



Friday
9th
JULY
09:30 – 12:30
CEST

**EUSAIR INVESTMENT IN SKILLS AND EDUCATION:
WHICH ROADMAP FOR A MORE SUSTAINABLE BLUE
ECONOMY IN THE ADRIATIC-IONIAN REGION?**

UNPRECEDENTED JOB OPPORTUNITY AND NEW CHALLENGES FOR A MORE RESILIENT MARITIME ECOSYSTEM

Prof. Dr. Christa Sys

In cooperation with



Me, myself and I



Prof. Christa Sys

	TK Blue MORA WISTA Belgium	Joint PhD Applied Economics Ugent-UA (Competition in the container liner shipping industry)
Business environment Maritime economics and business Maritime supply chains	Chair holder BNP Paribas Fortis Transport, Logistics and Ports	Working at University of Antwerp since Oct. 2010
Creating a resilient maritime ecosystem	Course coordinator C-MAT	Involved in projects (H2020,)
Faculty of Business & Economics > Department Transport & Regional Economics	Promotor chair Dennie Lockefeer (Inland navigation)	Antwerp Rail School, Antwerp Inland Navigation School

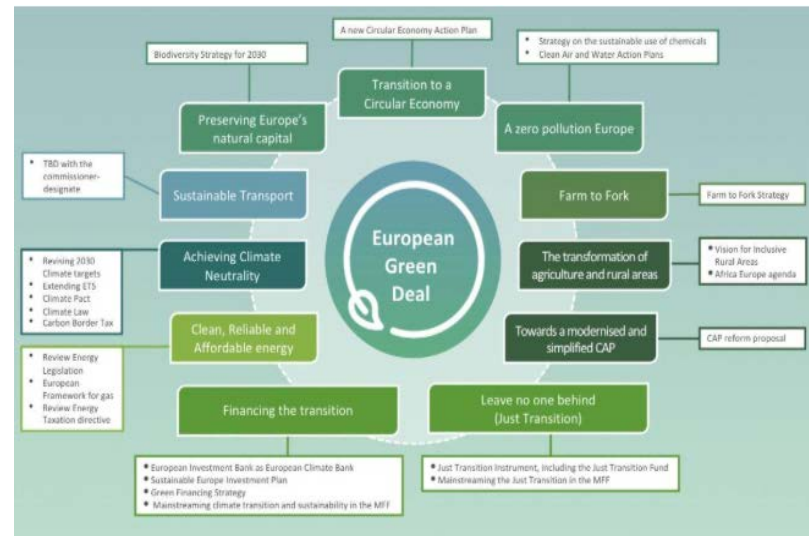
More info: <https://www.uantwerpen.be/en/staff/christa-sys/>





Starting point

SUSTAINABLE DEVELOPMENT GOALS





Mega trends



- Demographic drivers



- Technological drivers



- Sustainable drivers

Which jobs? Which profiles?



1,647,500 seafarers

Global Companies Sign Declaration on Seafarer Welfare and Crew Change



(IMO photo)

BY THE MARITIME EXECUTIVE 01-25-2021 07:08:41

Coinciding with the start of the 2021 World Economic Forum, more than 300 companies from a broad range of industries across the globe are coming together to add their voice to the other organizations seeking to call attention to the humanitarian issues and challenges seafarers are facing caused by the restrictions implemented to control the COVID-19 pandemic. Saying that the current issues are not an acceptable way to treat seafarers, the global companies and organizations are committing to take action to resolve the crew change crisis while calling on peers and other stakeholders, in particular relevant government bodies, to join the efforts.

Shipping Industry Calls For Common, Global Vaccination Framework For Seafarers

in International Shipping News 03/03/2021



A working group focusing on vaccinations within the shipping industry supports seafarers being vaccinated using WHO EUL approved vaccines provided by appropriate agencies in Member States.

It is hoped that private vaccinations will be available in most countries soon but until they are, caution should be used if vaccines are offered by

private entities.

The shipping industry has worked with the relevant UN bodies and made representations to the COVAX scheme, particularly since many seafarers come from countries eligible for vaccines through that scheme.

"We encourage all seafarers to be vaccinated when offered the opportunity and continue to advocate for a common global, interoperable framework for recording test and vaccination status," says BIMCO's Secretary General and CEO, David Loosley.

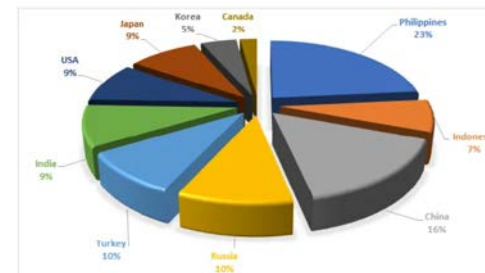
Source: BIMCO



"With recent bans on flights from India and Philippines, the demand for vaccinated Chinese seafarers has skyrocketed" (Splash)

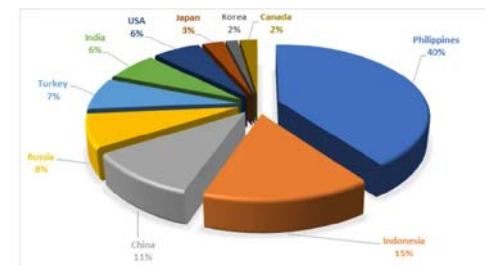
Top 10 Countries supplying seafarers

Officer Rank



Top 10 Countries supplying seafarers

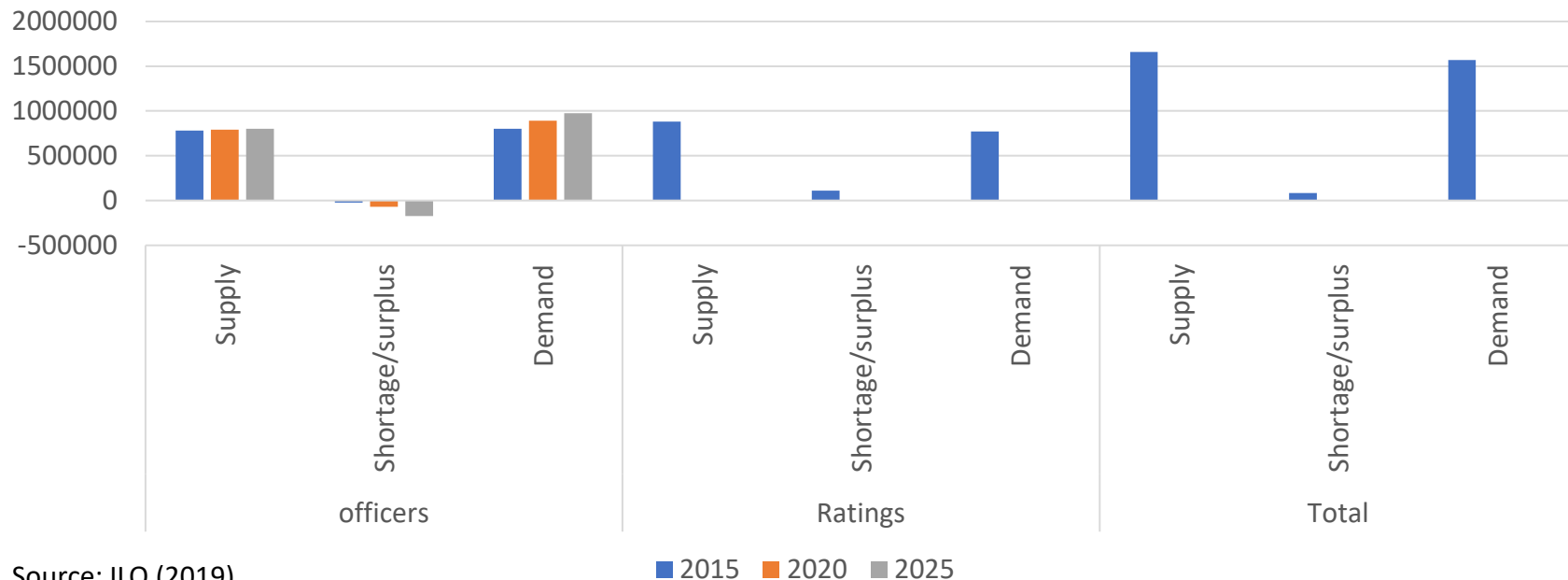
Crew (also known as Ratings)





Evolution in employment in shipping

Global supply & demand for seafarers



Source: ILO (2019)

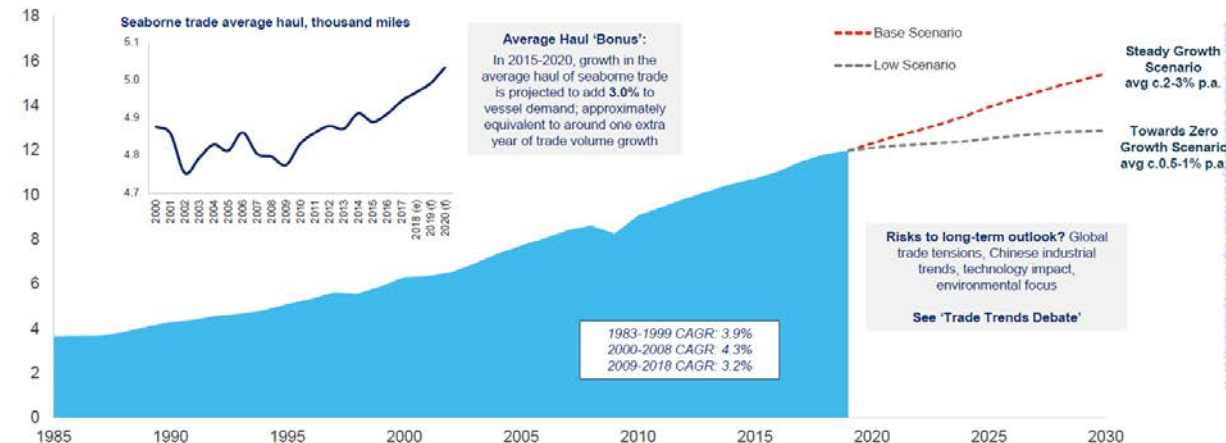


However,....

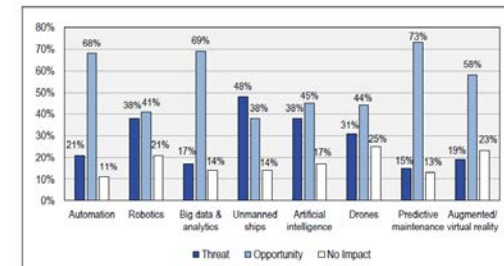
Seaborne Trade: Long-Term Scenarios

In the base case, 3.6bn tonnes of trade is added in 2019-30 (3.2bn tonnes added in 2009-18)

Global Seaborne Trade, Bn tonnes



Source: Clarksons Research.



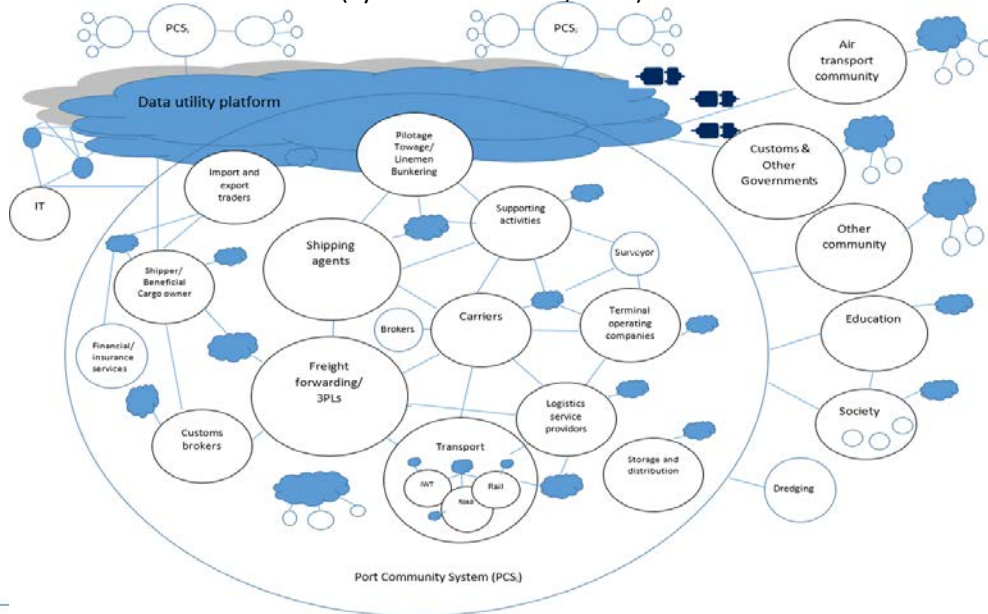
Source: FutureNavis Maritime: Crew Connectivity 2018 Survey Report, 2018.





...+ Other jobs?

Maritime ecosystem > to match supply and demand globally, efficient and effective cargo, information and financial flows are interconnected in a variety of multi-layered networks linking all actors (B2B, B2G) (living components) and infrastructure (e.g. port, hardware,...) (non-living components) whilst reducing costs, improving (operational) efficiency, ensuring sustainability, complying with regulation and simultaneously improving customer satisfaction (e.g. reliability) to retain or increase market share. (Sys & Vanelander, 2020)



Sys & Vanelander, 2020



Example

MCA MARITIME CAMPUS ANTWERP

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Maritime Campus Antwerp




MCA brings together all actors within the maritime sector to cooperate and innovate. From larger companies to start-ups, educational and research institutions.

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Example:

The Blue Economy: an unknown strong pillar

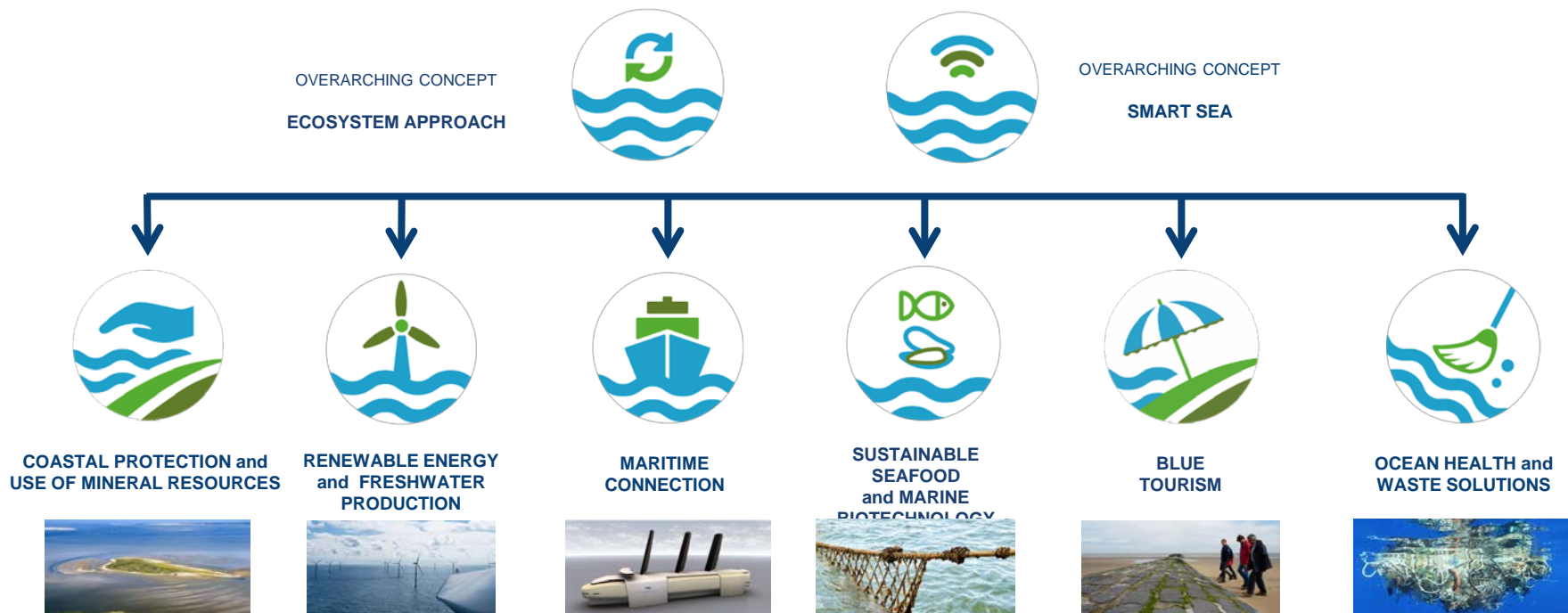
Direct Impact

	Turnover		Employment		Added value
Chemistry & life sciences	€ 46B	Blue Economy	77,000 FTE	Blue Economy	€ 7.2B
Food	€ 41B	Chemistry	68,000 FTE	Chemistry	€ 5.5B
Blue Economy	€ 31B	Food	51,000 FTE	Food	€ 1.9B

In which areas are they active?

6 focus areas
2 cross-sectional areas

A roadmap for each area





Challenge

Grexit

82



100

Fons Leroy, VDAB, 2019



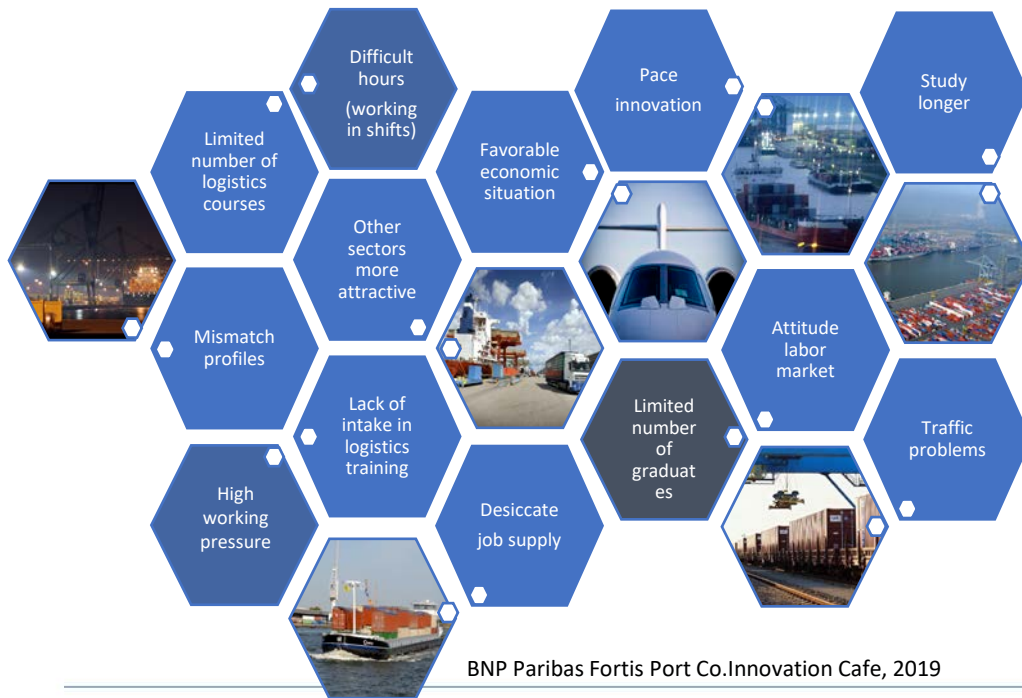
BNP Paribas Fortis Port Co.Innovation Cafe, 2019



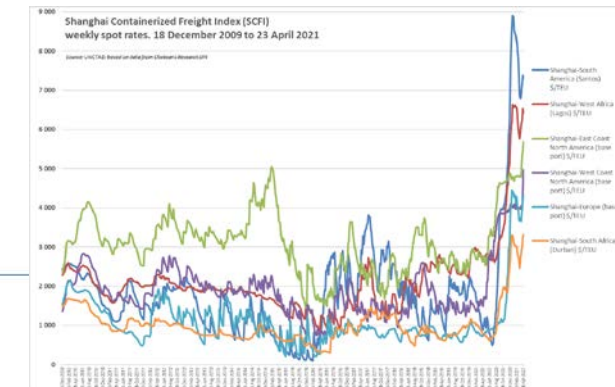
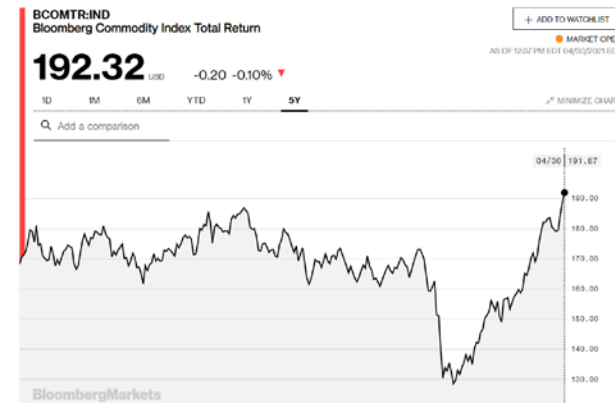
BC

Why is there a 'war for talents' in the maritime and port sector?

WC



BNP Paribas Fortis Port Co.Innovation Cafe, 2019





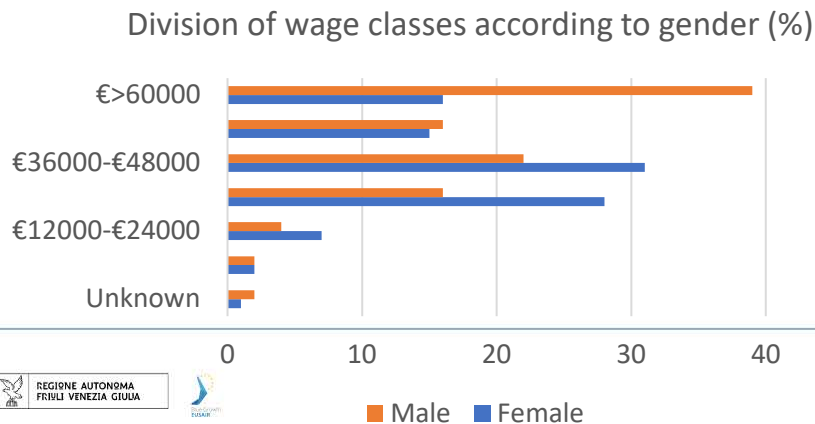
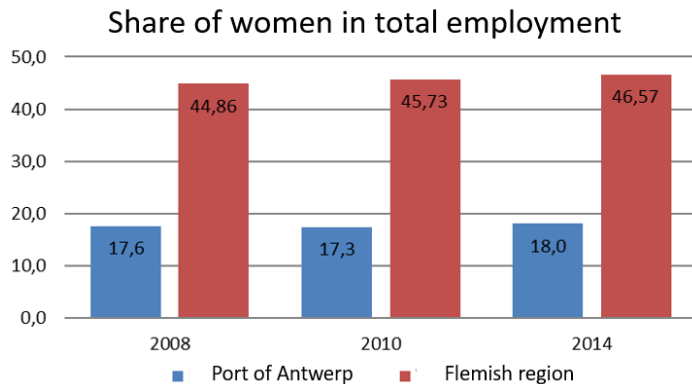
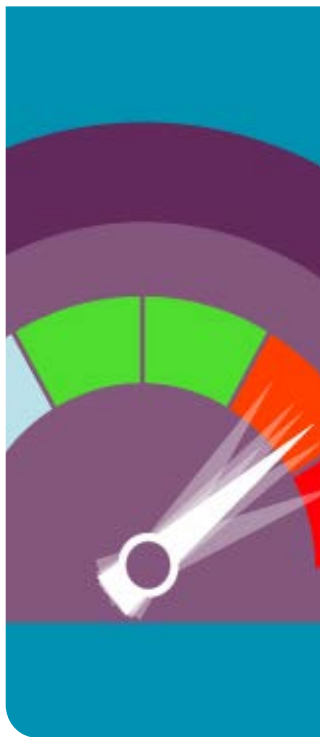
How to build a larger talent pool?



Diversity - Change leadership – change culture – give control



Effective monitoring system > (disclose) data





Takeaways



Opportunity to make shipping a more attractive career

Developments in the field of digitization, automation and offshoring certainly do not solve all problems concerning a shortage of maritime/port jobs > **need for a LT vision**

Improve inclusive/diversity in the workplace

- Effective monitoring systems

- Build (international) company culture

- Focus on hiring strategies/renumeration equality (lifelong) learning and development planning

Talent/Technology/Training

Telework

Think innovative pathways

Promote sector (40 under 40)



Thank you for your attention



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The labour market for the port of the future : a case study for the Port of Antwerp, Esser Anton, Sys Christa, Vanelslander Thierry, Verhetsel Ann, Case studies on transport policy / WCTR Society - ISSN 2213-624X - 8:2(2020), p. 349-360, Full text (DOI uitgever): <https://doi.org/10.1016/J.CSTP.2019.10.007>

Tracking gender equality through data collection: a literature review and the case of the port sector, Sisangile Nduna, Christa Sys, Hassiba Benamara, Frida Youssef, in book 'Gender and work in transport', Emerald (expected in early 2022)

More: <https://www.uantwerpen.be/en/staff/christa-sys/publications/>

