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Values of Filipino Seafarers: The Formula to a Successful Career



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ABSTRACT: The decreasing deployment of Filipino officers to the international shipping companies has caused alarms to the Maritime Higher Educational Institutions and MARINA. This study will investigate the values of the Filipino officers employed by the international shipping companies. The result may be useful to the Philippine government in formulating curriculum for the MHEIs' This study was conceptualized to ascertain what are the values that are inherent among Filipino officers employed by international shipping companies. The SIRC 2002 survey showed Filipino seafarers occupy the No. 1 spot in global deployment. However, the recent study by the Baltic International Maritime Council (BIMCO/ICS) 2021 showed that deployment of Filipino officers has slowed down. The respondents of this study chosen using the simple random sampling method were the 94 Filipino Management and Operational level officers who were employed by international shipping companies. Hard copies of the questionnaires were administered to the respondents in the Philippines while soft copies were sent to Filipino officers on board. Data were analyzed using descriptive statistical tools such as frequency, mean, and standard deviation. Significant differences among variables were determined through One-way ANOVA and *t*-test of Independent Samples. Results showed that the values of *integrity*, *godliness*, and *loyalty* were predominantly high among the respondents while *discipline* was low. The study showed that discipline was low among senior officers, while it was found to be high among junior officers. Further research should be done to validate the result of this study and the impact of the intervention program.

KEYWORDS: Values, Seafarers, Integrity, Godliness, Loyalty, Discipline

INTRODUCTION

The Philippines ranked no. 1 in the deployment of seafarers to international shipping companies with 28.1% from the survey of Seafarers International Research Centre (SIRC) 2002. The recent study conducted by the Baltic International Maritime Council (BIMCO) 2021 showed that Filipino senior officers and junior officers ranked second compared to officers from Indo-Pacific regions and China. The survey was conducted among international ship owners that employ officers of different nationalities. Indeed, it showed that there was a decrease in the deployment of Filipino officers in both management and operational level categories. Thus, this study was conceptualized with the help of Filipino management and operational-level officers employed by foreign shipowners. The study determined the values that are determinants of a successful career at sea. The study determined the percentage of Filipino officers employed by international shipping companies. Instruments were distributed to the randomly selected Filipino officers employed by international shipping companies.

The result of the study may serve as the formula for a successful seafaring career. The study will formulate an intervention program for a successful seafaring career among Filipino senior and junior officers and increase the deployment to international shipping companies.

Background and Theoretical Framework of the Study

The global survey of Seafarers International Research Center (SIRC) 2002 showed 28.1% deployment with 9% as senior officers and 19% as junior officers while 72% were ratings. The Filipino seafarers garnered the top spot.

The Baltic International Maritime Consultative Organization (BIMCO) survey, in collaboration with the International Chamber of Shipping (ICS) in 2021, predicted a shortfall of 26,240 Standard of Training, Certification, and Watchkeeping (STCW)- certified officers to complement the increasing number of ships trading globally. Movements of goods around the world have increased due to the opening of borders, thereby easing the restrictions and worldwide trade has increased tremendously.

Given the improving worldwide economic conditions, the demand for ships of all types has increased, causing a shortfall of ship officers and ratings. However, the survey showed that the officer requirements of international shipping companies were recruited from other countries and the Philippines. According to the report (BIMCO/ICS, 2021), the global requirement for STCW-certified officers will last until 2026. In the same report by BIMCO/ICS (2021), China was at the top spot in the supply of Operational level officers for the global shipping market, and the Philippines ranked second. In the category of Management-level officers, Srinivasan (2021) stated that the top spot was garnered by senior officers from the Indo-Pacific region, while the Philippines was second in the global employment ranking.

The decrease in deployment was reported by the Manila Times that in 2018 there were 337,502 seafarers deployed, which was 111,961 lower compared with the figure of 449,463 in 2017 (Ayeng, 2019) as reported by Tang and Bhattacharya (2021). Even though a separate figure for officer deployment was not provided, it is reasonable to assume that tens and thousands of Filipino officers lost employment in 2018. If this continues, the Philippine maritime industry will be strained with an increasing number of unemployed MARINA-certified officers.

The report of the Philippine Overseas Employment Administration (POEA) shows a 25% reduction in deployment from 2018 to 2019 during the pre-pandemic era. The decrease in deployment of Filipino officers during the COVID-19 pandemic was 53% in 2020 and 48% in 2021 (POEA, 2021). This study was conceptualized because of the decrease in the deployment of Filipino officers to international shipping companies.

Every seafarer must have core values to succeed in his career at sea. The seafarer's core values are passion, respect, loyalty, responsibility, discipline, tolerance, humility, and generosity (Luna 2020). A seafarer must possess the important value of *loyalty*. The reputation and interests of the ship, the employers, and the maritime personnel must be safeguarded.

This study investigated the Filipino seafarers' values as the formula for a successful career at sea. Specifically, this study sought answers to the following questions:

1. What are the Filipino officers' values as an entire group and when classified as to annual salary, rank, and course graduated?
2. Are there significant differences in the Filipino officers' values when classified according to annual salary, rank, and course graduated?
3. What intervention program can be developed to achieve a successful career at sea?

Hypothesis

There are no significant differences in the Filipino officers' values when classified according to annual salary, rank, and course graduated.

Related Literature

The Spanish Pacific empire was established in the sixteenth century, Filipinos primarily crewed the ships that connected Mexico to Manila (Zhao & Amante, 2005) While the maritime industry has relied on transnational labor for centuries and has been globalized for more than 600 years, it has long been known for its severe racial and ethnic labor divisions (Sharma, 2022). Ships on international voyages have become more prominent and carry more cargo with less operating cost. Compared to older ships built in the 90s, new ships require less complement to operate. Despite the mild shortage of officers, ships must run with insufficient backup or fewer officers than the recommended level of manning (Petersen, 2000 as cited by Sugimoto, 2004). From the Seafarers Manpower report of BIMCO/ICS 2021, the demand for officers has increased by 24%. The report indicates that 26,240 STCW-certified officers are required globally for the next decade. Fan et al. (2017) stated that one of the most essential criteria for sailors to be hired aboard foreign ships are their ability to communicate in English. The analysis of Kartal et. al (2019) from their study showed the strengths and weaknesses of alternative countries, concluding that the most suitable nation was Filipino, based on all identified assessment criteria. It appears that basis on economic and cultural factors, the Filipino OOWs are the choice of international ship owners. Shipping companies from south Korea base their recruitment on the education, training and experience of the OOWs they employ (Kartal et. al 2019).

Training and Education

According to Kim and Kim (2015) in Edirisinghe, (2018), intrinsic motivational elements related to self-actualization are the most effective academic motivators, demonstrating the importance of quick pleasure in the learning process. For the sake of maritime safety and to raise the level of knowledge and expertise among seafarers, education and training are crucial. The MHEIs play a crucial role in the development of knowledge, understanding, and performance of the students, and training enhances the skills of the seafarers aligned with the latest issues in the maritime industry.

Motivation for education can be confused with a desire to have a career, wealth, or the approval of superiors in the form of excellent grades (Edirisinghe, 2018). The motivated individual can hurdle any obstacle that may hinder his ambition or dream of a

life at sea. MHEIs should enhance the facilities and equipment, curricular programs, learning methodologies, and quality of instruction toward producing a pool of highly qualified deck officers and marine engineers.

Seafarers' Values

Values are the fundamental beliefs, behaviors and attitudes that have been approved and accepted as what is good by society for a long time (Gamage KAA, 2021). In this study the seven core values identified by the researcher were integrity, perseverance, loyalty, excellence, discipline, godliness and equality. Luna (2020) identified the seafarers' eight core values are passion, respect, loyalty, responsibility, discipline, tolerance, humility, and generosity. Possessing values should make seafarers competitive and employable in the global shipping market. Every seafarer must have core values to succeed in a seafaring career. The result of the study showed that *loyalty* and *discipline* were significant among the seven values identified by the researcher, while Luna (2020) ranked these two values in the 3rd and 5th places respectively. The reputation and interests of the ship, the employers, and the maritime personnel must be safeguarded. They should have complete trust in and loyalty to one another (Luna, 2020).

Loyalty is a sense of belonging manifested in the desire to remain in the organization (Suprayitno, 2019). The study of Silvervag, Haake, and Gulz (2018) defined and measured perseverance as choosing to continue working on a task after having failed at solving it. Luna (2020) postulated that discipline also entails being able to keep oneself together even in the most trying of circumstances. When put under strain, the well-disciplined person does not crumble and lose control. He remains focused and perseveres until he achieves success. Discipline is having control over one's life and keeping it in order.

Conceptual and Theoretical Framework

The illustration in Figure 1 shows the factors such as annual salary, rank on board ships and course graduated.

METHOD

This descriptive study was designed to closely investigate Filipino officers' values employed by international shipping companies and formulate an intervention program for a successful career at sea and enhance their global employment. The simple random sampling method was used to gather the data. Hard copies of the questionnaires were given face-to-face to the respondents at the offices of Shipping companies A and B, training centers A and B, and to those Filipino officers who were on board, copies of the questionnaire in Google form with the link was sent. For inferential analysis, the One-way ANOVA and t-test for Independent Samples were employed to determine the significance of the differences in terms of the independent variables.

Respondents of the Study

The respondents of this research as shown in Table 1 were the ninety-four (94) Filipino officers (Management and Operational levels) employed by international shipping companies. The respondents were currently employed by shipping companies A and B. Also, Filipino officers who were on upgrading training at training centers A and B were included as respondents.

Research Paradigm

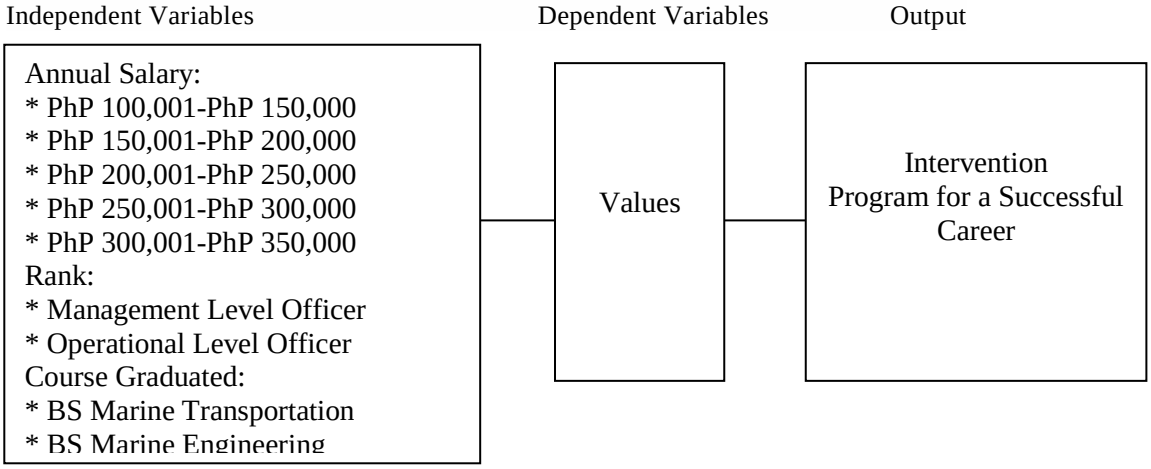


Figure 1. The diagram shows the values as influenced by annual salary, rank, and course graduated.

The distribution of the 94 respondents in Table 1 revealed that 23% (22) received an annual salary of PhP 100,001–PhP 150,000, 16% (15) received an annual salary of PhP 150,001–PhP 200,000, 14% (13) received an annual salary of PhP 200,001-PhP 250,000, 11% (10) received an annual salary of PhP 250,001–PhP 300,000, and 36% (34) received an annual salary of PhP 300,001–PhP 350,000. There were 50% (47) of each of the management and operational level officers; 48% (45) were graduates of BS Marine Transportation while 53% (49) were graduates of BS Marine Engineering.

Table 1: Distribution of Respondents

Category	Frequency	Percentage
Entire Group	94	100
(A) Annual Salary		
PhP 100,000 to PhP 150,000	22	23
PhP 150,001 to PhP 200,000	15	16
PhP 200,001 to PhP 250,000	13	14
PhP 250,001 to PhP 300,000	10	11
PhP 300,001 to PhP 350,000	34	36
Total	94	100
(B) Rank		
Management Level Officer	47	50
Operational Level Officer	47	50
Total	94	100
(C) Course		
BS Marine Transportation	45	48
BS Marine Engineering	49	52
Total	94	100

RESULTS

Descriptive Data Analysis This portion of the data presentation shows the descriptive data on the Filipino officers' values when classified according to annual salary, rank, and course graduated. The Filipino officers' values were analyzed as an entire group. The values of integrity got the highest mean of 4.45 while the values of discipline got the lowest mean of 4.23. Table 2 shows the data.

Table 2: Filipino Officers Values as an Entire Group

	Mean	Description	SD	Rank
Integrity	*4.45*	Very often true of me	0.54	1
Godliness	4.38	Very often true of me	0.60	2
Loyalty	4.36	Very often true of me	0.63	3
Equality	4.30	Very often true of me	0.58	4
Perseverance	4.29	Very often true of me	0.58	5
Excellence	4.26	Very often true of me	0.58	6
Discipline	*4.23*	Very often true of me	0.56	7
Overall	4.30	Very often true of me	0.57	

The Filipino officers' values were analyzed and grouped according to annual salary. The Filipino officers' values of *godliness* got the highest mean of 4.80 among the officers with an annual salary of PhP 250,001-PhP 300,000, while the values of *loyalty* got the lowest mean of 4.00 among the officers with an annual salary of PhP 200,001-PhP 250,000. Table 3 shows the data.

Table 3: Filipino Officers' Values When Classified According to Annual Salary

	100,000 150,000			*to 150,001 200,000*			*to 200,001 250,000*			*to 250,001 300,000*			*to 300,001 350,000*			*to* Total		
	N	Mean	SD	N	Mean	SD	n	Mean	SD	n	Mean	SD	N	Mean	SD	N	Mean	SD
VALUES																		
Godliness	22	4.25	0.46	15	4.57	0.47	12	4.30	0.57	10	*4.80*	0.25	34	4.31	0.74	93	4.39	0.60
Integrity	22	4.44	0.44	15	4.60	0.42	12	4.35	0.46	10	4.73	0.33	34	4.35	0.70	93	4.45	0.55
Equality	22	4.45	0.45	15	4.45	0.42	12	4.06	0.48	10	4.62	0.48	34	4.15	0.70	93	4.31	0.58
Loyalty	22	4.62	0.38	15	4.34	0.43	12	*4.00*	0.57	10	4.57	0.70	34	4.26	0.76	93	4.36	0.63

Perseverance	22	4.29	0.51	15	4.44	0.52	12	4.02	0.45	10	4.56	0.39	34	4.27	0.71	93	4.30	0.58
Excellence	22	4.34	0.49	15	4.29	0.49	12	4.21	0.48	10	4.52	0.36	34	4.15	0.73	93	4.26	0.58
Discipline	22	4.17	0.51	15	4.43	0.52	12	4.18	0.38	10	4.32	0.43	34	4.18	0.68	93	4.23	0.56

The Filipino officers' values were analyzed and classified according to rank. The Filipino officers' values of *integrity* had the highest mean of *4.49* among operational-level officers, while the values of *discipline* had the lowest mean of *4.20* among management-level officers. Table 4 shows the data.

Table 4: Filipino Officers' Values When Classified According to Rank

	Management			Operational			Total		
	N	Mean	SD	N	Mean	SD	N	Mean	SD
VALUES									
Integrity	47	4.41	0.64	47	*4.49*	0.42	94	4.46	0.55
Godliness	47	4.34	0.69	47	4.45	0.48	94	4.38	0.60
Equality	47	4.22	0.69	47	4.39	0.42	94	4.31	0.59
Loyalty	47	4.34	0.74	47	4.34	0.51	94	4.35	0.64
Perseverance	47	4.32	0.65	47	4.25	0.52	94	4.30	0.59
Excellence	47	4.21	0.65	47	4.31	0.50	94	4.27	0.58
Discipline	47	*4.20*	0.63	47	4.28	0.47	94	4.24	0.56

The Filipino officers' values were analyzed and classified according to course graduated. The values of *godliness* among BSMarE graduates got the highest mean of 4.47, while the values of *discipline* among the BSMT graduates got the lowest mean of 4.18. Table 5 shows the data.

Table 5: Filipino Officers' Values When Classified According to Course Graduated

	BS Marine Transportation			BS Marine Engineering			Total		
	N	Mean	SD	N	Mean	SD	n	Mean	SD
Godliness	45	4.30	0.50	49	*4.47*	0.66	94	4.38	0.60
Integrity	45	4.44	0.42	49	4.44	0.63	94	4.45	0.54
Loyalty	45	4.37	0.54	49	4.33	0.70	94	4.36	0.63
Perseverance	45	4.28	0.51	49	4.30	0.64	94	4.29	0.58
Excellence	45	4.26	0.48	49	4.26	0.67	94	4.26	0.58
Equality	45	4.26	0.50	49	4.32	0.64	94	4.30	0.58
Discipline	45	*4.18*	0.48	49	4.29	0.62	94	4.23	0.55

Inferential Data Analysis

This portion of the data presentation indicates the inferential data on the Filipino officers' annual salary, rank onboard, and course graduated. Statistical tools employed were One-way ANOVA and t-test for Independent Samples to determine the significance of the differences in values in terms of annual salary, rank on board, and course graduated. The Filipino seafarers' values were analyzed with One-way ANOVA and classified according to annual salary. The result showed that loyalty was significant, $F(4,88)=2.571$, $p=.043$. However, the results of the Scheffe test revealed that not one of the pairs for salary came out significant because the p value for loyalty in terms of annual salary was .043.Equality was found significant $F(4,88)=2.608$, $p=.041$ when analyzed in terms of values and classified according to annual salary. However, the results of the Scheffe test revealed that not one of the pairs for salary came out significant because the p value for equality in terms of salary was .041. Table 6 shows the data.

Table 6: One-way ANOVA Results on Values When Classified According to Annual Salary

		Sum of Square	Df	Mean Square	F	Sig.
	Between Groups	1.608	4	.402	1.374	.250
Integrity	Within Groups	25.755	88	.293		
	Total	27.363	92			
	Between Groups	1.900	4	.475	1.425	.232
Perseverance	Within Groups	29.327	88	.333		
	Total	31.227	92			
	Between Groups	3.841	4	.960	2.571	.043
Loyalty	Within Groups	32.877	88	.374		
	Total	36.718	92			
	Between Groups	1.258	4	.315	.925	.453
Excellence	Within Groups	29.917	88	.340		
	Total	31.175	92			
	Between Groups	.892	4	.223	.708	.589
Discipline	Within Groups	27.726	88	.315		
	Total	28.619	92			
	Between Groups	2.971	4	.743	2.171	.079
Godliness	Within Groups	30.112	88	.342		
	Total	33.083	92			
	Between Groups	3.285	4	.821	2.608	.041
Equality	Within Groups	27.719	88	.315		
	Total	31.005	92			

Note*: significance level set at .05

The Filipino officers' values in terms of the two ranks when analyzed with *t*-test for Independent Samples were not significant. Regardless of the rank on board, the values of Filipino officers are similar. Table 7 shows the data.

Table 7: *t*-test for Independent Samples Results between Management Level and Operational Level in Values

	Rank	N	Mean	T	Df	Sig.
	Management	47	4.41	-.639	92	.524
Integrity	Operational	47	4.48			
	Management	47	4.32	.428	92	.670
Perseverance	Operational	47	4.27			
	Management	47	4.34	-.210	92	.834
Loyalty	Operational	47	4.37			
	Management	47	4.21	-.748	92	.436
Excellence	Operational	47	4.31			
	Management	47	4.20	-.617	92	.539
Discipline	Operational	47	4.27			
	Management	47	4.34	-.772	92	.442
Godliness	Operational	47	4.43			
	Management	47	4.22	-1.398	92	.165
Equality	Operational	47	4.39			

Note:*significance level set at .05

The Filipino officers' values were analyzed with *t*-test for Independent Samples and classified according to course graduated was not significant. Regardless of the course graduated, the values of Filipino officers are similar. Table 8 shows the data.

Table 8: *t*-test for Independent Samples Results between BSMT and BSMarE in Values

	Course	N	Mean	T	df	Sig.
	BSMT	45	4.45	.032	92	.975
Integrity	BSMarE	49	4.44			
	BSMT	45	4.29	-.121	92	.904
Perseverance	BSMarE	49	4.30			
	BSMT	45	4.39	.490	92	.625
Loyalty	BSMarE	49	4.33			
	BSMT	45	4.26	.021	92	.983
Excellence	BSMarE	49	4.26			
	BSMT	45	4.17	-1.069	92	.288
Discipline	BSMarE	49	4.29			
	BSMT	45	4.30	-1.388	92	.168
Godliness	BSMarE	49	4.47			
	BSMT	45	4.28	-.317	92	.752
Equality	BSMarE	49	4.32			

Note*: significance level set at .05

DISCUSSION AND CONCLUSION

Descriptive analysis of the data as an entire group showed that *integrity* (mean 4.45) was high while *discipline* (mean 4.23) was low. The result showed that the entirety of the Filipino officers employed by international shipping companies possess the value of *integrity*. When analyzed in terms of the annual salary they received, the value of *godliness* (mean 4.80) was high among those receiving higher salaries as compared to those receiving lower salaries, in which loyalty (mean 4.0) was found low. The analysis in terms of values classified according to annual salary showed that those receiving higher salaries possess the value of *godliness* while those receiving lower salaries possess the value of *loyalty*. The study showed that Filipino officers are loyal to their employers despite receiving low salaries. The analysis in terms of values and classified according to rank showed that the value of *integrity* (mean 4.49) was high among operational level officers and the value of *discipline* (mean 4.20) was low among management level officers. The analysis in terms of values and classified according to course graduated showed that the value of *godliness* was high among graduates of BS Marine Engineering while the value of *discipline* was low among BS Marine Transportation graduates. One-way ANOVA analysis of values in terms of annual salary revealed that *loyalty* $F(4,88)=2.571$, $p=.043$ and *equality* $F(4,88)=2.608$, $p=.041$ were significant. However, the Scheffe test results showed that none of the pairs for salary came out significant. The *t*-test for Independent Samples of values in terms of the two ranks was not significant. Therefore, the values of Filipino officers are similar regardless the rank on board ship. The *t*-test for Independent Samples of values in terms of the course graduated was not significant. Regardless of course graduated the values of Filipino seafarers are similar. From the result of the study, it can be concluded that Filipino officers possess the values of integrity, perseverance, loyalty, excellence, discipline, godliness and equality, which make them the preferred officers to complement the ships of international shipping companies.

RECOMMENDATION

As an offshoot of this study, an Intervention Program towards a successful career at sea was formulated. This may enhance the employability of Filipino officers toward deployment to international shipping companies. Results showed that the values of integrity, godliness, and loyalty was predominant among the respondents. Discipline was found to have the lowest mean among the respondents. The study showed that discipline was low among seafarers of the management level category, while it was found to be high among operational level officers. Maritime Higher Educational Institutions should design the curricular programs that would enhance the values of the students in the maritime courses. Shipping companies ought to design seminars to enhance the integrity, godliness, and loyalty of Filipino officers who aim to work for international shipping companies. Some courses designed by CHED MARINA were not aligned with the requirement as stipulated in the STCW 1978 as amended. The CHED/MARINA curriculum should include courses that are crucial to the growth of students' character and values. In either case, the Philippines' shipping companies may conduct seminars for the cadets/officers.

Program Component

Component	Objective	Strategies	Person Responsible	Expected Output
Integrity	Enhance honesty and righteousness of the seafarer	Conduct seminars or workshops	MHEIs - Dean / HR Head Shipping companies - HR Manager	Submit outputs at the end of the seminar/workshop.
Godliness	Strengthen faith in God and ask for guidance in critical situations	Conduct seminars on different faiths.	MHEIs - Dean / HR Manager: Shipping companies - HR Manager	Must pass the assessment to complete the seminar.
Loyalty	Strengthen the value of Loyalty	Conduct seminar/ Workshop	MHEIs - Dean / HR Manager: Shipping companies - HR Manager	Submit an output at the end of the seminar/workshop

CONFLICTS OF INTEREST

The authors declare no conflicts of interest regarding the publication of this paper.

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