



European Community Shipowners' Associations

D. 3467/09
SF 4.900

ECSA PROJECT: ENHANCING RECRUITMENT AND TRAINING IN THE MARITIME SECTOR IN EUROPE: TENDER FOR STUDY ON BEST PRACTICES

Background

The Commission's Communication on a Maritime Transport Policy 2009-18 indicated that there was a risk of "losing the critical mass of human resources that sustains the competitiveness of the European maritime industries in general". It also acknowledged that maintaining and improving the maritime know-how in the context of the maritime clusters was vital to the economic and social interests of the Community. It was in that context that the EU recognised Social Partners in the maritime transport sector, ETF and ECSA, set up a specific Working Group on seafarers "recruitment and training" within the Social Dialogue framework.

This Working Group will discuss viable solutions and define concrete goals and targets with a view to attracting young Europeans to the seafaring professions in sufficient numbers to reflect the needs of the maritime industry in Member States so as to maintain and improve maritime know-how in the context of the maritime cluster. The WG will look at increasing training programmes, improving the knowledge and image of the maritime profession, as well as tackling the issues of demographic change and an ageing workforce. After discussion, the social partners decided to contribute initially to the debate through separate projects.

Aims of Project

Against the background of many significant initiatives being taken in many Member States, ECSA decided, as a first step, to put together a **one day Workshop in Brussels in June 2010**. National practices in selected EU Member States will be introduced and discussed on the basis of three main topics identified (attracting young Europeans to a maritime career and improving the knowledge and image of the maritime profession, increasing/enhancing training programmes and developing a more stimulating career path and mobility in the cluster), highlighting best practices and learning from unsuccessful practices.

Such a Workshop is considered a necessary initial action to enable for follow up discussions in the WG between the Social Partners to take place on possible future concrete shared initiatives to address the priority issues identified.

To ensure that the project starts from a sound basis, **the first initiative will be an update of the study undertaken during the 2005 UK Presidency in cooperation with Member States on 'Best Practices' in the maritime training and recruitment field EU wide**. This will be undertaken by an independent consultant.

The Terms of Reference for the Consultant

The consultant appointed will have the following tasks.

1. To update the 2005 Study in time for presentation at the June 2010 Workshop. In consultation with the Project's Steering Committee, it is anticipated that the Consultant will work closely with national shipowners' associations, in particular, as well as liaising with Member States and seafarer unions, to collect the necessary information.
2. To assist/advise the Steering Committee on the selection of case studies and the programme for the Workshop.
3. To attend the Workshop and, in liaison with the Steering Committee, to subsequently prepare a draft report containing a synthesis of the debate and the conclusions drawn on the challenges facing the industry in the area.

Terms and Conditions

It is expected that the consultant will have the following characteristics:

1. Practical recent experience in working with shipowners and seafarers unions and their representative bodies in the training and recruitment area in the European and, if possible, global context. In addition, experience in working with maritime Administrations and maritime training establishments.
2. Proven ability to put together and present written reports (in English) in the training and recruitment area.
3. Willingness to attend at least three days of meetings in Brussels (travel/hotel costs covered) during the course of the project, and perform all elements of the terms within 35 working days at €600 per day.

Applications

Those interested in applying are requested to inform Tim Marking at marking@ecsa.eu by 15 January 2010, with further details of the Project being provided on request.