for no apparent benefit. Growing louder too are the voices calling for exemptions or even the scrapping of sulphur controls in emission control areas. The review on fuel availability which will precede the global sulphur cap is, some say, a foregone conclusion, with industry interests laying the ground for delayed

implementation. It might seem uncharitable to mention the Ballast Water and Hong Kong conventions, both years from entry into force and with as many opponents as supporters.

Just as a new ribbon is fitted to the IMO typewriter, let's move on. Where does CSR fit in to this messy picture? I think it has the potential to answer several needs at once. CSR initiatives are not the same as IMO regulation and they have clear disadvantages when compared with properly-shaped global legislation.

If global regulations were good and fair enough - and included not just compliance but continual improvement too - it would be possible to argue there would be no need for CSR, but in reality rules are nothing like that. The alternative that CSR offers to shipping is voluntary participation in systems where the stakeholders - producers, cargo owners, forwarders, ports and end users as well as shipowners - all contribute and stand to benefit.

Sometimes all CSR delivers is a glow of satisfaction with a tinge of "greenwash". But it has the potential to reward compliance that outperforms the minimum required standards. Green CSR takes its lead from established industry practices - voluntary quality systems such as SIRE, CAP and others - which invite owners and operators to work above minimum quality requirements. It is hardly a leap of faith to imagine that the same should be possible for environmental regulation.

Sweden's Clean Shipping Project has been proving this very fact since 2007, signing up the country's biggest shippers to a programme that invites their carriers to enter a range of environmental performance information into a database and receive a score by fleet and individual ship. Owners of 10 ship types are required to complete of a questionnaire on a vessel's operational impact, scoring in five areas: SOx and PM emissions; NOx emissions; CO2 emissions; chemicals; water and waste control. The information is entered on a ship-by-ship basis but is also added to carrier's fleet score.

Not the most delicate tool perhaps, but it is fast becoming a requirement to trade among the country's large public-facing companies. The CSP's Clean Shipping Index (CSI) has just launched into Europe, with early indications of good support.