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**Human factors in the Philippine shipping industry:
an analysis of challenges and opportunities**

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Preface

In 2021, Baltic and International Maritime Council reports that the Philippines has become the world's largest supplier of seafarers, with Filipino seafarers. In 2020, to further care for its major source of foreign exchange earnings, the Philippine government has established the Department of Migrant Workers as the sole agency responsible for the deployment of Overseas Filipino Workers that include seafarers that elevated the former Philippine Overseas Employment Administration to the status of a department. Although seafarers do not have many opportunities to show their working conditions due to the nature of working in isolation at sea, they are undoubtedly a valuable part of the labor force that supports the Philippine economy through large amounts of overseas remittances.

This survey of Philippine seafarers benefited from the generous information provided by the AMOSUP, the ITF Philippines, the Maritime Academy of Asia and Pacific, the Philippine Merchant Marine Academy, the National Maritime Polytechnic, the DMMA College of Southern Philippines, Holy Cross Davao College and other excellent seafarer training organizations that accepted our request for a site visit. We also sincerely extend our thanks for the generous support of the Maritime Industry Authority, the Philippine Coast Guard, and the ITF Manila. Especially, we would like to express our gratitude and condolences to the family of Fina Rumpus, an administrative assistant at the University of the Philippines School of Labor and Industrial Relations, who passed away in November 2023. Fina served as our liaison with seafarer training institutions and government agencies in the Philippines since 2019 and had made precious contribution. We would also like to sincerely thank our research colleagues and associates both in the Philippines and Japan including the ERIA support office for their invaluable support.

Lastly, we hope that this report serves to honor the dedication of Filipino seafarers who have overcome numerous challenges and continue to be pivotal players in the global economy.

Izumi Chibana

Editor