

Indian Seafaring Officers

Compensation & Benefits Survey - 2009





Foreign Owners Representatives and Ship Managers Association (FOSMA) is the pioneer Association of Foreign Ship-owners Representatives, Foreign Ship Managers, Ship Manning Agents in India. Established in 1989, FOSMA recently celebrated its 20th anniversary. From small beginnings, FOSMA has today risen to its present eminent position comprising of twenty nine member companies representing majority of Indian Seafarers working on foreign flag vessels.

FOSMA is actively involved in representing the views of the industry, and working along with the maritime administration of India in matters relating to Recruitment and Placement of Seafarers, Merchant Shipping, Maritime Education and Training, Assessment, Examination and Certification Matters, Maritime Labour Conventions, STCW matters, etc.

FOSMA has also been running its own maritime training institutes for the general benefit of all seafarers at Kolkata, Delhi, Haldia and Mumbai, with a spread of courses from pre-sea to Master / Chief Engineer.

About ISF HR Services

ISF HR Services, established in 2003, is a company actively involved in Training and Consultancy in Human Resource and Management areas and is a part of the ISF Group (www.isfgroup.in). Other activities of the Group include maritime training, distance learning programmes, maritime audits and surveys, software development and E-learning (www.ispelearning.com).

The following members of the ISF HR Services have been involved in the survey, statistical analysis and authoring the **“ISF Seafaring Officers Wages Benchmarking Report – 2009”**.

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Participating Companies

The following FOSMA member and non member companies have participated in this benchmarking exercise:

1. Andromeda Shipping (India) Pvt. Ltd.
2. Bernard Schulte Shipmanagement India Pvt. Ltd.
3. Bibby Ship Management (India) Pvt. Ltd.
4. Chellaram Shipping Pvt. Ltd.
5. Confidence Shipping Co. Pvt. Ltd.
6. Dynacom Tankers Management Ltd.
7. ELITE Mariners Pvt. Ltd.
8. EMS Selandia Marine Services Pvt. Ltd.
9. Genoa Maritime (Cyprus) Ltd.
10. Herald Maritime Services Pvt. Ltd.
11. IMS Ship Management Pvt Ltd.
12. K Line Ship Management Co. Ltd. (KLSM)
13. K Steamship Agencies Pvt. Ltd
14. Mitsui O.S.K. Lines Maritime (India) Pvt. Ltd.
15. MMS Maritime (India) Pvt. Ltd.
16. Northern Marine Management India Pvt. Ltd.
17. Nortrans Maritime Services
18. NYK Shipmanagement PTE Ltd.
19. Orient Ship Management & Manning Pvt. Ltd.
20. Torm Shipping India PVT. Ltd
21. V. Ships India Pvt. Ltd
22. Wallem Shipmanagement (India) Pvt. Ltd.
23. Wilhelmsen Ship Management (India) Pvt. Ltd.
24. World Tankers Management Pte. Ltd.

Abbreviations Used

- CAGR – Compound Annual Growth Rate
- FSO - Floating Storage and Offloading unit
- LNG – Liquefied Natural Gas
- LPG – Liquefied Petroleum Gas
- Max – Highest value in a set of data
- Min – lowest value in a set of data
- P10 – 10th percentile in the set of data
- P25 – 25th percentile in the set of data
- P75 - 75th percentile in the set of data
- P90 – 90th percentile in the set of data
- PCC – Pure Car Carrier
- RORO – Roll-on/roll-off ship
- SD – Standard Deviation
- USD – United States Dollars

Index

S.N.	Topic	Page No.
1	Executive Summary	8
2	Wages Benchmarking - 2009	9
	i. Oil Tankers	10
	ii. Chemical Tankers	11
	iii. LPG	12
	iv. LNG	13
	v. Bulk Carriers / Self Unloaders	14
	vi. RORO / PCCs	15
	vii. Container Vessels	16
	viii. FSOs / FPSOs	17
	ix. Off Shore Vessels	17
3	Additional Benefits For Seafarers - The Industry Trends	18
4	Wage Trends Over The Years (2004-2009)	24
	i. Oil Tankers	25
	ii. Chemical Tankers	27
	iii. LPG	29
	iv. LNG	31
	v. Bulk Carriers / Self Unloaders	33
	vi. RORO / PCC's	35
	vii. Container Vessels	37
	viii. FSOs / FPSOs	39
	ix. Off Shore Vessels	41
5	Background	43
	a. Aim of the study	
	b. What contribution is it expected to make?	
	c. Importance of the study	
	d. Target audience / population covered	

	<ul style="list-style-type: none"> e. Assumptions kept in mind for the study f. Limitations of the study g. What all should be done further to make it useful; Directions for the future 	
6	<p>Methodology</p> <ul style="list-style-type: none"> a. How was the study conducted b. Participating companies – Number and Types of Companies. c. Data collection and information verification d. How were the differences in the data brought to a common datum? 	45
7	<p>Summary Of Findings</p> <ul style="list-style-type: none"> a. Conclusions b. Recommendations 	47
8	<p>Manpower Market – The Indian Scenario</p> <ul style="list-style-type: none"> a. Total Number of Seafarers on board currently b. Certificates issued on yearly basis for various ranks c. Seafarer spread across the country. d. Trend on trainee inductions e. Manning scales f. Other Nationalities employed g. Manpower supply spread over ship managers, ship owners and recruiting agencies 	48
9	<p>Appendices</p> <ul style="list-style-type: none"> a. A brief write up on the mathematical tools employed to analyze the data obtained 	49
10	Company Specific Position With Respect To The Industry Standard	51

1. Executive Summary

The study on Seafaring Officers Wage Benchmarking is based on a representative sample of 24 maritime companies and their principals. Including the principals the total number of respondents is 32. The participating companies includes three categories i.e. ship owning, third party ship managing and recruiting agencies. Together the companies include over 7200 officers on board.

The study showed a consistent and steep rise in the wages of seafaring officers over the past 5 years. By 2009 the wages of the top 4 officers on board a ship has increased by almost twice from the 2004 figures. The sharpest increase has been from the year 2007 to 2008. All the other ranks (excluding the trainees) have experienced increase in wages to around 1.5 times from 2004 figures. The average CAGR (Compound Annual Growth Rate) for the wages of the top four officers on board a ship is around 16.5%. Junior Officers have had an average CAGR in the region 14% while the wages for Deck Cadets and Trainee Engineers have experienced raise of less than 5%. There has been a rise in wages from 2008 to 2009 though not as sharp as the previous years.

The policy of offering increments/number of steps varies from company to company and hence it is not possible to rationalize the increments year on year. Several companies offer larger increments in the initial years which are gradually tapered down as the seniority goes up. There are several cases of companies offering higher seniority to a prospective seafarer to attract him to join them.

Wages have also increased through additional benefits. Various kinds of additional benefits are being given to attract personnel. These include Loyalty, gratuity, seniority allowance, exam subsidy, hardship allowance, rejoining bonus, etc. These figures significantly contribute to wages. However it is not possible to rationalize these diverse benefits and hence is treated as separate.

Over 36 % of the Indian sea farers are from West India, while over 28% of seafarers hail from South India. Over 22% hail from North India, while over 13% of the seafarers come from East India.

2 Wages Benchmarking – 2009

This section presents the analysis of 2009 wages for the seafarers derived from the data shared by the participating companies. The outcomes have been presented in form of tables for various ship types as well as each rank under different ship types. The tables display statistical analysis like Mean, Median, Percentiles and Standard Deviations etc. for each rank for efficient decision making. A brief explanation of the various statistical tools used has been included in the appendices.

i. Oil Tankers

Total respondents: 21 companies (87.5%). In case of Deck Cadets and trainee Jr. Engineers, the total respondents are 19 companies (79.17%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	8512	9560	10022	10830	10771	11600	11720	12536	976
Final Year Wages	11000	11582	11908	12125	12228	12638	13000	13400	583
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	8207	9420	9863	10620	10573	11320	11582	12486	988
Final Year Wages	10800	11397	11656	11950	12049	12505	12800	13350	602
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	6241	7486	8131	8400	8295	8620	9139	9800	733
Final Year Wages	7620	8671	8905	9115	9139	9381	9770	10300	567
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3600	4090	4187	4300	4413	4575	4985	5550	421
Final Year Wages	4200	4321	4520	4700	4775	4850	5123	6660	482
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3600	3820	4181	4416	4447	4710	4954	5760	467
Final Year Wages	4295	4573	4750	4930	5036	5250	5500	6300	462
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3040	3259	3495	3600	3668	3800	4064	4747	370
Final Year Wages	3438	3520	3631	3800	3952	4094	4420	5697	476
Deck Cadet									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	281	310	394	450	462	525	608	750	120
Final Year Wages	321	437	456	550	544	584	705	750	118
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	500	561	611	700	780	937	1170	1250	230
Final Year Wages	561	570	688	760	786	800	1043	1250	197

ii. Chemical Tankers

Total respondents: 10 companies (41.67%). In case of Deck Cadets and trainee Jr. Engineers, the total respondents are 8 companies (33.33%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	9336	10000	10537	11600	11225	11660	11900	13390	1099
Final Year Wages	11857	12251	12600	12670	13660	13300	15770	20000	2507
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	9028	9800	10363	11150	11014	11525	11800	13222	1124
Final Year Wages	10800	11354	12140	12540	12466	12600	13467	14535	1042
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7184	7750	8400	8520	8735	9100	9200	10928	956
Final Year Wages	8750	9065	9147	9553	9640	9675	9949	12104	921
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	4150	4174	4275	4320	4470	4650	4975	5004	312
Final Year Wages	4500	4504	4520	4600	4884	4975	5358	6340	591
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3700	3900	4225	4392	4624	4701	4975	7160	918
Final Year Wages	4616	4803	4930	4975	5314	5216	5853	7664	911
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3477	3517	3580	3800	3775	3850	3950	4475	280
Final Year Wages	3631	3706	3800	4000	4023	4094	4322	4811	346
Deck Cadets									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	281	356	397	425	466	563	618	660	126
Final Year Wages	321	428	521	550	575	680	720	750	145
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	400	513	590	656	643	718	779	800	129
Final Year Wages	561	617	700	770	726	800	800	800	101

iii. LPG

Total respondents: 8 companies (33.33%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	10174	10353	11007	11250	11281	11896	11975	12150	704
Final Year Wages	11857	11976	12187	12797	12746	13313	13425	13600	694
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	10324	10670	10970	11150	11274	11774	11864	11960	589
Final Year Wages	11851	12024	12140	13097	12698	13180	13240	13300	623
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	8339	8411	8561	8850	8838	9100	9197	9424	384
Final Year Wages	9000	9082	9126	9618	9544	9775	10052	10174	430
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	4160	4199	4220	4310	4395	4432	4684	4997	272
Final Year Wages	4260	4428	4504	4545	4671	4836	5019	5297	322
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	4300	4313	4365	4456	4514	4563	4735	5050	243
Final Year Wages	4565	4601	4807	4953	5045	5288	5580	5650	398
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3143	3386	3510	3586	3573	3695	3800	3800	212
Final Year Wages	3550	3600	3629	3755	3784	3970	4000	4000	182
Deck Cadets									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	388	396	438	450	470	469	548	660	84
Final Year Wages	458	479	511	546	543	550	605	660	68
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	600	608	631	675	680	718	771	772	67
Final Year Wages	700	715	738	760	748	771	771	772	34

iv. LNG

There were only three sets of data available for this category. Hence the figures cannot be given out in view of maintaining confidentiality of participants. The tables of statistical figures could not be created as it is not possible to generate valid conclusions with minimal data. This is the summary of the data available.

Master:

- First year wages range from USD 7000 – 14000
- Final year wages range from USD 7500 – 19600.

Chief Engineer:

- First year wages range from USD 6700 – 14300.
- Final year wages range from USD 7250 – 19300.

Chief Officer and Second Engineer:

- First year wages range from USD 5250 – 11300.
- Final year wages range from USD 5670 – 14300.

Second Officer and Third Engineer:

- First year wages range from USD 4000 – 5000.
- Final year wages range from USD 4250 – 5900.

Electrical Officer:

- First year wages range from USD 4000 – 5000.
- Final year wages range from USD 4250 – 5900.

Third Officer Fourth Engineer:

- First year wages range from USD 2600 – 3700.
- Final year wages range from USD 2900 – 4100.

Deck Cadets:

- Wages range from USD 400 – 700.

Trainee / Jr. Engineer:

- Wages range from USD 700 – 800.

v. Bulk Carriers / Self Unloaders

Total respondents: 13 companies (54.16%). In case of Deck Cadets and trainee Jr. Engineers, the total respondents are 10 companies (50%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7150	7173	7250	7600	7774	7890	8392	9900	749
Final Year Wages	7820	8000	8350	8573	8788	9000	9832	11000	870
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	6900	7008	7068	7500	7634	7635	8264	9780	761
Final Year Wages	7720	7960	8140	8310	8640	8800	9652	10880	867
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	5730	5853	5948	6200	6334	6700	6790	7525	507
Final Year Wages	6244	6268	6380	6700	6774	6950	7488	7735	489
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3300	3575	3700	3900	3876	4075	4220	4300	286
Final Year Wages	3760	3807	3900	4100	4101	4185	4380	4630	249
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3300	3388	3750	4010	3983	4175	4383	5000	452
Final Year Wages	3632	3855	4117	4400	4489	4775	5300	5580	573
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	2950	3042	3150	3430	3382	3550	3595	4000	286
Final Year Wages	3200	3223	3331	3578	3538	3688	3800	4000	255
Deck Cadets									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	281	336	397	450	462	506	638	660	113
Final Year Wages	321	458	515	550	541	588	650	660	94
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	561	601	640	750	746	792	928	1000	134
Final Year Wages	561	658	738	771	824	833	1028	1325	224

vi. RORO / PCC

Total respondents: 7 companies (29.17%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7166	7312	7455	7520	7536	7600	7742	7955	237
Final Year Wages	7820	8048	8318	8600	8541	8810	9044	9109	445
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7068	7213	7335	7400	7424	7525	7643	7783	222
Final Year Wages	7720	7978	8188	8410	8398	8689	8856	8900	410
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	5948	5985	6065	6200	6274	6447	6570	6750	286
Final Year Wages	6321	6356	6458	6700	6707	6907	7088	7200	324
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3639	3676	3733	3840	3865	4005	4046	4100	175
Final Year Wages	3800	3846	3956	4040	4050	4150	4210	4300	171
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3535	3716	3869	3900	3943	4055	4189	4322	243
Final Year Wages	4023	4079	4239	4450	4546	4738	5025	5400	467
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3110	3128	3145	3200	3343	3500	3680	3800	268
Final Year Wages	3200	3245	3322	3399	3563	3850	3940	4000	327
Deck Cadets									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	281	281	341	450	426	454	539	660	129
Final Year Wages	321	321	355	479	468	538	605	660	133
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	561	561	581	650	659	735	771	772	91
Final Year Wages	561	561	561	700	673	770	771	772	106

vii. Container Vessels

Total respondents: 7 companies (29.17%) in case of the top four ranks. While for the others, the total respondents are 6 companies (25%). However the actual number of sea faring officers could not be determined from the data made available.

Master									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7166	7313	7409	7520	7639	7600	8210	8452	406
Final Year Wages	7820	7924	8150	8435	8485	8620	9119	9593	553
Chief Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	7068	7262	7350	7400	7522	7550	8032	8158	346
Final Year Wages	7720	7904	8000	8226	8356	8550	8980	9299	498
Chief Officer / Second Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	5948	5998	6050	6200	6346	6500	6818	7090	384
Final Year Wages	6321	6368	6535	6700	6787	6950	7259	7497	381
Second Officer / Third Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3700	3746	3822	4005	3963	4033	4153	4275	187
Final Year Wages	3800	3964	4039	4150	4112	4181	4283	4300	158
Electrical Officer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3837	3881	3900	4055	4108	4287	4382	4521	243
Final Year Wages	4117	4228	4339	4575	4635	4831	5120	5400	423
Third Officer / Fourth Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	3140	3147	3188	3500	3480	3763	3800	3800	293
Final Year Wages	3200	3253	3368	3775	3653	3900	3930	4000	313
Deck Cadets									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	281	281	281	365	392	450	513	660	131
Final Year Wages	321	321	321	500	458	540	594	660	137
Trainee / Jr. Engineer									
<i>Figures in \$ per month</i>									
Components	Market								
	Min	P10	P25	Median	Mean	P75	P90	Max	SD
First Year Wages	561	561	571	625	640	688	735	770	83
Final Year Wages	561	561	561	631	648	718	749	770	104

viii. FSO / FPSO

There were only two sets of data available for this category. Hence the figures cannot be given out in view of maintaining confidentiality of participants. The tables of statistical figures could not be created as it is not possible to generate valid conclusions with minimal data.

The average wages in this category are as below:

- Master USD 10970.
- Chief Engineer USD 10970.
- Chief Officer and Second Engineer USD 8356.
- Second Officer and Third Engineer USD 7200.
- Electrical Officer USD 4620.

ix. Off Shore Vessels

There was only one set of data available for this category. Hence the figures cannot be given out in view of maintaining confidentiality. The tables of statistical figures could not be created as it is not possible to generate valid conclusions with minimal data.

The average wages in this category for various ranks lies as under:

- Master USD 14000 – 14500.
- Chief Engineer USD 11700 - 12300.
- Chief Officer and Second Engineer USD 10000 - 11000.
- Second Officer and Third Engineer USD 5400 - 5700.
- Electrical Officer USD 6700 – 7100.

3 Additional Benefits For Seafarers - The Industry Trends

This section presents the benchmarking for additional benefits offered to seafarers for 2009. The data analysis has been presented in tables for each rank. The tables display the percentage of companies offering the particular benefit. It also shows the amount of benefits offered. Additional remarks have been made for better understanding and utility.

Master/Chief Engineer				
S.N.	Benefit Head	Percentage Respondents offering the Benefit	Quantum/Range of Benefit in USD terms	Remarks
1	Superior Certificate Allowance	NA	NA	Only one respondent pays USD 50 per month as ISPS allowance
2	Standby Wages	83	USD 0-3500	Most companies offer 15 days of standby wages at 50% of basic. In some cases the standby amount is paid irrespective of person being on standby or not.
3	Hardship Allowance	8	USD 200-250	Paid per month for ships more than 13/15 years of age respectively
4	Family Carriage, Air Travel, Travel Insurance on company account	21	On actuals	The limit on the travel expenditure varies from company to company. Some have a cap on the maximum expenditure towards travel while some have no limit but may restrict the travel to once in a year.
5	Victualing	100	USD 6-9	Per day for spouse and children. Most companies are in the range of USD 7 per day.
6	Wages during Training Days	21	Basic Wages/fixed allowances (ranging between 20-45 USD) during training days.	Some companies also offer standby wages during training days. One ship owner also offers full wages during training days as the staff in on round the year wages. Additionally Travel and Boarding and lodging is paid by all companies.
7	Family Medical Coverage	54		Medicare or similar coverage is offered in general. Most companies go for floater coverage.
8	Gratuity	8	USD 900-1000	Per month of service accumulated and paid after completion of certain period which could be around 5 years.
9	Pension Scheme	8	3%	In one case 3% of annual income is accumulated to be paid after 5 years.
10	Loyalty	30	USD 20- 650 per month.	Paid basis number of years of service with company or a lumpsum amount per year.

Chief Officer/Second Engineer				
S.N.	Benefit Head	Percentage Respondents offering the Benefit	Quantum/Range of Benefit in USD terms	Remarks
1	Superior Certificate Allowance	95	USD 100-300	Offered per month to those with Class I (Masters or Chief Engineers) license.
2	Standby Wages	75	USD 0-2500	Most companies offer 15 days of standby wages at 50% of basic.
3	Hardship Allowance	8	USD 200-250	Paid for ships more than 13/15 years of age respectively
4	Family Carriage, Air Travel, Travel Insurance on company account	21	On actual	The limit on the travel expenditure varies from company to company. Some have no limit but may restrict the travel to once in a year.
5	Victualing	100	USD 6-9	Per day for spouse and children. Most companies are in the range of USD 7 per day.
6	Wages during Training Days	21	Basic Wages/fixed allowances (ranging between 20-45 USD) during training days.	Some companies also offer standby wages during training days. One ship owner also offers full wages during training days as the staff in on round the year wages. Additionally Travel and Boarding and lodging is paid by all companies.
7	Family Medical Coverage	54		Medicare or similar coverage is offered in general. Most companies go for floater coverage.
8	Gratuity	8	USD 730 - 750	Per month of service accumulated and paid after completion of certain period which could be around 5 years.
9	Pension Scheme	8	3%	In one case 3% of annual income is accumulated to be paid after 5 years.
10	Loyalty	30	USD 20- 650 per month.	Paid basis number of years of service with company or a lumpsum amount per year.

Second Officer/Third Engineer				
S.N.	Benefit Head	Percentage Respondents offering the Benefit	Quantum/Range of Benefit in USD terms	Remarks
1	Superior Certificate Allowance	79	50-250	
2	Standby Wages	75	0-1800	Most companies offer 15 days of standby wages at 50% of basic.
3	Family Carriage, Air Travel, Travel Insurance on company account	21	On actual	
4	Victualing	80	USD 6 - 7.5	Per day for spouse and children. Most companies are in the range of USD 7 per day.
5	Wages during Training Days	21	Basic Wages/fixed allowances (ranging between 20-45 USD) during training days.	Additionally Travel and Boarding and lodging is paid by all companies.
6	Paid Study Leave	17	Two months basic to 6 months total wages	
7	Welfare Allowance	21	25-70	Anniversary, Gift Coupons, Calling Cards.
8	Family Medical Coverage	46		Medicare or similar coverage is offered in general. Most companies go for floater coverage.
9	Scholarship	4		
10	Loans	8		Up to USD 5000 in one case and on case to case basis for another company
11	Examination Subsidy	4	One month basic after 3 months of service.	
12	Gratuity	8	475-500	Per month of service accumulated and paid after completion of certain period which could be around 5 years.
13	Pension Scheme	8	3%	In one case 3% of annual income is accumulated to be paid after 5 years.
14	Loyalty	25	20-300	Paid basis number of years of service with company or a lumpsum amount per year.

Electrical Officer				
S.N.	Benefit Head	Percentage Respondents offering the Benefit	Quantum/Range of Benefit in USD terms	Remarks
<u>1</u>	Superior Certificate Allowance	4	600 per month	If holding an ETO certificate
<u>2</u>	Standby Wages	62	0-1800	Most companies offer 15 days of standby wages at 50% of basic.
<u>3</u>				
<u>4</u>	Family Carriage, Air Travel, Travel Insurance on company account	21	On actuals	The limit on the travel expenditure varies from company to company. Some have a cap on the maximum expenditure towards travel while some have no limit but may restrict the travel to once in a year.
<u>5</u>	Victualing	80	USD 6 - 7.5	Per day for spouse and children. Most companies are in the range of USD 7 per day.
<u>6</u>	Wages during Training Days	25	20-80	Additionally Travel and Boarding and lodging is paid by all companies.
<u>7</u>	Welfare Allowance	21	25-70	Anniversary, Gift Coupons, Calling Cards.
<u>8</u>	Family Medical Coverage	46		Medicare or similar coverage is offered in general. Most companies go for floater coverage.
<u>9</u>	Loans	8		Up to USD 5000 in one case and on case to case basis for another company
<u>10</u>	Gratuity	8	440-510	Per month of service accumulated and paid after completion of certain period which could be around 5 years.
<u>11</u>	Pension Scheme	8	3%	In one case 3% of annual income is accumulated to be paid after 5 years.
<u>12</u>	Loyalty	25	20-300	Paid basis number of years of service with company or a lumpsum amount per year.

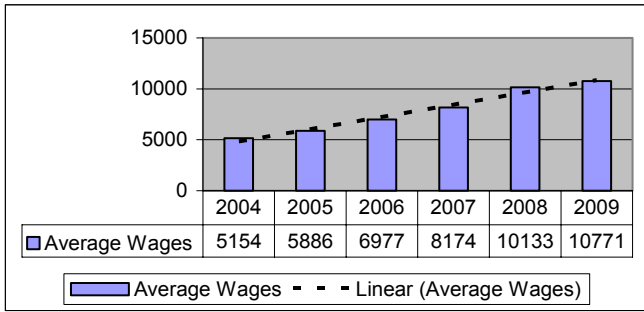
Third Officer/Fourth Engineer				
S.N.	Benefit Head	Percentage Respondents offering the Benefit	Quantum/Range of Benefit in USD terms	Remarks
1	Superior Certificate Allowance	33	100-175	For Holding Class II COC.
2	Standby Wages	79	0-1400	Most companies offer 15 days of standby wages at 50% of basic.
3	Family Carriage, Air Travel, Travel Insurance on company account	21	On actual	The limit on the travel expenditure varies from company to company. Some have a cap on the maximum expenditure towards travel while some have no limit but may restrict the travel to once in a year.
4	Victualing	80	USD 6 - 7.5	Per day for spouse and children. Most companies are in the range of USD 7 per day.
5	Wages during Training Days	25	20-80	Additionally Travel and Boarding and lodging is paid by all companies.
6	Welfare Allowance	21	25-70	Anniversary, Gift Coupons, Calling Cards.
7	Family Medical Coverage	46		Medicare or similar coverage is offered in general. Most companies go for floater coverage.
8	Loans	8		Up to USD 5000 in one case and on case to case basis for another company
9	Gratuity	8	360-425	Per month of service accumulated and paid after completion of certain period which could be around 5 years.
10	Pension Scheme	8	3%	In one case 3% of annual income is accumulated to be paid after 5 years.
11	Loyalty	25	20-300	Paid basis number of years of service with company or a lumpsum amount per year.

4. Wage Trends over the Years (2004-2009)

This section represents the trends of the rate of increase in average wages for the seafaring officers from 2004 – 2009. The data has been presented in the form of graphs for various ship types as well as each rank under different ship types. Trend lines have been displayed for better understanding. In addition, tables of Year - On - Year increase in wages have been included to display the increase in average wages as compared to the previous years. The CAGR (Compounded Annual Growth Rate) as a percentage has also been mentioned.

i. Oil Tankers

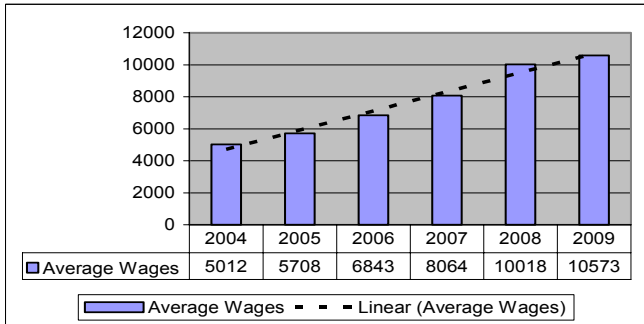
Master



CAGR: 16.80 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
14.21	18.52	17.15	23.97	6.30

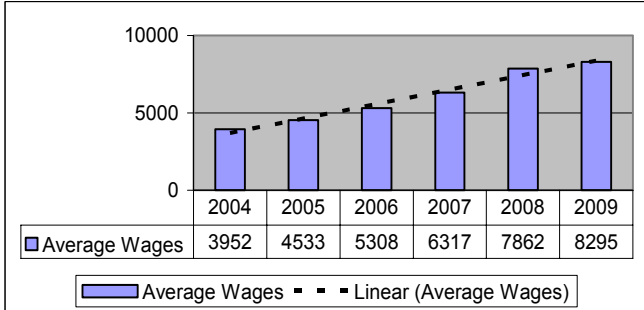
Chief Engineer



CAGR: 17.20 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
13.88	19.89	17.84	24.23	5.54

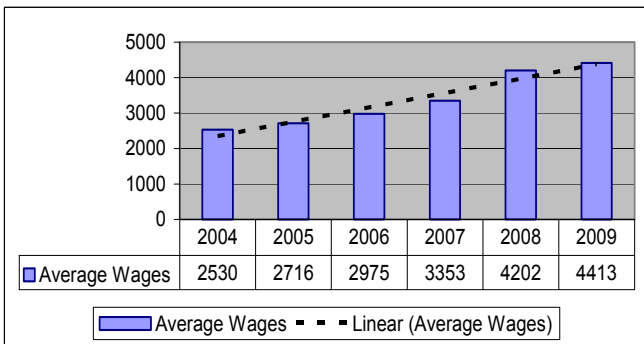
Chief Officer/Second Engineer



CAGR: 17.02 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
14.72	17.09	19.01	24.46	5.51

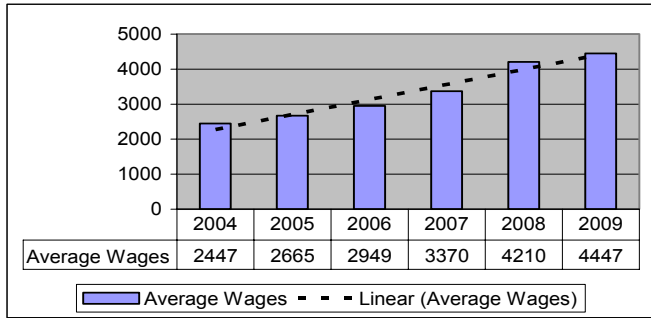
Second Officer/Third Engineer



CAGR: 12.68 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.32	9.53	12.71	25.33	5.02

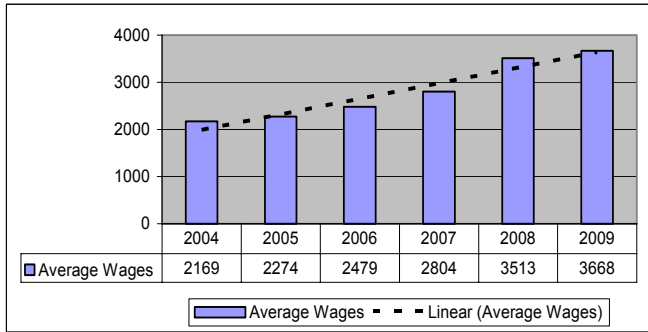
Electrical Officer



CAGR: 13.56 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
8.89	10.67	14.25	24.93	5.64

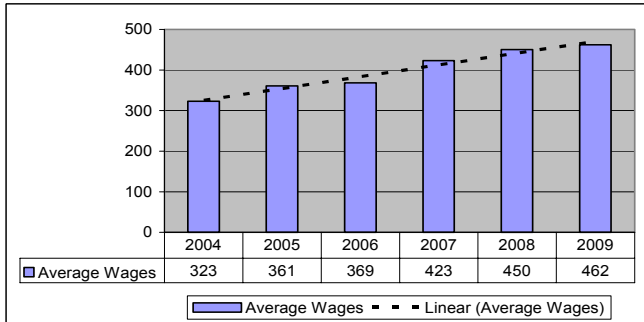
Third Officer/Fourth Engineer



CAGR: 12.18 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.82	9.02	13.10	25.31	4.41

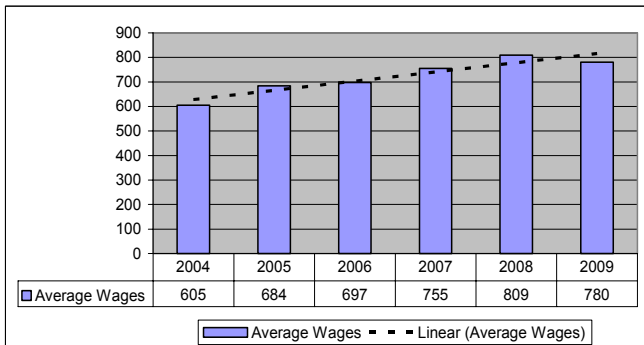
Deck Cadet



CAGR: 7.69 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.70	2.10	14.76	6.50	2.63

Trainee/Junior Engineer

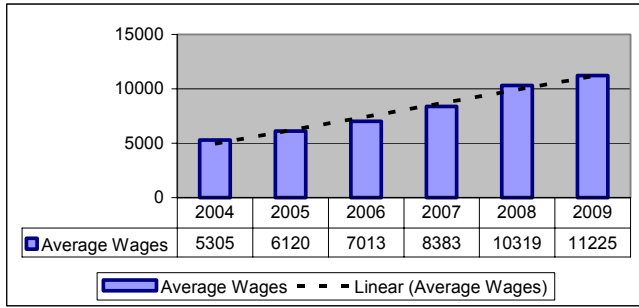


CAGR: 5.47 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
13.05	2.04	8.24	7.21	-3.57

ii. Chemical Tankers

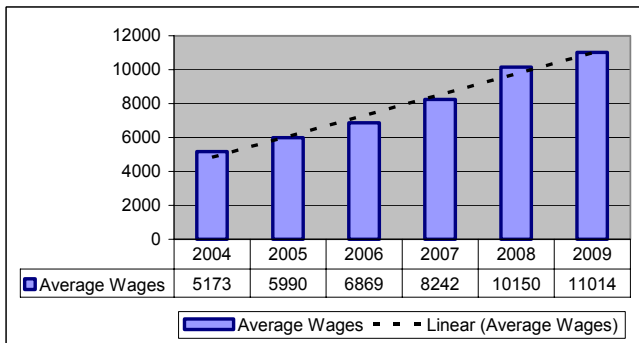
Master



CAGR: 16.74 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
15.37	14.58	19.54	23.10	8.77

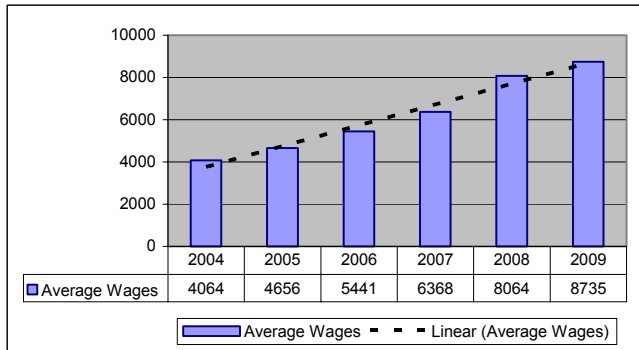
Chief Engineer



CAGR: 17.03 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
15.80	14.67	19.99	23.15	8.51

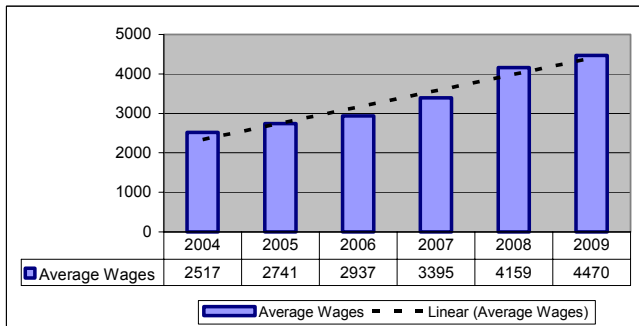
Chief Officer/Second Engineer



CAGR: 17.16 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
14.57	16.85	17.03	26.64	8.32

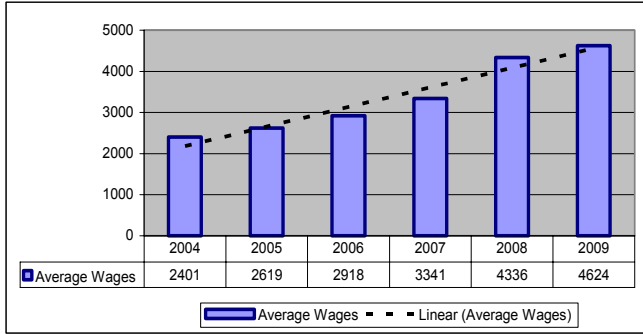
Second Officer/Third Engineer



CAGR: 12.64 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
8.88	7.17	15.60	22.47	7.48

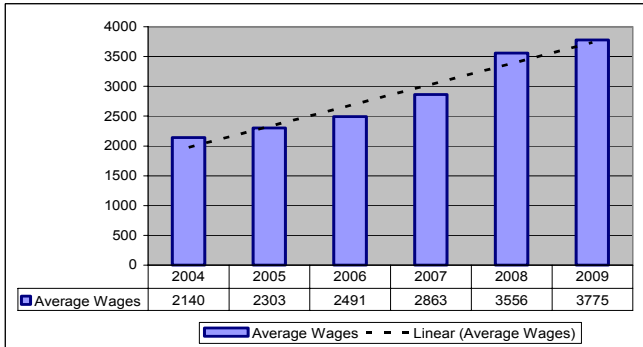
Electrical Officer



CAGR: 14.67 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
9.05	11.42	14.51	29.76	6.63

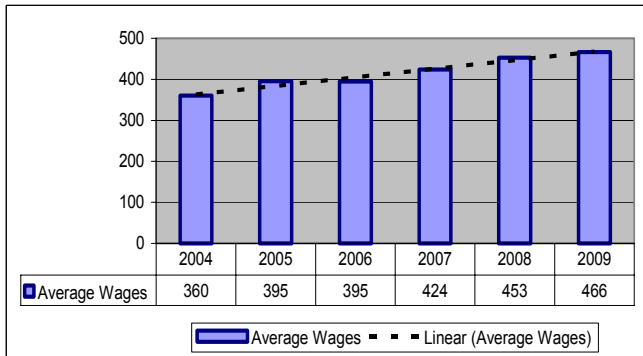
Third Officer/Fourth Engineer



CAGR: 12.67 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.61	8.21	14.92	24.22	6.16

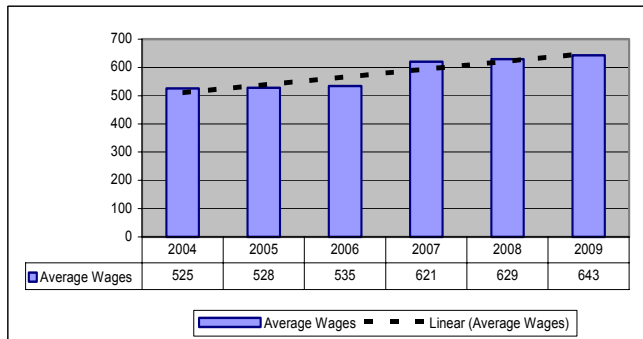
Deck Cadet



CAGR: 5.18 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
9.74	-0.18	7.48	6.76	2.92

Trainee/Junior Engineer

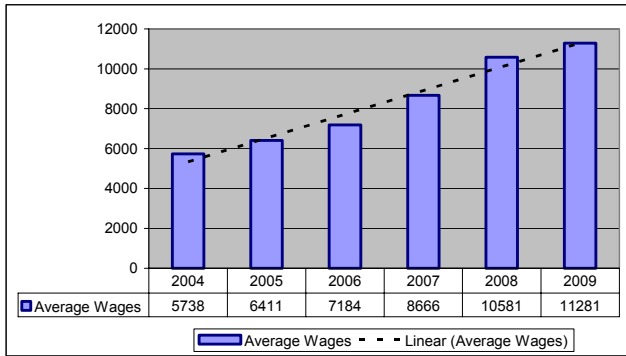


CAGR: 10.09 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
0.54	1.24	16.13	1.36	2.15

iii. LPG

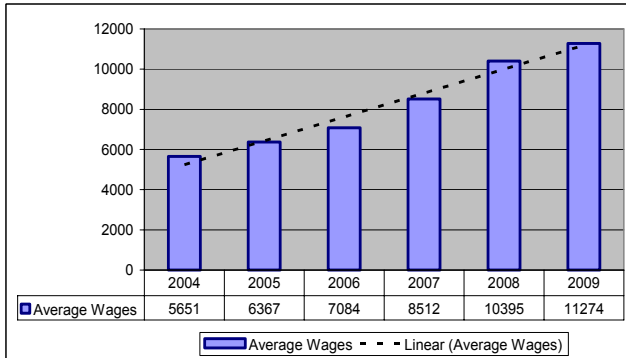
Master



CAGR: 15.56 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.72	12.05	20.63	22.10	6.62

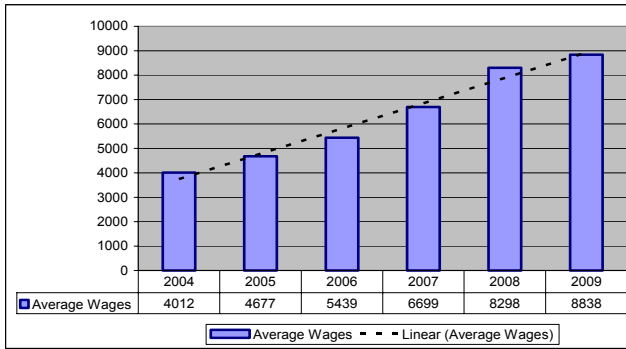
Chief Engineer



CAGR: 15.68 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
12.66	11.26	20.16	22.12	8.46

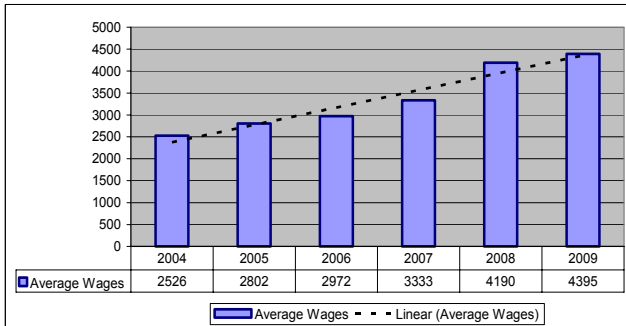
Chief Officer/Second Engineer



CAGR: 18.26

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
16.56	16.30	23.16	23.88	6.50

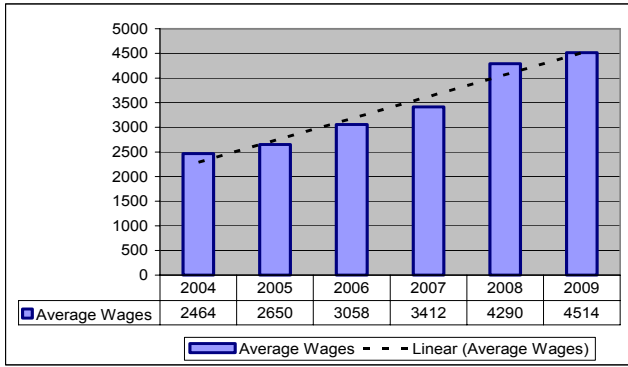
Second Officer/Third Engineer



CAGR: 12.37 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
10.92	6.07	12.16	25.73	4.87

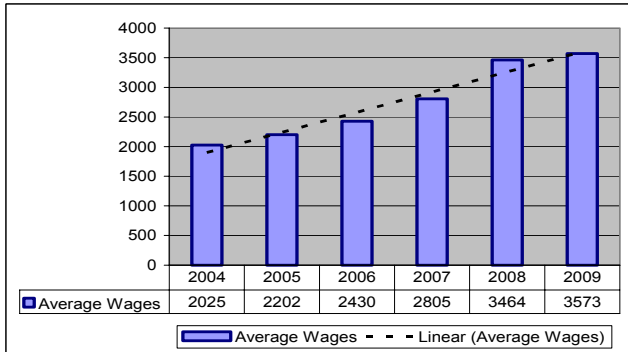
Electrical Officer



CAGR: 13.94 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.57	15.38	11.60	25.71	5.22

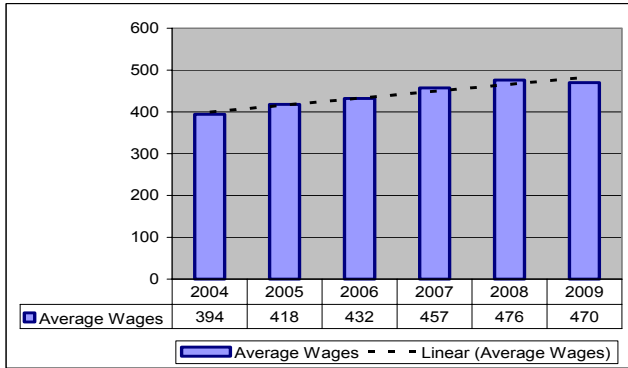
Third Officer/Fourth Engineer



CAGR: 13.17 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
8.72	10.36	15.42	23.50	3.14

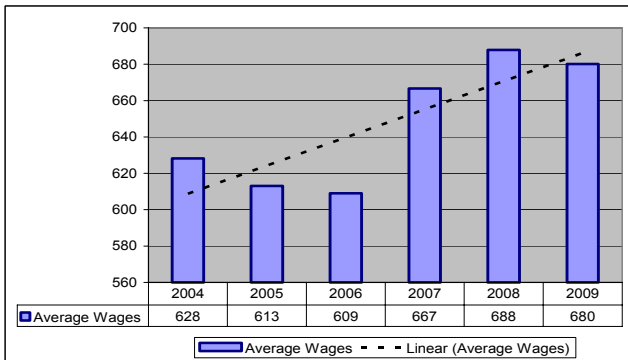
Deck Cadet



CAGR: 3.86 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
6.01	3.40	5.88	4.05	-1.31

Trainee/Junior Engineer

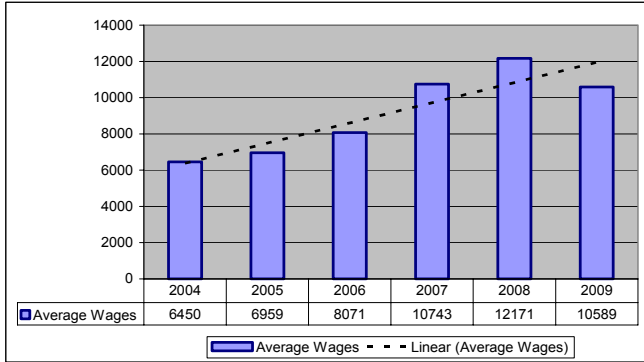


CAGR: 2.41 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-2.43	-0.65	9.46	3.19	-1.13

iv. LNG

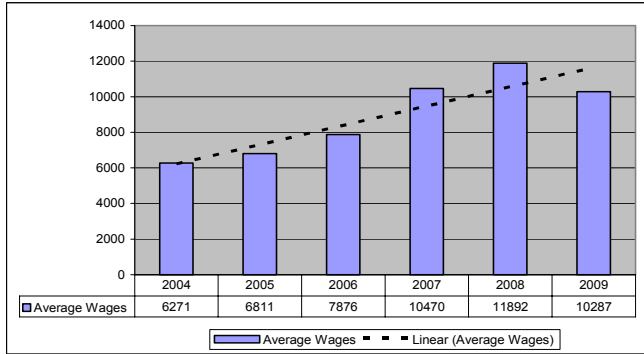
Master



CAGR: 15.69 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.89	15.98	33.10	13.29	-13.00

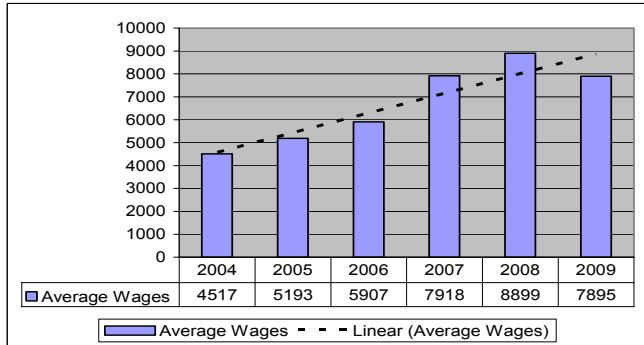
Chief Engineer



CAGR: 30.02 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
8.60	15.65	32.93	13.58	-13.50

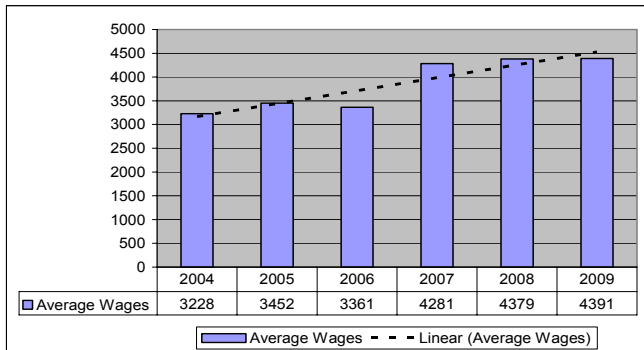
Chief Officer/Second Engineer



CAGR: 16.52 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
14.95	13.76	34.06	12.39	-11.29

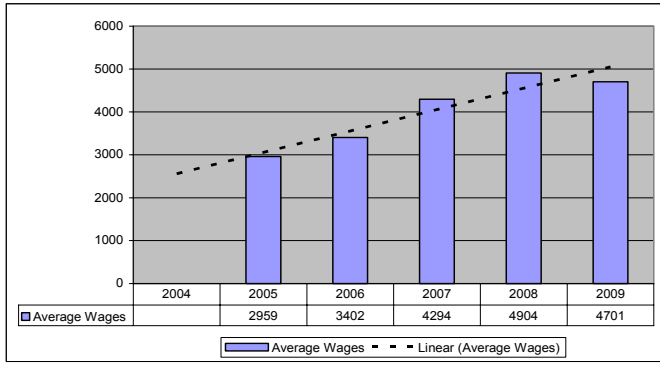
Second Officer/Third Engineer



CAGR: 23.95 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
6.94	-2.62	27.37	2.27	0.29

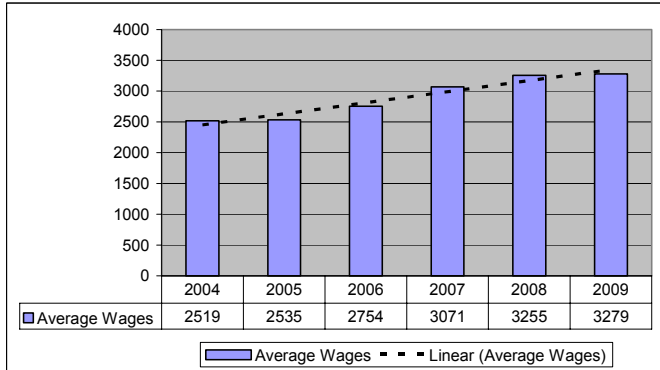
Electrical Officer



CAGR: 14.74 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
	14.96	26.23	14.20	-4.14

Third Officer/Fourth Engineer



CAGR: 23.75 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
0.62	8.67	11.49	6.02	0.72

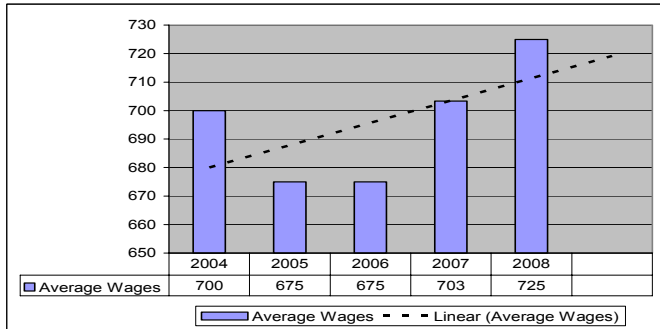
Deck Cadet



CAGR: 2.11 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-12.50	0.00	-0.95	0.00	6.73

Trainee/Junior Engineer

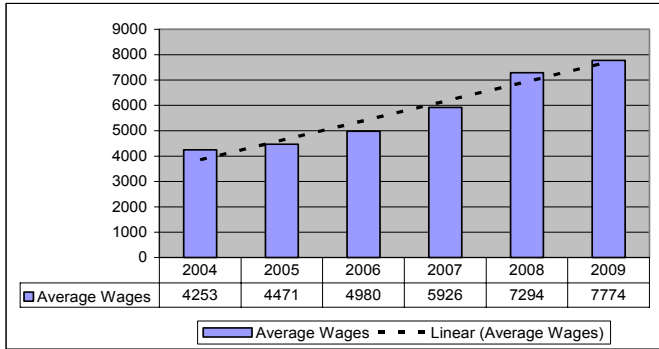


CAGR: 1.19 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008-09
-3.57	0.00	4.20	3.08	NA

v. Bulk Carriers / Self Unloaders

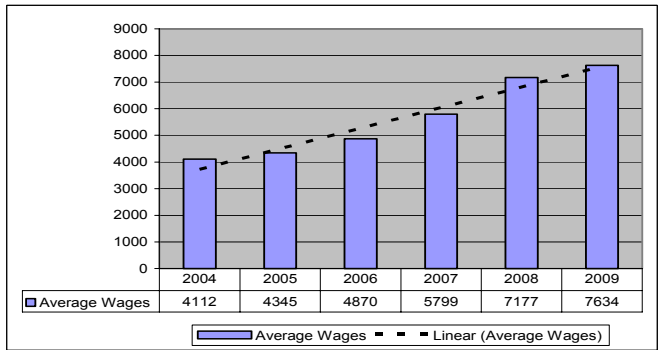
Master



CAGR: 13.66 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
5.12	11.38	19.00	23.09	6.59

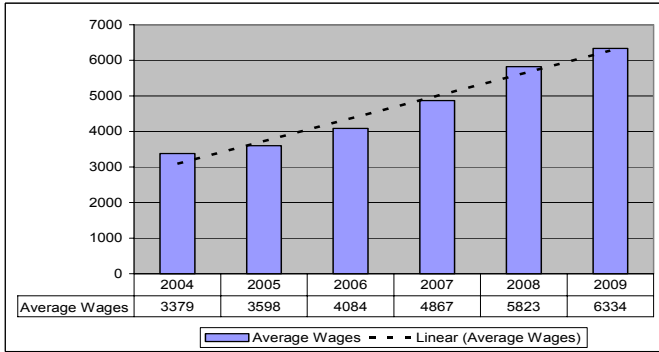
Chief Engineer



CAGR: 14.08 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
5.66	12.09	19.08	23.75	6.38

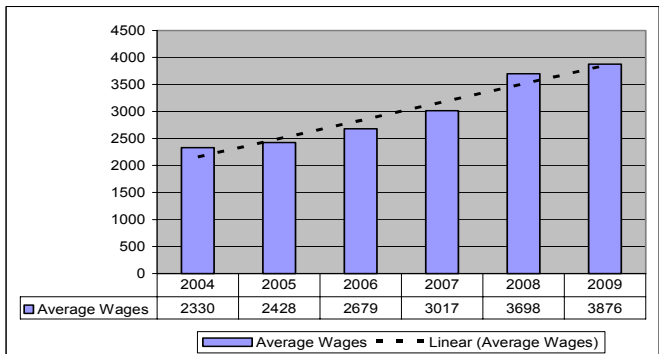
Chief Officer/Second Engineer



CAGR: 14.08 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
6.47	13.51	19.16	19.65	8.78

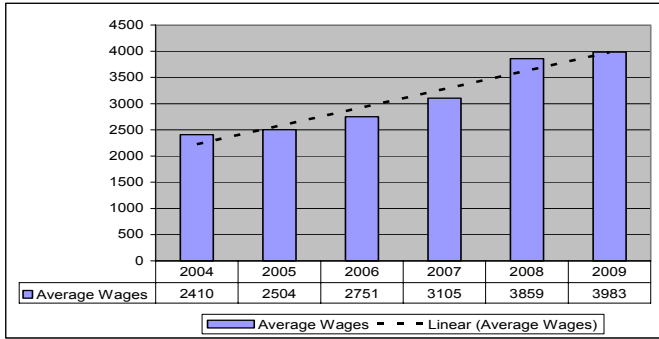
Second Officer/Third Engineer



CAGR: 11.66 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.20	10.34	12.65	22.57	4.79

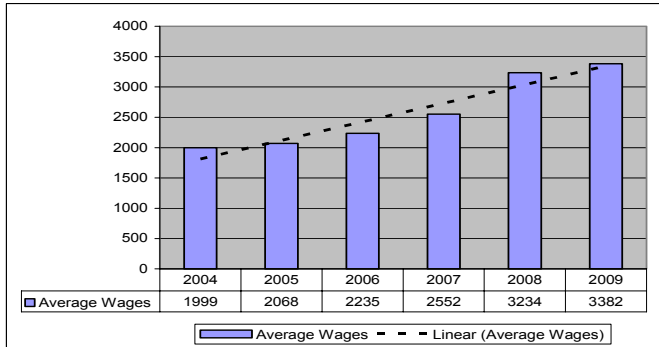
Electrical Officer



CAGR: 11.56 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
3.88	9.87	12.87	24.26	3.24

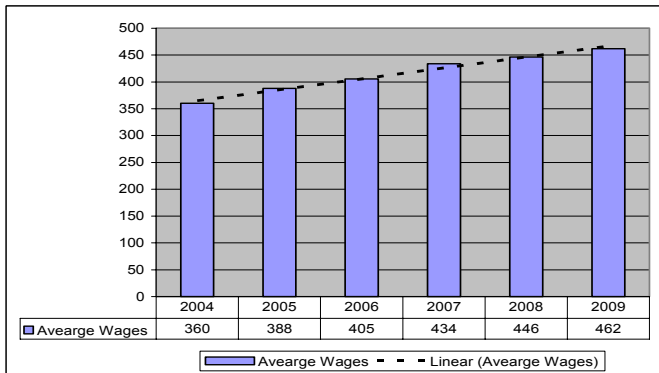
Third Officer/Fourth Engineer



CAGR: 11.89 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
3.46	8.07	14.16	26.71	4.58

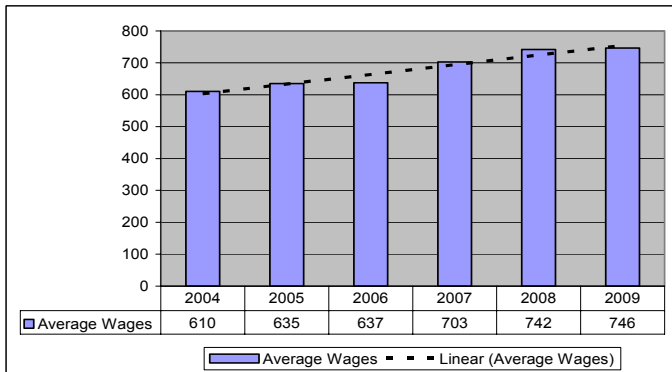
Deck Cadet



CAGR: 5.10 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.72	4.50	6.98	2.91	3.48

Trainee/Junior Engineer

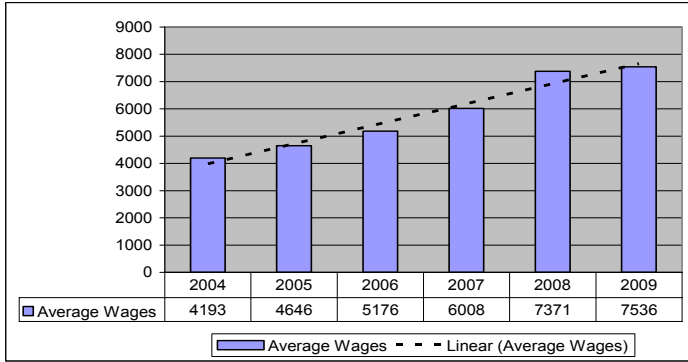


CAGR: 4.57 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.06	0.37	10.22	5.57	0.56

vi. RORO / PCC's

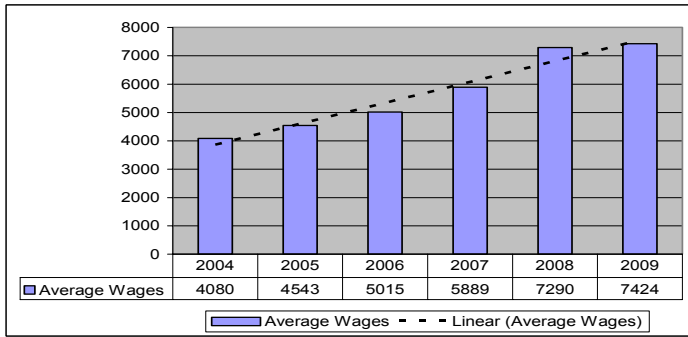
Master



CAGR: 13.42 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
10.81	11.40	16.07	22.70	2.23

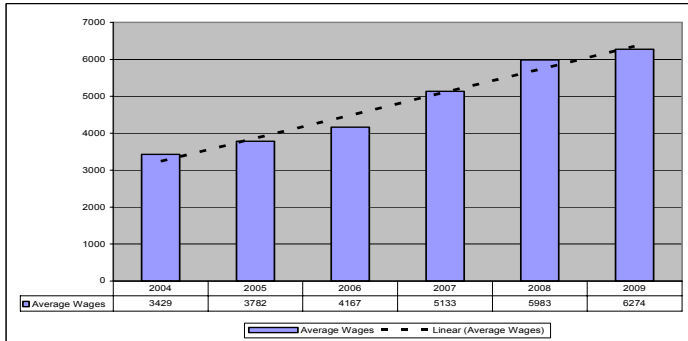
Chief Engineer



CAGR: 13.87 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.35	10.38	17.43	23.79	1.85

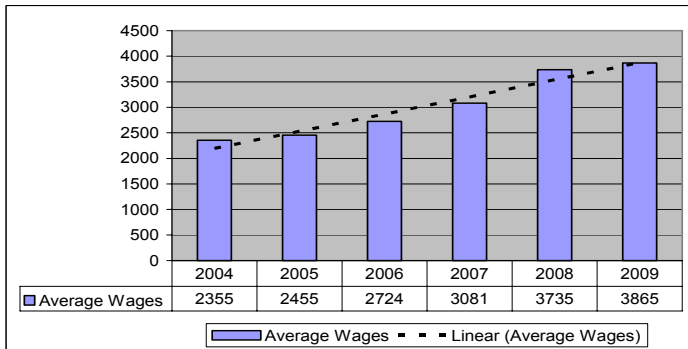
Chief Officer/Second Engineer



CAGR: 13.84 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
10.31	10.17	23.17	16.56	4.87

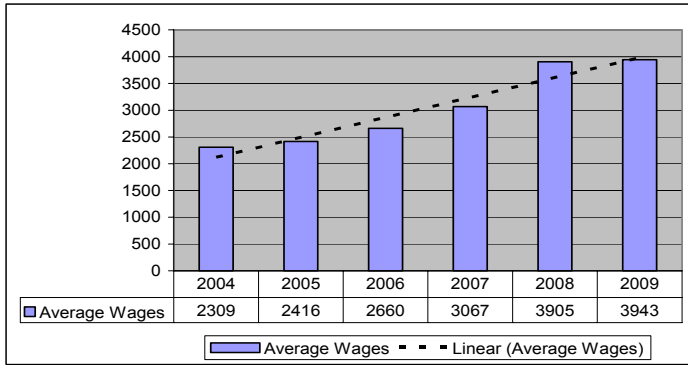
Second Officer/Third Engineer



CAGR: 11.42 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.25	10.94	13.11	21.25	3.48

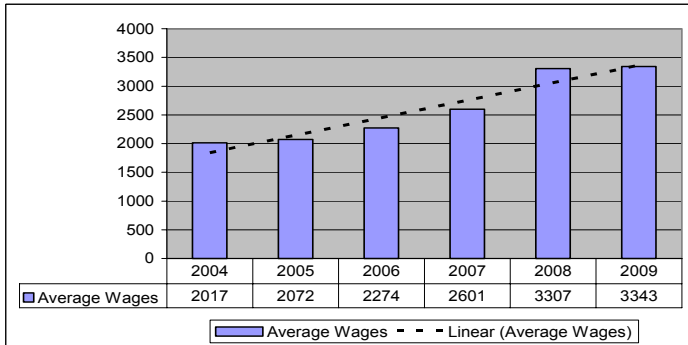
Electrical Officer



CAGR: 12.58 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.63	10.10	15.28	27.32	0.99

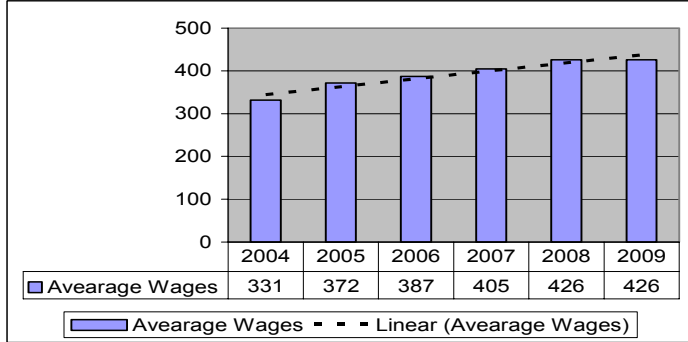
Third Officer/Fourth Engineer



CAGR: 12.03 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
2.74	9.73	14.37	27.14	1.09

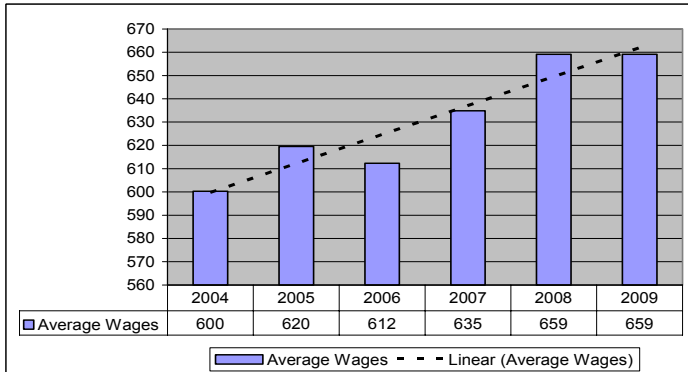
Deck Cadet



CAGR: 4.99 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
12.17	4.13	4.54	5.23	0.00

Trainee/Junior Engineer

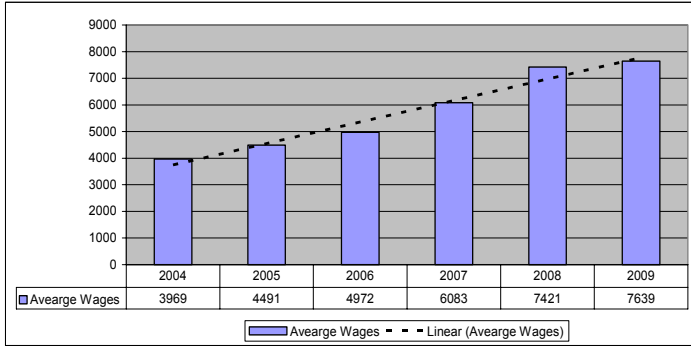


CAGR: 1.99 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
3.19	-1.16	3.68	3.83	0.00

vii. Container Vessels

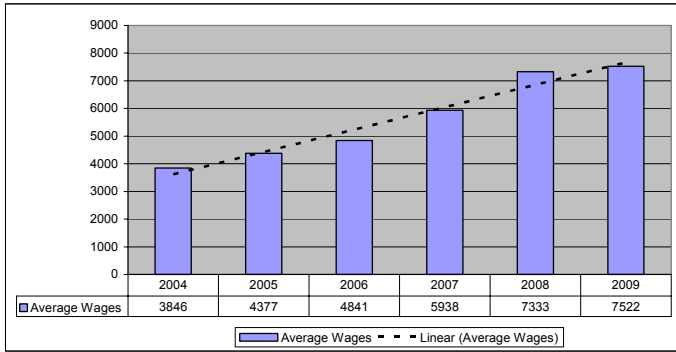
Master



CAGR: 15.12 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
13.14	10.72	22.34	22.00	2.93

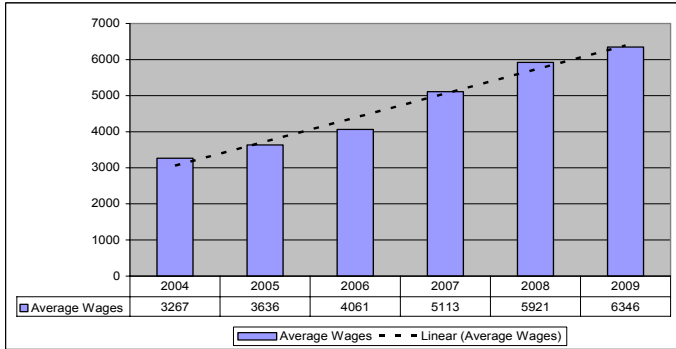
Chief Engineer



CAGR: 15.62 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
13.82	10.60	22.65	23.49	2.58

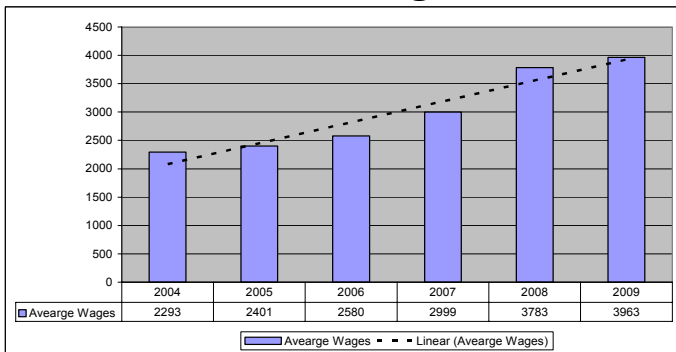
Chief Officer/Second Engineer



CAGR: 15.19 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.28	11.70	25.91	15.79	7.18

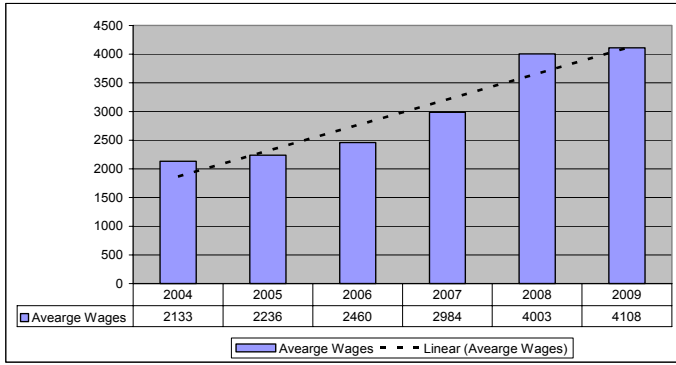
Second Officer/Third Engineer



CAGR: 12.67 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.71	7.46	16.26	26.13	4.74

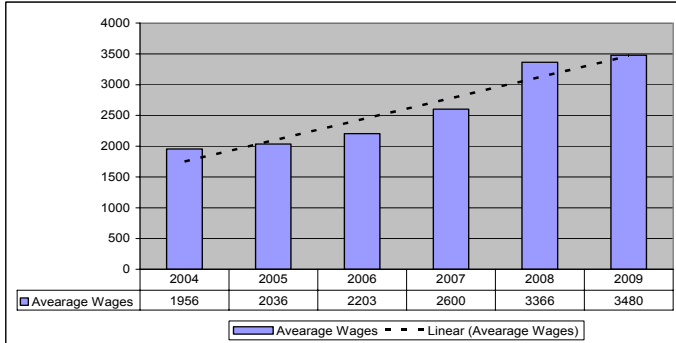
Electrical Officer



CAGR: 15.73 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.84	10.03	21.27	34.16	2.63

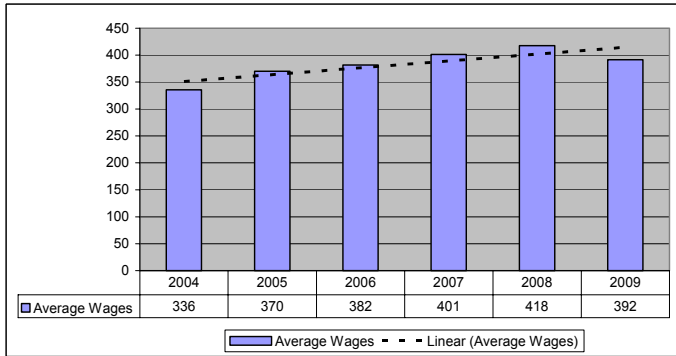
Third Officer/Fourth Engineer



CAGR: 13.63 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
4.09	8.20	18.02	29.44	3.39

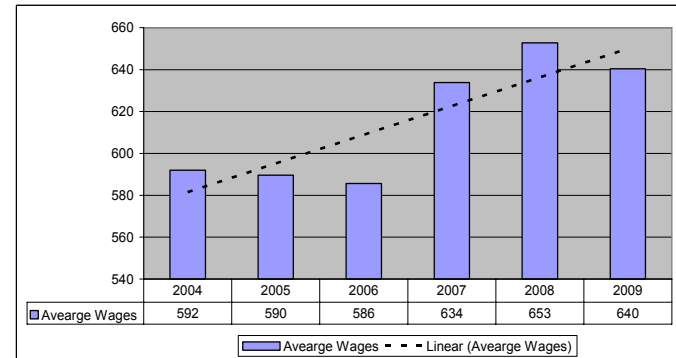
Deck Cadet



CAGR: 3.45 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
10.32	3.11	5.19	4.10	-6.28

Trainee/Junior Engineer

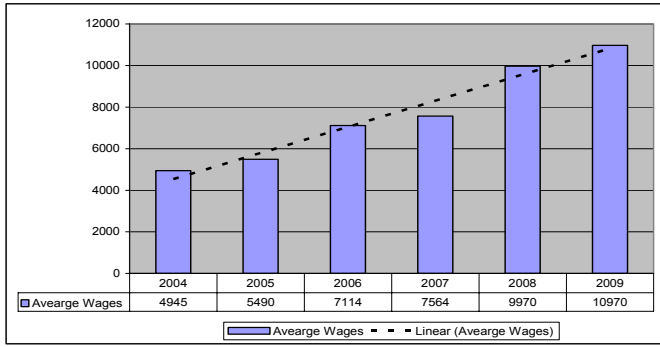


CAGR: 2.24 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-0.40	-0.68	8.24	2.98	-1.91

viii. FSOs / FPSOs

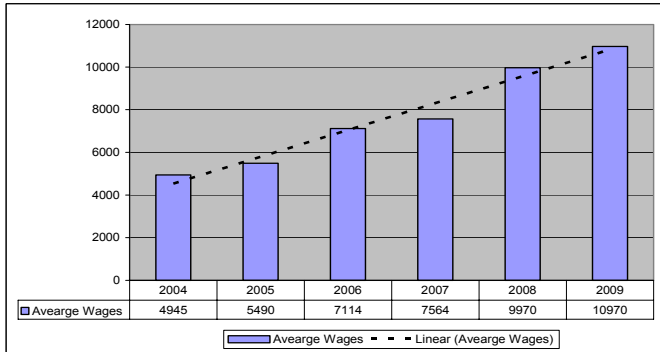
Master



CAGR: 18.14 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.02	29.58	6.33	31.81	10.03

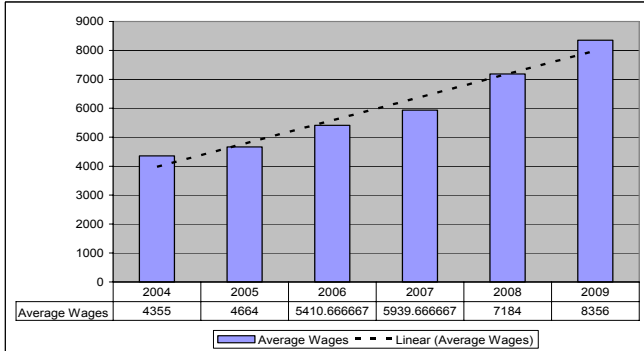
Chief Engineer



CAGR: 18.39 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
11.02	29.58	6.33	31.81	10.03

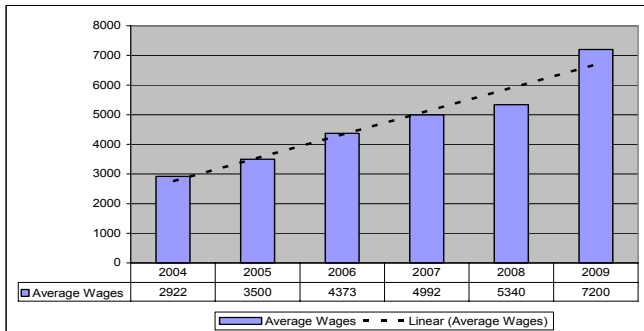
Chief Officer/Second Engineer



CAGR: 14.20 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
7.10	16.01	9.78	20.95	16.31

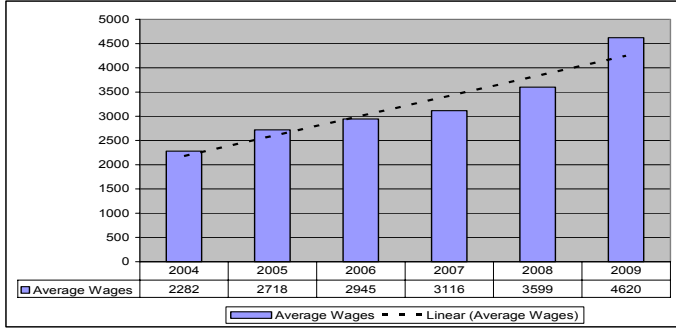
Second Officer/Third Engineer



CAGR: 18.39 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
19.76	24.95	14.17	6.96	34.84

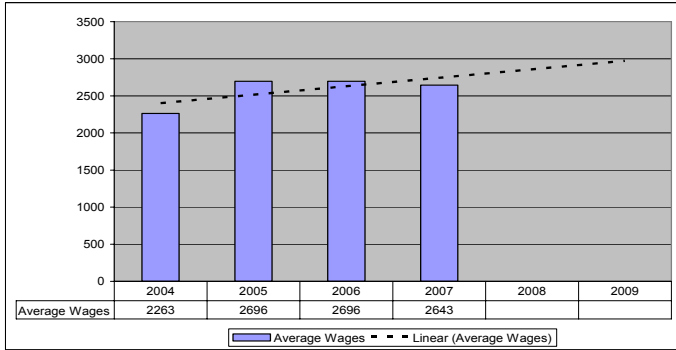
Electrical Officer



CAGR: 13.47 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
19.11	8.35	5.79	15.50	28.39

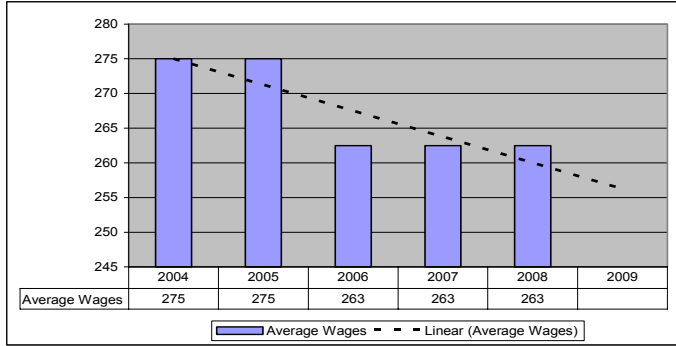
Third Officer/Fourth Engineer



CAGR: 4.76 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
19.13	0.00	-1.97	-	-

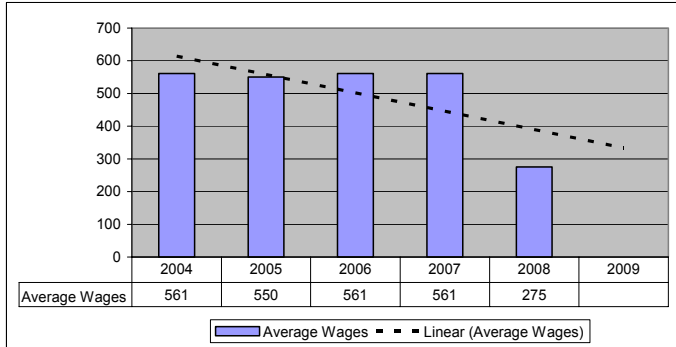
Deck Cadet



CAGR: -1.38 %

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
0.00	-4.55	0.00	0.00	-

Trainee/Junior Engineer

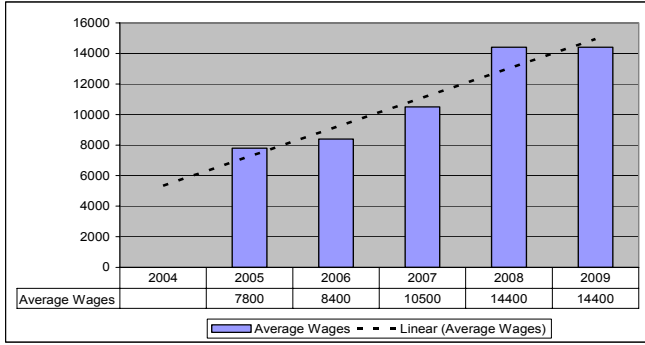


CAGR: -13.11%

Year On Year Increase in Wages for the Industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-1.96	2.00	0.00	-50.98	-

ix. Off Shore Vessels

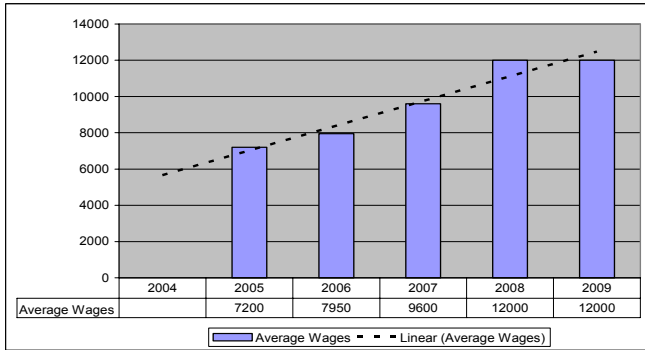
Master



CAGR: 19.31 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	7.69	25.00	37.14	0.00

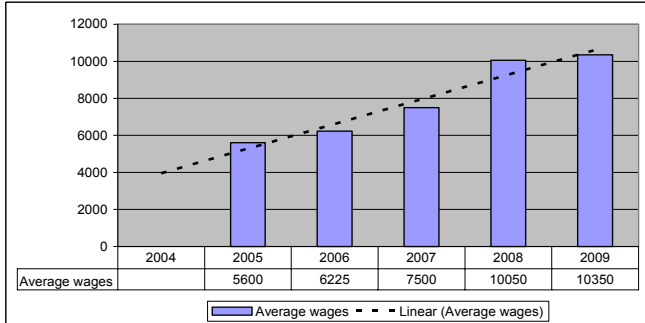
Chief Engineer



CAGR: 15.41 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	10.42	20.75	25.00	0.00

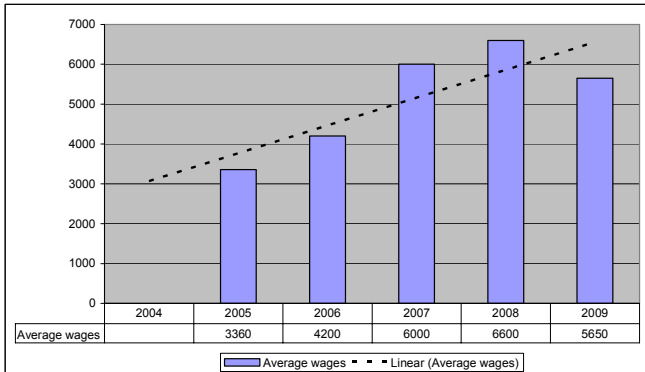
Chief Officer/Second Engineer



CAGR: 18.62 %

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	11.16	20.48	34.00	2.99

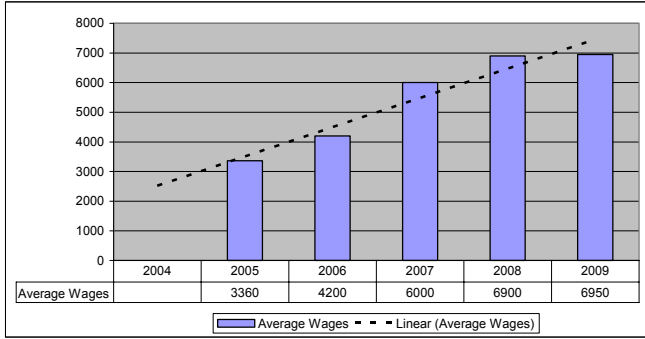
Second Officer/Third Engineer



CAGR: 16.08

Year On Year Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	25.00	42.86	10.00	-14.39

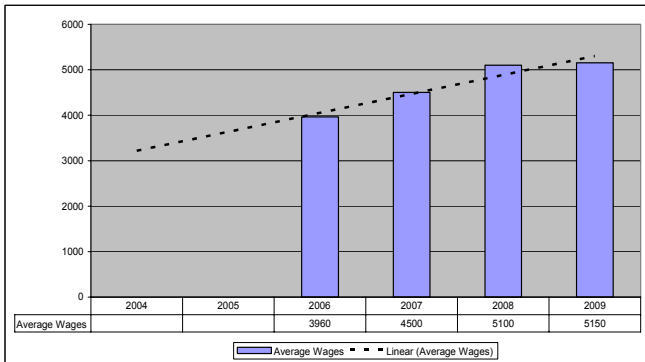
Electrical Officer



CAGR: 21.53

Year On Yeat Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	25.00	42.86	15.00	0.72

Third Officer/Fourth Engineer



CAGR: 9.56

Year On Yeat Increase in Wages for the industry				
2004 - 05	2005 - 06	2006 - 07	2007 - 08	2008 - 09
-	-	13.64	13.33	0.98

5. Background

a. Aim of the study

To provide empirical evidence for supporting decision making for ship owners, managers and manning agencies in the following circumstances:

- a. While budgeting crew costs.
- b. For providing their principals with information on existing Indian scenario.
- c. While negotiating wages with seagoing officers.
- d. During discussions at industry forum level for fixing wages to keep the Indian seafarer attractive in the global market.

b. What contribution is it expected to make?

The report will provide industry associations and groups, a direction with regards to control of wages for sustained employability of Indian seafarers in the international market.

This study is also relevant to a decision maker with regards to the existing wage scales in the industry and his/her own position vis-à-vis the industry standards. Based on the trends one can take informed decisions.

c. Importance of the study

Many managers in the industry involved in the manning activities carry out their own informal benchmarking through internal resources, industry contacts or prospective employee seafarers. However the reliability of such data is limited. The present study which covers such a large population of seafarers provides a more authentic and reliable database.

d. Target population covered

This study has been carried out on Indian deck and engineering officers on board ships of foreign companies having manning, management or liaison offices in India. The total number of Indian officer onboard positions covered in this survey is 7146 from 24 companies.

e. Assumptions kept in mind for the study

- It is assumed that the top four officers sail for 7.5 months a year while the junior officers sail for 8 months a year.
- The study assumes the continuation of the demand and supply situation of personnel in the maritime labour market.

f. Limitations of the study

- The results may show market conditions that are lagged as compared to the market conditions that might prevail after the completion of data collection, analysis and publication of conclusions.
- It is not possible to get to know the individual onboard positions for each type of ship of a particular company.
- Data was not available for the total number of ships within each category of ships.
- Data was not available for the total number of ships with each company.

g. Future Direction

- The rate of change of wages for maritime officers could be compared to the rate of inflation in the Indian economy for similar set of years.
- The rate of change of wages for maritime officers could be compared to ratings.
- Study could be done to see whether the increase in wages is seen with corresponding increase in performance.

6. Methodology

a. How was the study conducted

The entire survey exercise was split into the following distinct activities:

- Interview/Survey Form was designed by ISF in close conjunction with the FOSMA appointed technical committee for collecting the primary data through manual interviews with each company.
- Interview/Data Collection Process, data sorting out. This entire exercise of personal interviews with the representatives of the various companies and collection of data was carried out solely by Mr. Pawan Kapoor – Chief Executive of ISF HR Services to maintain complete confidentiality at all times. Verification of the data entered/provided by them was also carried out by checking a few employment contracts at random. No names of the companies appeared in any formal document. Each company on completion of the data collection was assigned a code which was passed on to the team involved in data entry.
- Data sorting out, construction of tables in spread sheets, developing graphs, applying statistical tools for arriving at key results.
- Report writing and presentation.

b. Participating companies – Number and Types of Companies.

The total number of companies which participated in this survey is 24. Their breakup in various categories is as follows:

Company Type	Category 1	Category 2	Category 3	Total Companies
	Less than 200 officers onboard	Between 200-500 officers on board	500 plus officers on board	
Ship Owning Companies	4	2	2	8
Ship Management Companies	4	1	4	9
Recruiting Agencies	4	0	2	6
				23

While the total number of companies participating in this survey is 24, one of the shipowning respondent company is provided manning by two recruiting agencies who are also participants in this benchmarking survey. For this reason the total number of respondents above is worked out as 23.

7. Summary of Findings

- a. Conclusions
- b. Recommendations

**To be submitted in the final report due
in October 2009.**

8. Manpower Market – The Indian Scenario

- a. Total Number of Seafarers on board currently
- b. Certificates issued on yearly basis for various ranks
- c. Seafarer spread across the country.
- d. Trend on trainee inductions
- e. Manning scales
- f. Other Nationalities employed
- g. Manpower supply spread over ship managers, ship owners and recruiting agencies

Data to be collected and submitted in the final report due in October 2009.

9. Appendices

a. Statistical Data Analysis Tools

Arithmetic Mean

The arithmetic mean is the **Average** of a set of values. It is the sum of all the values in a set divided by the number of data in the set. The mean is not necessarily the middle value in a set of data. It is also not the most appearing value which is called **Mode**. The middle value in a set of data is called as **Median**. Half of the population lies above it while the other half of the population lies below it.

Percentile

Percentile is the value of a variable below which a certain [percent](#) of observations fall. So the 10th percentile is the value (or score) below which 10 percent of the observations may be found.

The 25th percentile is also known as the **First Quartile** (Q1); the 50th percentile as the **Median** or **Second Quartile** (Q2); the 75th percentile as the **Third Quartile** (Q3).

Standard Deviation

The standard deviation of a set of data is a computational representation of the variability of the population with regard to the variable. It shows the nature of the deviation of the data from the mean of all the data in the set.

In [probability theory](#) and [statistics](#), standard deviation is a measure of the variability, a data set, or a [probability distribution](#). A low standard deviation indicates that the data points tend to be very close to the **Mean**, whereas high standard deviation indicates that the data are spread out over a large range of values.

Z - Score

In [statistics](#), a standard score indicates how many [standard deviations](#) an observation is above or below the mean. It is a [dimensionless quantity](#) derived by subtracting the [population mean](#) from an individual raw score and then dividing the difference by the [population standard deviation](#). This conversion process is called standardizing or normalizing.

A standard score or Z score is the measure of the position of the data under the normal distribution curve.

Trend line

In statistics, linear regression refers to any approach to modeling the relationship between variables denoted y and variables denoted X, such that the model depends linearly on the unknown parameters to be estimated from the data.

YOY Growth

The calculation is based on the straight-line growth rates method. The formula used for Straight line growth rate calculation is:

$$X = (1/N) * (E - B)/B$$

Where,

B = wages in previous year.

E = wages in following year.

N = number of years between beginning and ending year, which in the present study is 1.

CAGR

The compound annual growth rate (CAGR) is calculated by taking the nth root of the total percentage growth rate, where n is the number of years in the period being considered. The year-over-year growth rate of various sectors over a time series is calculated. The formula used is as follows:

$$\text{CAGR} = \{\text{Ending Value}/\text{Beginning Value}\} \{1 / \#\text{of years}\} - 1$$

The compound annual growth rate (CAGR) is calculated by Semi log method.

The CAGR calculator is a useful tool when determining an annual growth rate of data whose value has fluctuated widely from one period to the next. CAGR is often used to describe the growth over a period of time.

10. Company Specific Position With Respect To Industry Standard

This part of the report has been completed for each company and sent directly.