

**Multinational versus One
Nationality Crew – Challenges of
the Present Manning**

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- Why the matter is interesting;
- Buda statue on the bridge, every morning meal and care of it – m/v Maersk Torino, Myanmar crew;
- Psychological study in Bulgaria for the compatibility of the characters of crew members in the late 80-ties

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- Basics of shipping
 - Mature
 - Cyclical
 - Capital intensive

Modern shipping

- specialization;
 - short stay in port;
 - busy work;
 - no social life on board;
 - intensiveness of the job;
 - constant pressure, etc

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- 20th century:
- crews on board ships sailing in the merchant marine had consisted of one nationality or at least few nationalities close one to another
- The main ship owners had been from the economically developed countries and the crews as well.

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- The last quarter of the 20th century - modern specialized ships appear in the market, the number of ships and necessity of crew members increased especially with the development of oil and gas industry and containerization
- The last decade of the 20th century was marked with the collapse of the soviet system and opening of former centrally planned economies to the international trade
- The ship owners began to look for decrease of crewing expenses - employment of multinational crews and crews from developing countries

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- Labour supplying countries;
- Support of education – example Asia Pacific in Philippines;

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- The consequences
- Economies for shipowners - reduced direct expenses;
- maritime profession in developed countries - less attractive - less qualified people started coming to the industry.;
- STCW - minimum standard;
- ISM – how to wash hands, how to ...
- All the parties in the industry began to seek minimum standard to minimize expenses.

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- Enormous changes happened in the maritime technology
- GPS systems
- electronic charts
- all the modern equipment

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- intensity of work
- instructions for all the activities on board - when and how to wake up, when and how to eat, rest, etc.
- no time to read the instructions

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- Are crews ready to meet the challenges of the industry?
- One nationality crew -absence of language problem, better social life on board;
- Multinational crews – different behavior, different religions, and different cultures, different mentality

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- Normal situation versus contingency situation;
- The “obligations culture”
- MLC Convention

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- combinations of nationalities on board modern merchant ships:
- (1) one nationality crew ;
- (2) multinational crews –
- (2.1) crews consisting of one or two nationality officers and one nationality ordinary crew;
- (2.2) officers from several nationalities and ordinary crew as well;
- (2.3) mixed crew

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- IMO mandatory training courses in Bridge/Engine Team Management and Bridge/Engine Resource Management;

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- steam ship “Kniagina Maria Luisa”, ex French steam ship Felix Fressinier, 5075 tons, 2400 horse power engine, built 1919 in Port de Bouc, France alongside in the Port of Piraeus, Greece on May 30th, 1941

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