

## 12 Bimco Isf Manpower Study

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each industry faces unique human resource management challenges and opportunities and in shipping these include a global labour market and global unionism long periods spent at sea and health and safety issues resulting from a variety of risks this book explores all the key aspects of human resource management in the shipping industry and how they specifically relate to the shipping workforce the book also discusses the practices and issues associated with recruitment training and development and retention of personnel and knowledge in the shipping industry in addition the book addresses the human resource management challenges faced by the industry including achieving work life balance maintaining employee health and wellbeing managing risk and crisis and applying knowledge management principles with case studies in chapters exploring how the principles have been put into practice in the real world and discussion questions to prompt further enquiry this book will be of great interest to students and academics of maritime studies and human resource management more broadly as well as professionals in the shipping industry

this book sheds light on the nature and causes of the issues and challenges in human resources in shipping and proposes fresh recommendations to manage them it explains the multiple forces at play including the global regulatory regime national institutional frameworks industrial practices trade union responses and pressures from customers and non governmental organisations human resource management in shipping integrates seafarer employment data released by national maritime authorities and a large body of literature that discusses discrete human resources issues in shipping into a single volume providing readers with a comprehensive understanding of the issues and challenges within human resources in shipping beyond this the book also offers a fresh perspective on some of the long lasting hrm challenges in the industry such as skills shortage and seafarer recruitment and retention this book aims to provide readers with systematic and in depth knowledge of human resource management in shipping and offers researchers a valuable source of reference and a solid foundation on which further development can be built

the importance of the international maritime transport industry is difficult to overstate this new book presents an interdisciplinary approach from a wide range of internationally based experts international maritime transport represents a radical departure from

previous works in its structure and approach the section editors each discuss the state of the art in the opening chapter before introducing a selection of works providing a wide ranging analysis of the subject wide discretion of approach has provided literary freedom for individual opinion and analysis within the overall framework this permits a level of innovation which is perhaps stifled by the more standardized model whilst each perspective can be seen as exclusive together they form a comprehensive volume of issues in contemporary maritime transport topics covered include ports as interfaces logistics manpower and skills financial risk and opportunities the regulatory framework each chapter contains an introduction which explains the context of the chapter within the book and the contemporary state of the art under the editorship of maritime experts james mcconville alfonso morvillo and heather leggate the book is sure to be of interest to students and academics working on maritime studies as well as being useful to professionals and policy makers in the maritime industry

this open access book constitutes an ethnographic mosaic which depicts the contextual complexities of the life and work of seafarers who are employed in the international merchant cargo fleet the collection is based upon the observations and interviews of researchers in multiple disciplines it is woven together to offer a richly detailed insight into the ways in which a complex global industry operates internationally the book covers issues to do with career decisions and recruitment gender life and work on board multinational vessels health and safety issues the regulation of the industry shipboard roles and role conflict and the representation of workers it will be of considerable interest to all students globally who are studying for professional seafaring qualifications to graduate students studying for masters courses in ship and port management and to welfare professionals and policy makers it is of special interest to those connected to the shipping industry who specialize in issues relating to the human element and will serve as a paradigm defining text in this area

this book focuses on contemporary women seafarers at a global level it looks at issues surrounding the working conditions and welfare of women from both developed and developing countries employed aboard the world s merchant and passenger ships using research commissioned by the ilo the book considers women s participation levels in the industry and examines policies concerning their recruitment training maternity and employment rights and other aspects of work and life at sea it also gives first

hand accounts from women seafarers describing how they have dealt with discrimination sexual harassment parental disapproval and an array of other difficulties the study examines the practices and policies of national and international regulatory agencies employers trade unions and maritime education institutions a series of recommendations that may further help the integration of women into shipboard communities is included

provides an up to date understanding of the market for ship management services the services available the ingredients for a successful business and the problems and liabilities faced by ship managers

in an increasingly global sector where ship owners cargo owners ship registration and crew might all be based in different countries the authors question the role and authority of national shipping policies and their relevance compared to the growing significance of supra national bodies such as the european union they illustrate this with a detailed case study of eu shipping policy and an analysis of the role of different member states models of shipping development and activity are also introduced which provide a useful basis for understanding the industry at the turn of the millennium in particular models derived from the neo and post fordism debate are examined with respect to the structure which underlies trends towards a globalised economy

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