

THE

# VOYAGE



VOL.9 NO.1. 2021

## DEVELOPING CAPACITY FOR MARITIME



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INDUSTRY MAGAZINE  
OF THE YEAR  
2019 & 2020 BY NIPR

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## REGULATING THE MARITIME INDUSTRY FOR A BETTER NIGERIA.

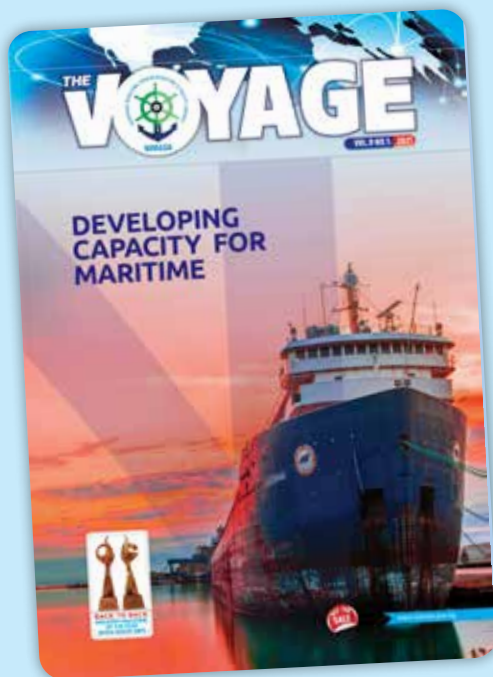
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**Dr. Bashir Jamoh,**  
DG/CEO NIMASA

# NIMASA: Forging Ahead, Despite the Pandemic

**T**

he year 2020 was a difficult one for the whole of humanity on account of the COVID-19 that took the world by storm, disrupting lives and livelihoods. Reference to the pandemic in the past tense is in no way suggestive that it has been brought to an end. The world is still battling to contain the virus, especially the Delta variant that is proving difficult to manage, despite the massive deployment of vaccines around the world.

The situation in Nigeria is not different. At the Nigerian Maritime Administration and Safety Agency (NIMASA), efforts since 2020 have been directed at advancing and implementing policies and programme to stimulate the growth of the country's maritime industry in line with the Agency's mandate.

In specific terms, NIMASA has been working to strengthen the country's maritime capacity in the ownership, manning, and construction of sea-going vessels and other infrastructure. It is also working hard to ensure the enforcement of

compliance as part of its shipping development strategic agenda.

Among the highlights of NIMASA's achievements in 2020, in spite of COVID-19, was pursuance of the Three-Point Agenda of the current administration, or "Triple S", which comprises Maritime Safety, Maritime Security, and Shipping Development.

Despite the pandemic in 2020, a total of 510 port state inspections were carried out, from the 4,728 vessels that called at Nigeria's waters. This was against the 726 inspections that were carried out the previous year, from the 5,035 ships that called. Notwithstanding the 15 per cent drop, the proof of the Agency's resilience to still perform her statutory function in a year ravaged thoroughly by the COVID-19 virus is a pointer to her strength in depth and stable capacity to live up to both her statutory responsibilities to the nation and her contractual obligation to the International Maritime Organisation (IMO) as a Maritime Administration (MARAD).

The Agency integrated the use of technology in the verification of Certificates of Competency (CoC). NIMASA issued 132 Standards of Training, Certification, and Watchkeeping (STCW) certificates of competency to seafarers in 2020. There was also the formation of the Nigerian Maritime Industry Working Group (NIWG), comprising NIMASA, Federal Ministry of Transportation, Nigerian Navy, Nigerian Ports Authority, Marine Police, Interpol, stakeholders in the oil industry, as well as the Nigerian Shipowners' Association.

Going forward from now and covering 2022, NIMASA is engaged in the Floating Dock Project which it is partnering with Nigerian Ports Authority (NPA) to execute.

There is an understanding with international oil companies to use the facility, with the huge economic benefits of massive employment opportunities, training of seafarers, as well as generation of income for the Federal Government.

## WORDS ON MARBLE

**In today's maritime world, you have to be up to the task and have the capacity to deliver; otherwise, you will be shown the way out. Women have shown capacity to deliver. So I have no regret whatsoever and can beat my chest to say that more than 60 per cent of my Directors are women.**

**– DR. BASHIR JAMOH**

*Bashir Jamoh*



Philip Kyamet

# Why We Are Afloat

**M**

any watchers have hailed the giant strides we have made here at the Nigerian Maritime Administration and Safety Agency (NIMASA). They have been left stupefied that we were kept afloat in tempestuous times of COVID-19 lockdown in 2020, when others were frozen by chilly weather and shut in. What did we do to sail through? What was the magic wand we wielded?

There's been no mysterious magic wand anywhere. All we have been doing to deliver the best in the industry is to care for our foot soldiers, namely our dockworkers and seafarers. They are the kernel of our business, who must be catered for. You ignore your workers' welfare or turn a blind eye to their legitimate demand for their rights at your own peril.

In this edition, you will read of how NIMASA has gone the extra mile in its human capital development mandate to, in a manner of speaking, pamper our dockworkers and seafarers. You will learn of the giant strides in the NIMASA-sponsored Nigerian Seafarers Development Programme (NSDP). You will also be told of a binding industrial covenant we have signed to make our workers more productive for Nigeria's groundbreaking Blue Economy project. It is a lesson in industrial harmony

to prevent labour unrest. Union representatives and government leaders in Nigeria need this strategy now more than ever before.

As we seek the happiness of our workers, we also strive to get the ultimate in editorial work through presenting educative and informative articles for the pleasure of our readers. That is why we have, as usual, other great delights in this edition of The Voyage.

We have lined up interviews and feature pieces to enlighten you on trending developments in the maritime sector. These will keep you abreast of issues of the moment.

Of course, our health expert is aware that you're always eager to sip from tips that would keep you safe and sound, and keep you away from the doctor. It is as the English put it: an egg a day keeps the doctor away.

Our sports page is also alive with an objective on Nigeria's qualification for AFCON 2022.

Our society column is in place to connect you to the lighter side of it all with a photo gallery and the pick of those staff who have won awards for meritorious service.

You have a lot to choose from.

Happy reading!

*Kyamet PC*

## OUR VISION

**To be the leading maritime administration in Africa, advancing Nigeria's global maritime goals.**

## OUR MISSION

**To achieve and sustain safe, secure shipping, cleaner ocean and enhance maritime capacity in line with global best practices towards Nigeria's economic development.**

# DEVELOPING CAPACITY FOR MARITIME

Human capacity development is the principal element of NIMASA's shipping development mandate, prompting initiatives to contribute to domestic and international manning requirements, **Vincent Obia** writes

**F**

ew topics have such a rich economic meaning for Nigeria as maritime, as the country strives to wean itself off oil dependence. With a vast coastline of over 850 kilometres, Exclusive Economic Zone (EEZ) of 300,000 square kilometres, and more than 3,000 kilometres of navigable inland waterways,

Nigeria is abundantly gifted in maritime resources.

River Niger, which runs through Nigeria, discharging massively through the Niger Delta, into the Gulf of Guinea, is the third-longest river in Africa. With over 1,271 kilometres of navigable water, the river offers the country huge potential for maritime transportation.

Nigeria is internationally recognised as a reputable maritime nation, though, most of the country's maritime worth is latent.

But the country is beginning to unlock its maritime value by developing indigenous capacity to harness the abundant coastal resources and compete in global shipping. Nigeria is developing its human capital in line with global best practices. At the core of the



**“Our active pursuit of seafarers’ training through the NSDP is a demonstration of our determination to have a structured and sustainable means of producing a strategic maritime labour base that would feed the shipping industry, enhance economic development, and give us a good sense of national security.”**

human capacity development agenda is the Nigerian Seafarers Development Programme (NSDP), an initiative of the Nigerian Maritime Administration and Safety Agency (NIMASA).

The NSDP, which commenced in September 2009, aims to bridge the gap in manning requirements in the Nigerian shipping industry. The idea is to feed the industry with seafarers that possess the skills, competence, and professionalism to safely man modern, highly technical vessels.

Executive Director, Maritime Labour and Cabotage Services, NIMASA, Mr. Victor Ochei, says, “Seafarers are the lifeblood of the global shipping industry, and shipping is the lifeblood of the world economy. This scenario is applicable to Nigeria, more so, given our current drive to diversify the economic with maritime playing a pivotal role.

“Our active pursuit of seafarers’ training through the NSDP is a demonstration of our determination to have a structured and sustainable means of producing a strategic maritime labour base that would feed the shipping industry, enhance economic development, and give us a good sense of national security.”

Nigeria wants to share substantially in the worldwide population of 1,647,500 seafarers serving on internationally trading merchant ships, of which 774,000 are officers and 873,500 are ratings. The NSDP is designed as a strategic intervention scheme to achieve this. The scheme seeks to address the short to medium term manpower requirements of the maritime sector by creating a pool of Nigerian seafarers.

Specifically, the objectives of NSDP include to: develop a pool of seafarers to service the demands of domestic and international shipping; improve Nigeria’s overall skill base and encourage capacity



development in the maritime industry; develop a pool of surveyors that would enable NIMASA, the country's Maritime Administration, to discharge its functions under the Flag and Port State Control; engage the youth constructively and deploy them to productive ventures; and assist in the promotional and capacity building objectives of NIMASA.

The NSDP is structured into the following programmes: Graduate Scheme, Bridging Scheme, Technical Scheme, and Vocational/Rating Scheme.

The Graduate Cadetship Scheme produces graduates in Marine Engineering, Naval Architecture, and Marine Communication, as well as Shipbuilding, and allied services.

The Bridging Programme charts career paths for existing graduates of Marine, Mechanical, and Electrical Engineering, as well as Naval Architecture with a view to earning them the Certificate of Competency (CoC).

The Technical Cadetship Programme leads to Ordinary National Diploma (OND) qualifications in Marine Engineering and Navigation for service on board coastal vessels.

Intakes for the Rating Scheme are trained as Welders, Motormen, Greasers, Able Seamen, and Boatswain.

More than 2, 000 Nigerians have been trained under the NSDP. Many of the cadets are at various stages of completion of their programme.

NSDP was initially funded by NIMASA and the state governments on a percentage contributory ratio of 40:60. The programme also made provisions for private, individual, and corporate sponsorship, and it accommodated participation from other government agencies on the same 40:60 funding ratio. However, it is currently being fully funded by NIMASA.

There are about 1, 654 NSDP cadets on full NIMASA sponsorship at universities across the globe. The institutions include Arab Academy for Science, Technology and Maritime Transport, Cairo; Constanta Maritime University, Romania; Liverpool John Moores University, United Kingdom; South Shields Marine School, United Kingdom; South Tyneside College, United Kingdom; and Lyceum of the Philippines University, Philippines.

The Agency takes care of the cadets' shore based training, sea time training, and attainment of CoC.

NIMASA has secured sea time and CoC processes for about 1, 400 NSDP cadets, who are at various stages of completion of their programmes. The

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**“The economic benefits of a robust seafarer base are huge. The repatriations from seafarers are a lot of money. It can help the country in terms of foreign exchange.”**

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Agency has signed three stages of Memorandum of Understanding (MoU) with four providers for the completion of the programmes of the remaining cadets in three phases. The cadets in the first phase are billed to go for sea time within the next few weeks.

The Agency plans that by the end of this year, all the existing cadets in the NSDP would have gone for sea time training.

Sea time training is generally seen as the most difficult phase of the NSDP because of the shortage of ships to take the cadets. At the end of the sea time training, the cadets write their CoC examinations, obtain the certificates, and they are ready for employment.

In accordance with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978, as amended in 1995, NIMASA is the only authority recognised to examine and issue CoC to Nigerian seafarers. Upon completion of the cadets' relevant shore based courses and sea time training, the Agency prepares the cadets for examination leading to issuance of CoC.

NIMASA's Maritime Labour Department helps the NSDP graduates to look for employment opportunities. And the opportunities in the shipping sector are on the upswing, given the increase in global trade fleet and rising manpower needs of international shipping.

With its growing status in the international maritime community, and the implementation of the Cabotage regime, Nigeria is looking ahead, trying to prepare for the budding domestic, regional, and global roles.

About 70 per cent of cargo bound for West and Central Africa are said to be destined for Nigeria. The growth in international maritime trade requires an equally growing pool of trained manpower.



Cabotage is all about capacity-building and Nigerians are eager to fully participate in coastal trade. NIMASA is committed to ensuring that Nigerians are empowered to compete with their foreign counterparts. Under the Cabotage law, which is being implemented in stages, all vessels involved in coastal trade must be owned and manned by Nigerians, and also flagged by Nigeria.

There are enormous benefits in full Cabotage implementation. NIMASA believes that besides capacity-building, it would help to enhance security and conserve foreign exchange when Nigerian-owned vessels ply the coastal waters.

The growth of Liquefied Natural Gas projects is another source of increased manpower demand requiring existence of a competent seafarer base. There is also a huge prospect of increased seafarers demand in oil exploration and production, given the rise in offshore activities, which have increased vessel requirements.

Other areas expected to expand the demand for seafarers include fishing and manning of inland waterways craft and coastal tankers.

The economic benefits of a robust seafarer base are huge. The repatriations from seafarers are a lot of money. It can help the country in terms of foreign exchange.

Ochei believes the aims of the NSDP are being realised.

He explains, "There are many NSDP cadets in the employ of oil companies and maritime agencies. But the true picture would be clear when all the stages are completed."

About 117 cadets are planning to leave for the Philippines to do their CoC after completing their sea time. Two other groups are in the UK. They comprise those completing their bachelor's degree programmes and another group doing their CoC. Already, 150 cadets in the first batch, who were trained in Philippines and the Arab Academy, have obtained their CoCs. About 100 others, who were enrolled last year, have completed their CoC lessons.

NIMASA aims to create a new crop of skilled, competent seamen to feed the maritime and associated industries.

Looking ahead, Ochei says, "We have in the pipeline NSDP 3, where the Agency plans to enrol about 250 cadets for a fresh programme in continuation of its



maritime capacity building mandate. This programme would involve fresh secondary school leavers to be trained in marine engineering and nautical science, which would qualify them as marine engineers and deck officers – deck and engine cadets.

“The Agency is in the process of executing a MoU with about three providers that would take care of the cadets’ training. But this time around, it is going to be different. There would be a complete package. Anyone training our cadets would have to train them to the end, without stoppage. When you start, you do the class work, sea time, CoC, and they come out with their certificates. This is unlike the current experience where many cadets completed their class work, shore based training, but could not get sea time.”

The Agency is also involved in the training of dockworkers, and on a yearly basis organises training programmes to improve their knowledge and competence.

Additionally, NIMASA funds and sponsors institutions involved in the training of maritime manpower.

The NSDP aims to train manpower for the international market, though some of the cadets

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**“We will continue to do everything within our powers to stand Nigeria in good stead to partake effectively in the global seafarer workforce as an emerging power in the international maritime community.”**

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work in various places in the maritime as well as oil and gas industries. That is why the cadets are sent to some of the best maritime training institutions in the world.

Director General of NIMASA, Dr. Bashir Jamoh, says, “We will continue to do everything within our powers to stand Nigeria in good stead to partake effectively in the global seafarer workforce as an emerging power in the international maritime community.

“Nigeria is determined, we are on course, and we are hopeful about getting the best results.”



*NIMASA Vessel, MV Honour*





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# Maritime Transport Policy Will Enhance Economic Competitiveness – Minister

**M**

inister of State for Transportation, Senator Gbemisola Saraki, says the National Maritime Transport Policy being developed by Nigeria would lead to improved inflow of foreign investment and make the Nigerian maritime sector more competitive. Saraki

said this in Lagos at the opening of a stakeholders' validation forum on the draft policy.

The minister said the transport policy would give Nigeria pride of place in the African Continental Free Trade Area (AfCFTA) agreement.

The meeting was organised by the Federal Ministry of Transportation to get stakeholders' buy-in and input, as the policy document was being fine-tuned. The transport policy is expected to usher in a more robust maritime transport system in the country in line with international best practice.

Saraki underscored the strategic economic importance of maritime transportation, saying adoption of the transport policy would mark a paradigm shift in Nigeria's economic competitiveness.

The minister stated in her address, which was delivered by Permanent Secretary, Federal Ministry of Transportation, Dr. Magdalene Ajani, "The National Maritime Transport Policy is a framework that will guide and sharpen the activities, actors and modus operandi in the maritime sector. It is an all-encompassing document that will skyrocket the sector to compete favourably in the global market. That is why this document is extremely important and crucial to the development of the sector."



**Saraki**

Saraki added regarding the policy, which industry stakeholders have clamoured for since nearly two decades, "It is encouraging to know that the maritime policy is coming up at a time when Nigeria has ratified the AfCFTA Agreement and deposited it with the AU Secretariat. This is an agreement that will place Nigeria in place of leadership if we adequately prepare for the protocols. Therefore, it is expedient for us to make the maritime sector ready for the AfCFTA Transit Protocols and other international protocols for us to compete favourably in the regional and global market."

In her own speech, the permanent secretary said policy was the bedrock of development, and the condition of the maritime sector of a nation determined its future development.



Ajani said, “Nigeria, like other nations, has recognised the integral role policies play in developmental process and, as such, engendered different processes to drive her quest for a sustainable, feasible and generic National Maritime Transport Policy. This will boost the maritime sector and widen the horizon to enable it serve the domestic market and have comparative advantage globally.”

Chairman of the National Maritime Transport Policy Committee, Dr. Paul Adalikwu, said, “The maritime sector cannot be administered successfully without a policy document that contains genuine, reliable and updated data” that can stand the test of time. Adalikwu, who is also Director in charge of Maritime Safety and Security in the Federal Ministry of Transportation, said the maritime transport policy document aimed to develop “a maritime industry that is income generating, self-sufficient, competitive with comparative advantage in the regional and global markets.”

The event featured goodwill messages from Chairman, Senate Committee on Marine Transport, Senator Danjuma Goje, and Chairman, House of Representatives Committee on Maritime Safety, Education, and Administration, Hon. Lynda Ikepeazu. There were also messages from captains of industry, including foremost maritime lawyer and Chairman, Nigerian Ship Owners Forum, Mrs. Margaret Orakwusi; Chairman, National Seafarers Welfare Board (NSWB), Otunba Kunle Folarin; and President, Ship Owners

Association of Nigeria (SOAN), Dr. MkGeorge Onyung.

Dignitaries present at the occasion included Managing Director of the Nigerian Ports Authority (NPA), Hadiza Bala Usman, and Managing Director, National Inland Waterways Authority (NIWA), Dr. George Moghalu.

Director-General of the Nigerian Maritime Administration and Safety Agency (NIMASA), Dr. Bashir Jamoh, was represented by the Executive Director, Finance and Administration, Mr. Chudi Ofodile.

There were representations from all the parastatals in the Federal Ministry of Transportation as well as major associations in the country's maritime industry.

AfCFTA, the world's largest free trade area, was founded in 2018, and scheduled to come into effect from January 1, 2021.

Nigeria deposited its instrument of ratification of AfCFTA agreement on December 5, 2020, becoming the 34th member state to formally ratify the treaty. The free trade area was created by the African Continental Free Trade Agreement among 54 of the African Union's 55 member states. It is the world's largest free trade area since the World Trade Organisation, and a game-changer in African and world trade, with a market of more than 1.2 billion people, about \$3 trillion combined GDP, and the potential of growing intra-African trade by over 50 per cent, according to the United Nations Economic Commission for Africa.



# International Convention for the Safety of Life at Sea: A Synopsis

**Arit Nkpubre** of the Legal Services Unit looks at the contents of the International Convention for the Safety of Life at Sea

**T**

he International Convention for the Safety of Life at Sea (SOLAS) is one of the oldest and most important safety conventions of the International Maritime Organisation (IMO) designed to improve the safety of shipping. SOLAS started with RMS Titanic on

April 15, 1912, when the vessel, which was on her maiden voyage from Southampton, England, to New York, hit an iceberg, took in water, and sank.

The first version of SOLAS was adopted in 1914 following the sinking of the Titanic with the loss of more than 1,500 lives. Since then there have been four more versions of SOLAS. The present version was adopted in 1974 and entered into force in 1980 through tacit acceptance procedure (this is where a convention is accepted by two-thirds on the conference and not rejected by one-third of parties after consideration with IMO/MSC).

The main objective of SOLAS is to specify minimum standards for the construction, equipment, and operation of ships to enhance safety of ships, safety of navigation, and security.

The Convention has been arranged in two parts. Part 1 contains the 1974 SOLAS and 1988 SOLAS

protocols, articles, requirements, and certificates. Part 2 contains a list of certificates/documents to be carried on board ships and a list of resolutions adopted by SOLAS Conference

SOLAS contains XIV Chapters, namely:

CHAPTERS	CONTENTS
I	General Provisions
II – 1	Construction-Structure, sub-division and stability, machinery and electrical installations
II – 2	Fire protection, detection and extinction
III	Life Saving appliances and arrangements
IV	Radio Communications
V	Safety of Navigation
VI	Carriage of cargoes and oil fuel
VII	Carriage of dangerous goods(DG) Part A – DGs in packaged form Part A1 – DGs in solid form in bulk Part B – DGs in liquid chemicals in bulk(IBC Code) Part C – DGs in Liquified gases in bulk (IGC Code) Part D specified requirement nuclear fuel and radioactive waste



VIII	Nuclear ships
IX	Management of the Safe operations of ships
X	Safety measures for high speed craft
XI – 1	Special measure to enhance maritime safety
XI – 2	Special measure to enhance maritime security
XII	Additional safety measures for bulk carriers
XIII	Verification of Compliance
XIV	Safety measures for ships in polar areas

SOLAS applies only to ships engaged in international voyages, i.e. passenger ships and cargo ships of 500 gross tonnage and more

The classes of ships to which each chapter applies are more precisely defined, and the extent of the application is shown in each chapter.

### EXCEPTIONS

SOLAS does not apply to the following:

- i) Warships.
- ii) Ships not propelled by mechanical means.
- iii) Cargo ships of less than 500 gross tonnage.
- iv) Wooden primitive ships.
- v) Non-commercial pleasure craft.
- vi) Fishing vessels.

### EXEMPTIONS

The Maritime administration may exempt the following:

- 1) Ships on single international voyage.
- 2) Ships from the provisions of Chapters II – 1 and 2 (Construction, Fire protection, detection and extinction, III (Life appliances and arrangements), IV (Radio Communication), where the application might seriously impede research into development of such features and their incorporation in ships engaged in international voyages.

### IMPLEMENTATION OF SOLAS IN NIGERIA

Conventions by themselves do not have the legal power to regulate the industry. Convention requirements have to be made applicable and enforceable through national laws of the parties to the convention.

Hence, SOLAS receives its power only through implementation. Nigeria ratified SOLAS in 1981 and domesticated (ie made it part of our national laws) under Section 215 of the Merchant Shipping Act (MSA) 2007. Consequently, Nigeria has the responsibility to ensure that ships flying its flag and calling at its ports comply with the safety requirements in SOLAS.

It is worthy to note that Nigeria as a party to the Convention will be subjected to periodic IMO member states audit scheme (IMSAS) – not exceeding seven years – by IMO to verify compliance with the implementation of the Convention, in fulfillment of Chapter XIII of SOLAS, which came into force since January 1, 2016.

The Nigerian Maritime Administration and Safety Agency (NIMASA) is a creation of the National Assembly established primarily for the administration of maritime safety seafarers standards and security, maritime labour, shipping and Cabotage activities, and prevention and control of pollution in the marine environment. The Agency is also tasked with the responsibility to implement domesticated IMO Conventions and Protocols of which SOLAS is one of them.

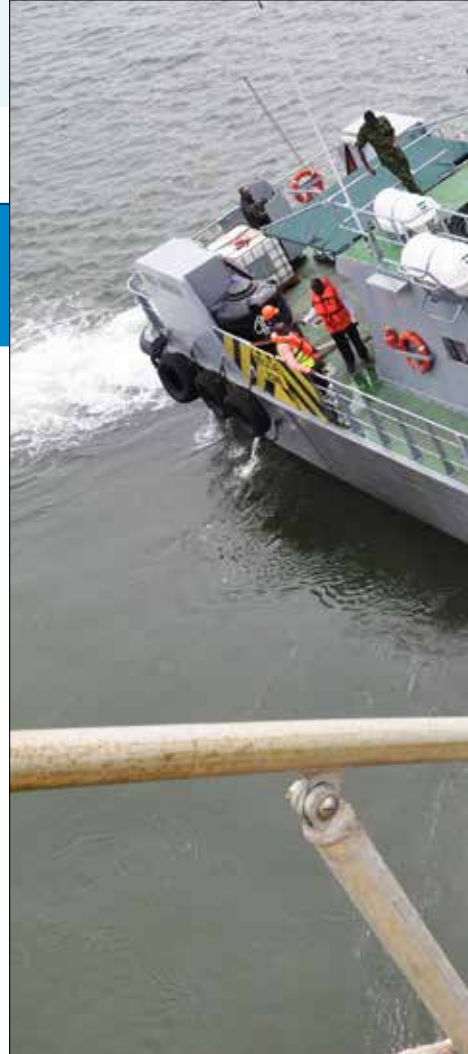
Hence, the Agency's role in the enforcement of the SOLAS Convention is achieved through the relevant instruments i.e. NIMASA Act 2007 and Merchant Shipping Act 2007. In addition, it is the responsibility of the Maritime Safety and Seafarers Standards Department of NIMASA to enhance maritime safety and security of life and property within the Nigerian coastal waters by ensuring that they carry out credible flag and port inspections to ensure compliance with the requirements of IMO conventions.

NIMASA knows it cannot control the wind, but it can direct the sail by carrying out its functions effectively.

# NIMASA:

## Providing Leadership in Difficult Times

Jamoh took over the reins at Nigeria's apex maritime regulatory agency in drastic times, and he is making drastic efforts to cater to the needs of the industry, **Osagie Edward** writes



**J**

ust as life's roughest storms prove the strength of our anchors, so it is with the Nigerian maritime sector, as the challenges associated with the COVID-19 pandemic proved to test the character of its managers. When President Muhammadu Buhari

appointed the new leadership at the Nigerian Maritime Administration and Safety Agency (NIMASA) in March 2020, the Dr Bashir Jamoh-led team had barely taken over the mantle of leadership when the World Health Organisation declared COVID-19 a global pandemic. And the lockdown started.

In fact, the new leadership at NIMASA was less than two weeks in office when the Presidential Task Force declared a total lockdown in Nigeria. It was a difficult time. But thanks to the appointment of a technocrat in the person of Dr Jamoh, with about three decades of experience, to steer the affairs at NIMASA, the Agency and the industry were able to ride out the storm.

The NIMASA Management hit the ground running with a clear vision of enhancing maritime safety, security and shipping development in the country.

Nobody envisaged that COVID-19 would attack the human race in 2020 the way it did and survival was the first instinct. Moving with the tide, safety in the

face of COVID-19 pandemic became the immediate priority. Dr Jamoh and his team wasted no time in putting in place measures to ensure the survival of the Nigerian maritime industry.

### DECLARATION OF SEAFARERS AS ESSENTIAL WORKERS

It is, no doubt, still fresh in the minds of Nigerians, the near-total lockdown of the country in the second quarter of 2020. It was the trend at that time, meaning no movement. The air industry was grounded and vehicular movement within the country was also stopped. So, effectively, seafarers were stranded. Those at home could not return to their jobs while those on-board vessels remained on-board longer than necessary and acceptable under international regulations as contained in the Maritime Labour Convention (MLC) 2006.

Dockworkers were also affected. Statistics showed that over 160,000 seafarers were stranded globally.

The NIMASA Management under Dr Jamoh deployed its ingenuity to arrive at the decision to quickly declare seafarers and dockworkers as essential workers, thus, exempting them from travel restrictions. Nigeria, through NIMASA, was the very first country in Africa to declare seafarers as essential workers, thus, giving them special status to facilitate their



**NIMASA MV  
Honour's  
on-board  
enforcement  
officers**

movement and ease crew change. This action was in line with the desire of the International Maritime Organisation (IMO) to lift barriers to crew change amid the coronavirus pandemic. The guideline by NIMASA made it possible for dockworkers to be granted passage between their places of abode and the seaports, terminals and jetties.

### **EXTENSION OF VALIDITY OF SEAFARERS CERTIFICATE**

Decisions during the first wave of the COVID-19 pandemic needed to be swift and smart. Jamoh and his team identified the challenge of job losses due to the non-renewal of licenses and the effect on shipowners, dockworkers, seafarers, and small craft owners. This looming crisis was averted by the decision of the NIMASA Management to extend the validity of various certificates to enable vessel owners, masters of ships, and seafarers continue performing duties in view of the COVID-19 pandemic and the nationwide lockdown in Nigeria.

NIMASA worked in lockstep with the IMO to extend the validity period of seafarers' certificates. The Agency extended the validity of statutory Certificate of Competency of Seafarers and trading certificates for all Nigerian registered vessels. This included STCW certificates, medical certificates, Ship Registry Certificates, and national requirements for power Driven Small Craft and Maritime Labour Convention certificates. The NIMASA Director General had made it clear that the Agency was prepared to weather the storm resulting from the COVID-19

pandemic. NIMASA worked closely with shipowners and employers of labour in the maritime industry to take necessary proactive measures to lessen the pains of COVID-19.

Little wonder, President General of the Maritime Workers Union of Nigeria (MWUN), Comrade Isaac Adeyanju, was full of commendation for Jamoh and his team for a job well done. Adeyanju stated, "I must congratulate the NIMASA Director General and his team for their creativity. We have enjoyed peace despite COVID-19 because of the way they managed employees and employers relationship in the past one year."

### **SECURITY IS PRIORITY**

The issue of insecurity and piracy in the Gulf of Guinea, which Nigeria is a major part of, has been there for a while now. Past administrations have attempted to deal with the issue with minimal success. However, what the Jamoh-led administration at NIMASA is doing differently is tackling the issue from the root cause. It's been established that there is an international conspiracy to the issue of piracy in the Gulf of Guinea. And the need for the Maritime Administration in Nigeria and major maritime stakeholders globally to be on the same page cannot be overemphasised.

So in May 2020, an industry working group chaired by NIMASA was created. This, perhaps, is a major step in finding a lasting solution to the issue of insecurity in the Gulf of Guinea, as Dr Jamoh on monthly basis chairs a meeting, which has international majors,



*An on-board officer of the Nigerian Navy*



such as Oil Companies International Marine Forum (OCIMF), International Chamber of Shipping (ICS), and Baltic and International Maritime Council (BIMCO), in attendance. Others include the International Association of Dry Cargo Shipowners (INTERCARGO) and International Association of Independent Tanker Owners (INTERTANCO).

The fight against piracy and other crimes in Nigerian waters is becoming stronger and more effective. The arrest of alleged pirates, who went on trials in 2020, was the very first time such arrest was made in Nigerian waters in the past decade.

The renewed efforts are a result of improved inter-agency collaboration between NIMASA and all other security outfits in Nigeria. On the back of the new partnership between NIMASA and the Nigerian Navy, the country has made record arrests of pirates, with some already facing prosecution. The Federal High Court in Port Harcourt has convicted three persons accused of involvement in the hijack of an Equatorial Guinean flagged vessel named, MV ELOBEY VI, off Equatorial Guinea's coast on March 2020. The conviction is the first since the signing into law of the SPOMO Act in June 2019 by President Muhammadu Buhari. "The Suppression of Piracy and Other Maritime Crimes (SPOMO) Act 2019 has come to stay and it is a victory for Nigeria as a whole, as we are determined more than ever before to take our rightful place in the comity of maritime nations," Jamoh said.

The International Maritime Organisation (IMO) delivered a glowing appraisal of Nigeria's effort to stem piracy in its waters and the Gulf of Guinea. Secretary-General, Kitack Lim, commended the country for sending a "strong and valuable message" to the global community. Lim also commended Dr Bashir Jamoh, for his brave and dynamic approach to maritime security. This commendation was contained in a letter

personally signed by the IMO Secretary-General in June 2020. This simply is a testament that the Dr Jamoh Management at NIMASA is heading in the right direction.

Lim said he was impressed by Nigeria's efforts "to address maritime security threats in the region," adding that Jamoh's "leadership and proactive response" to maritime security issues were laudable. "I would also like to reiterate my congratulations to the Nigerian Navy on the successful capture and arrest of pirates from the fishing trawler Hailufeng II, and more recently on the rescue of the crewmembers of the containership Tommi Ritscher," Lim stated in the letter. "Those actions, together with all the other initiatives you highlighted in our meeting, including progress with the Deep Blue Project, send a strong and valuable message to the international community with respect to the considerable efforts your government is making to curb piracy and armed robbery against ships in the Gulf of Guinea," he added.

It is noteworthy that most of these achievements by the current leadership at NIMASA were mainly due to their ingenuity. There was no precedence to make reference to in riding the stormy weather brought about by the COVID-19 pandemic in the Nigerian maritime sector. One thing is certain, the Dr Bashir Jamoh-led Management at NIMASA has put in place the basics needed to better harness the potential of the Nigerian maritime industry. All hands are on deck, Jamoh has his hands firmly on the plough, and there is no looking back.

The goal is very clear; Nigeria's maritime industry is heading in the right direction. You cannot cross the sea by merely standing and staring at the water, it's time to join the team at NIMASA on this voyage to lose sight of the shore in the quest to harness Nigeria's maritime potential and develop a virile blue economy as a major alternative to oil.

*Executive Director, Maritime Labour and Cabotage Services, NIMASA, Victor Ochei, addressing members of Seaport Terminal Operators Association of Nigeria (STOAN), during a meeting on the signing of the Collective Bargaining Agreement on the reviewed minimum standard for the dock labour industry at the Agency's headquarters in Lagos*



*Ochei*



*Chairman, STOAN, Princess Vicky Hastrup (left), and Managing Director, PTML Terminal, Tin Can Island Port, Lagos, Mr. Ascanio Russo*

#### Stakeholders



*L-R: Representative of the Minister of Labour and Employment, Dr. Chris Ngige, Director, Trade Union Services and Industrial Relations (TUSIR), Federal Ministry of Labour and Employment, Mrs. Omoabie Akpan, and others*



#### Participants





Okowa



## Maritime University Key Factor in Niger Delta Peace, Stability, Says Governor Okowa

**T**

he coming of the Nigeria Maritime University was instrumental in bringing about peace and reconciliation in the Niger Delta following a period of fierce agitation for economic justice in the region. Delta State Governor, Dr. Ifeanyi Okowa, stated this in Asaba, the

state capital. Okowa said the paramilitary university and maritime college located at Okerenkoko, in Gbaramatu Kingdom of Delta State, had a stabilising effect on the people.

The institution was established in 2017, with the active support of NIMASA.

"Indeed, the coming of the university gave birth to peace in the Niger Delta and we must appreciate NIMASA for its contribution," Okowa stated. "I am glad that a lot is being done by NIMASA, particularly in Delta State, and we will continue to appreciate it so that you will continue to do more," he added.

The governor pledged to cooperate with the maritime regulatory Agency in the building of a virile blue economy in the country, with a strong maritime business base in the state.

He said, "I am aware that we have been having issues with the ship repairs and building project and we will be happy to see this industry established to complement the university.

"We are aware that a lot of scholarships have been given to Deltans and I must register our appreciation to NIMASA."

The NIMASA Director General, Dr. Bashir Jamoh, and his Executive Management team were in the state as part of a sensitisation drive to get the buy-in of the coastal

states in the current attempt to develop maritime as the pivot of the country's economic diversification effort.

Jamoh told the governor, "It is my sincere pleasure to be with you as part of our stakeholders' sensitisation in terms of the development of the maritime sector. We felt there should be a moral and political buy-in from everyone in the littoral states. The participation and support of the governments and people of the Niger Delta are key factors in the successful development of a robust blue economy in the country.

"Our maritime sector is a huge treasure trove of development opportunities. The sector can fetch us even much more than oil, as recent studies by experts, including the World Bank, have shown.

"As an agency of the Federal Government, and the maritime regulatory body of the country, we should be in the vanguard of this new move to get our critical stakeholders on board as we strive to wean Nigeria off oil dependence."

Jamoh stated that in the last seven years, the Agency had sited three major maritime projects in Delta State. They include the Nigeria Maritime University, Okerenkoko, the country's first maritime university; the NIMASA Science and Technical College, Okoloba; and a proposed shipyard for ship repairs.

He disclosed that over a thousand Delta State indigenes had benefited from the Agency's overseas scholarship scheme to study marine-related courses.

The Director General called for more participation from the government and people of Delta State in the harnessing of the enormous maritime potential of the region. "Opportunities for profitable investment abound in shipbuilding, ship repairs, ship recycling, and



# NIMASA Plans Media Academy



**T**he Nigerian Maritime Administration and Safety Agency (NIMASA) plans to launch a media academy for the training and retraining of maritime industry journalists. Director-General of NIMASA, Dr. Bashir Jamoh, said during a zoom parley with media editors that the goal was to develop best practice in maritime industry journalism.

The Director-General stated, "We want to develop best practice in maritime industry reporting by enhancing industry knowledge among our media practitioners. Our goal is to ensure that those who report the sector are equipped with the ability to properly comprehend and digest information from the industry and the regulator.

"Maritime journalists would be brought closer as part and parcel of the industry and exposed to wider knowledge and information on the basic tenets of the industry for proper information dissemination.

"I believe what we would have at the end of the day would serve our best interest as a regulator and as an industry, for the ultimate good of the economy and the country."

Jamoh said editors would be the first beneficiaries of the training programme, adding that the academic content would be developed by NIMASA, in conjunction with industry stakeholders, including the media.



## NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)

(Established under the Nigerian Maritime Administration and Safety Agency Act, 2007)

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## MARINE NOTICE

To ALL: Fishing Vessels and Fishing Canoe Operators, Ship Owners, Ship Masters/Captains/ Agents, Maritime Stakeholders and the Public

## RESTRICTION ZONE OF 50 METRES BETWEEN SHIPS AT BERTH, SHIP TRAVERSING THE PERIMETER OF THE PORT AND FISHING CANOES/ POWER DRIVEN SMALL CRAFTS

Pursuant to the Agency's statutory mandate to provide Directions & Ensure Compliance with Vessel Security Measures and Maritime Security.

**NOTICE** is hereby given as follows:

1. That from **January 1st, 2019**, there shall be a restriction zone of 50 meters between All Vessels at berth or traversing the perimeters of the port or quays and power driven small crafts such as Dugout Canoes and similar boats engaged in fishing activities.
2. That the restriction is aimed at preventing attacks on ships and stowaways activities and enhance the safety and security of ships within the Nigerian territorial waters.
3. That failure to adhere strictly to this directive may lead to fines, detention of the vessel, revocation of certificates, permit or license or/and will attract appropriate sanctions prescribed under the NIMASA Act and its Regulations.
4. Please be guided accordingly.

For further information, please contact

**The Director,  
Maritime Safety and Seafarers Standards  
Department,  
2nd Floor, Administrative Block,  
Nigerian Maritime Resource Development Centre  
(NMRDC) Kirikiri, Lagos.**

Email: [msssd@nimasa.gov.ng](mailto:msssd@nimasa.gov.ng), [msssdnma@yahoo.com](mailto:msssdnma@yahoo.com)

Telephone: +234 – 7034172913, +234 – 9096417095,  
+234 – 8030555975

**SIGNED: MANAGEMENT**

*Dr. Jamoh (left) presenting certificate to a seafarer*



## Nigeria Steps up Seafarers' Training to Aid Shipping Development, Economic Diversification

**T**

he Nigerian Maritime Administration and Safety Agency (NIMASA) is revving up the training and certification of seafarers to enhance the country's position in an increasingly competitive maritime world. Director General of NIMASA, Dr. Bashir Jamoh, said this

was in line with current efforts to position maritime to play a central role in Nigeria's economic diversification. He spoke while presenting certificates to graduands of the Nigerian Seafarers Development Programme (NSDP) at the Agency's headquarters in Lagos.

A total of 788 seafarers were trained and certificated in the latest batch.

Jamoh stated, "Seafarers are the lifeblood of shipping, and shipping is not only an economic imperative for us in Nigeria, it is also a key part of the country's economic diversification effort. Our investment in the training of seafarers is deliberate; it is part of our shipping development agenda."

The Director-General, on behalf of the Governing Board and the Management of NIMASA, congratulated the graduates and reminded them of the essence of the training.

He said, "The essence of this training is for us to have the right people. Now it is left for you to translate what you have learned into practice as you do your job. In so doing port efficiency would improve, which would translate to the attractiveness of the country's ports worldwide, and ships would be attracted and

able to come.

"From today we should start seeing changes as a result of the training you have received, we should see general improvement in port handling. We need to see improvement in three stages: short-term, medium-term, and long-term."

According to Jamoh, the short-term changes relate to the ability of the seafarers to apply what they learned in the classroom to their job. The second stage is the medium-term, which has to do with noticeable changes in their activities, changes in terms of everything they do as seafarers.

"You should be able to cause those shipowners, who currently say they are not disposed to hiring our seafarers, to have a rethink," Jamoh stated. "Then, the third stage, the long-term, is self-development or follow-up trainings," he added.

The Director General said the Agency had invested a lot to ensure that the seafarers were well trained and qualified to compete with their colleagues in other parts of the world. He asked them to make the best use of the opportunity given to them to improve themselves and make Nigeria proud.

The seafarers received certificates in both mandatory courses and specific areas of specialisation for career progression, including Standards of Training, Certification and Watchkeeping for Seafarers (STCW), Oil Tanker Familiarisation (OTF), Efficient Deck Hand (EDH), International Ship and Port Facility Security Code (ISPS) awareness training, and Dynamic Positioning (DP).

# REDUCE YOUR RISK OF COVID-19 INFECTION



## WASH YOUR HANDS

Wash your hands with soap and water or use hand sanitiser.



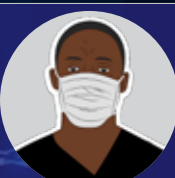
## COVER YOUR COUGH OR SNEEZE

Cover your cough or sneeze with your sleeve or tissue. Dispose and wash hands afterward.



## SOCIAL DISTANCING

Stay at least 2 metres away from other people. Take responsibility.



## WEAR A FACE MASK

Wear your face mask when in a public place.



## STAY AT HOME

Always stay home when there is no urgent or important reason to stay out of the house.



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## Navy, NIMASA Deepen Cooperation to Secure Anchorage Area

### • *Launch Land, Sea, Air Operational Assets*

**T**

he Nigerian Navy and Nigerian Maritime Administration and Safety Agency (NIMASA) have declared increased determination to protect, interdict, and deter threats around vessels anchored in the Secure Anchorage Area (SAA), off the coast of Lagos. This

emerged in Lagos during a courtesy visit by the Shipping Association of Nigeria (SAN) to the NIMASA headquarters.

The Agency's Director General, Dr. Bashir Jamoh, said the new security effort was encapsulated in the total deployment of assets under the Integrated National Security and Waterways Protection Infrastructure, also called the Deep Blue Project. The deployment is on-going with the primary aim of providing security in Nigerian waters and the Gulf of Guinea and removing threats to the shipping business in the area.

"We are deploying high-tech assets under the Deep Blue Project to not only deal with piracy and armed robbery in our territorial waters frontally,

but also respond to the increasing sophistication of these maritime crimes," Jamoh stated. "The Nigerian Navy and NIMASA are partnering to ensure a high level of security in our waters. We are tying up all loose ends and very soon everything would become manifest and clear to stakeholders and operators."

The Director General spoke in response to security concerns raised by SAN following the cancellation of the SAA contract by President Muhammadu Buhari and transfer of responsibility for the area's protection to NIMASA and the Nigerian Navy.

According to Jamoh, "I can assure you that there is no security vacuum in our waters. From what I know, the SAA is more protected than ever before. The Nigerian Navy has recently deployed 14 warships to enhance security in the area and the wider maritime domain. Other assets, including Special Mission Vessels, interceptor boats, and Special Mission Aircraft, are also being deployed under the Deep Blue Project.

"Besides, there is an emergency mobile line for any vessel in distress in our waters, +2348030685167,



**Special Mission Aircraft... one of the Deep Blue operational assets**

and the NIMASA emergency response room can be reached on Channel 16 of the Very High Frequency (VHF) radio channel."

He added, "The menace of maritime insecurity is an age-long challenge in the industry, and government is doing its best within available resources to address the issues, with continuous patrols by dedicated vessels to the Secure Anchorage Area. We appeal for a healthy working relationship and further deliberations are welcome."

Jamoh said NIMASA was networking with international bodies, such as INTERTANKO and INTERCARGO, to ensure security in the Gulf of Guinea, with the Yaoundé-based International Coordination Centre (ICC) also playing a central role. He told stakeholders to always contact the Command, Control, Computer, Communication and intelligence (C4i) centre located at the NIMASA-owned Nigerian Maritime Resource Development Centre (NMRDC), Kirikiri, in Lagos, for necessary actions under the Suppression of Piracy and other Maritime Offences (SPOMO) Act.

The spokesperson for the group and Managing Director of Mediterranean Shipping Company, Andrew Lynch, had urged the NIMASA management to intensify measures to maintain security in the SAA.

Representatives of major shipping lines operating in Nigeria, who attended the meeting, included the Managing Director of Grimaldi Nigeria, Ascanio Russo, and Managing Director of CUA- shipping, Haul Odeyer. Maersk Nigeria and GAC also had representation at the meeting.



**Dr. Jamoh (right) presenting a souvenir to head of delegation and Managing Director, Mediterranean Shipping Company Nig. Ltd, Mr. Andrew Lynch, during a meeting between the Shipping Association of Nigeria (SAN) and NIMASA at the Agency's headquarters Lagos.**



**Arrival of Special Mission Helicopter as part of the operational assets**

*DG NIMASA, Dr. Bashir Jamoh (left), and Lagos State Governor Sanwo-Olu during the DG's visit to the governor*



## MARITIME SAFETY: Governor Calls for Strict Certification Regime

**G**

overnor of Lagos State, Mr. Babajide Sanwo-Olu, has called for improved certification regime for boat skippers and better regulation of the operations of non-convention vessels that operate in the country's inland waterways.

Sanwo-Olu made the call while receiving the Director General of the Nigerian Maritime Administration and Safety Agency (NIMASA), Dr. Bashir Jamoh, who was on a working visit to the Government House. He said improved utilisation of Lagos waterways would go a long way in easing traffic congestion on roads in the state.

The NIMASA Director General had informed the governor of the Agency's desire to collaborate with the state in capacity development to improve maritime regulation, promote the blue economy, and ultimately, create wealth for the country.

Sanwo-Olu said the training and certification of operators of Non Convention Vessels operating on inland waterways was key to improved safety of operations. He said the state government was close to delivering 15 new jetties and terminals to enhance waterways transportation, and called on NIMASA to partner the private sector for a more effective regulation and certification of small boat operators.

The governor stated, "We know NIMASA has done well in regulating the operations of large vessels calling at our waters, which is very necessary for the nation's economic wellbeing. Considering the activities of small craft in our inland waterways, we in Lagos desire improved

regulation of operations in terms of certification, which comes directly under NIMASA.

"You may consider partnering the private sector, under your strict supervision, to improve certification of operators on our inland waterways.

"Fifteen new jetties and terminals being constructed by the state government will soon be ready for use."

Sanwo-Olu listed water hyacinth management, wreck removal, and deep seaport operations as areas Lagos State and NIMASA could collaborate to ensure Nigeria benefits more from the blue economy. He indicated the state's interest in hosting the campus of a maritime academy.

Jamoh identified areas of collaboration between the Agency and Lagos State Government to include human capacity development, fishing industry development, and marine waste management. He said NIMASA was also collaborating with other littoral states, and commended Lagos State Government for ensuring security on land, which has a multiplier effect on security on the waters.

The NIMASA Director General revealed, "Ninety per cent of maritime crimes are conceived on land. Lagos State has done so much in terms of security on land and this has a multiplier effect on the security of the maritime domain in the Lagos area. We seek collaboration to enhance our operations in the interest of Nigeria as a nation.

"NIMASA needs alliances to develop policies that would ensure Nigeria effectively harnesses her potential in the blue economy. Lagos State has comparative advantage over other states in Nigeria and we are willing and ready to partner with Lagos State Government."



*Presentation of certificates to graduands of the Nigerian Seafarers Development Programme (NSDP) at the Agency's headquarters in Lagos.*



*L-R: Managing Director, APEC-Antwerp/Flanders Port Training Centre and Port of Antwerp International, Mr. Kristof Waterschoot; Dr. Bashir Jamoh; and Director at Port of Antwerp International, Mr. Mario Lievens, after a meeting at the Nigerian Belgian Chamber of Commerce, Onikan, Lagos, when the Port of Antwerp executives visited Nigeria*



## Belgium Explores Investment Opportunities in Nigeria's Maritime Transport Policy

N

igeria's National Maritime Transport Policy is of interest in Belgium, as investors in that country are on the lookout for business opportunities in the plan. Executive officers of the Port of Antwerp International disclosed this in Lagos during a meeting with Director-

General of the Nigerian Maritime Administration and Safety Agency (NIMASA), Dr. Bashir Jamoh.

The visiting team of executives from the Port of Antwerp International had sought audience with the NIMASA Director-General to follow up investment interests in Nigeria. The Managing Director of APEC-Antwerp/Flanders Port Training Centre and Port of Antwerp International, Mr. Kristof Waterschoot, and Director at Port of Antwerp International, Mr. Mario Lievens, said they were also in Nigeria to promote new partnership opportunities, especially in the area of training.

Waterschoot and Lievens, who hosted Jamoh at the Nigerian Belgian Chamber of Commerce, Onikan, Lagos, said their mission was to discuss projects of interest, including inland ports, and to strengthen the relationship between the Port of Antwerp and NIMASA, particularly in the areas of training, technical support, and cooperation.

They noted Nigeria's proposed National Maritime Transport Policy, and said the policy was being watched as it unfolded to see how Belgium could come in with investments.

"We believe in Nigeria," said Waterschoot, who observed that the business climate in Nigeria could be difficult, but there was hardly any country without its peculiar difficulties.

Jamoh said there were huge opportunities for investment in wreck removal and recycling, stressing that the Federal Government is planning a coordinated wreck

removal policy to drive investment in the area. He praised the long-standing diplomatic and economic relationship between Nigeria and Belgium. The Director General highlighted the Federal Government's abiding interest in economic diversification, saying the development of maritime infrastructure is part of the drive.

Jamoh stated, "The National Maritime Transport Policy, which is being developed, is part of a wider agenda purposed to build alternatives to oil. The maritime sector is consciously being opened for investment by local and foreign investors to build a sustainable blue economy."

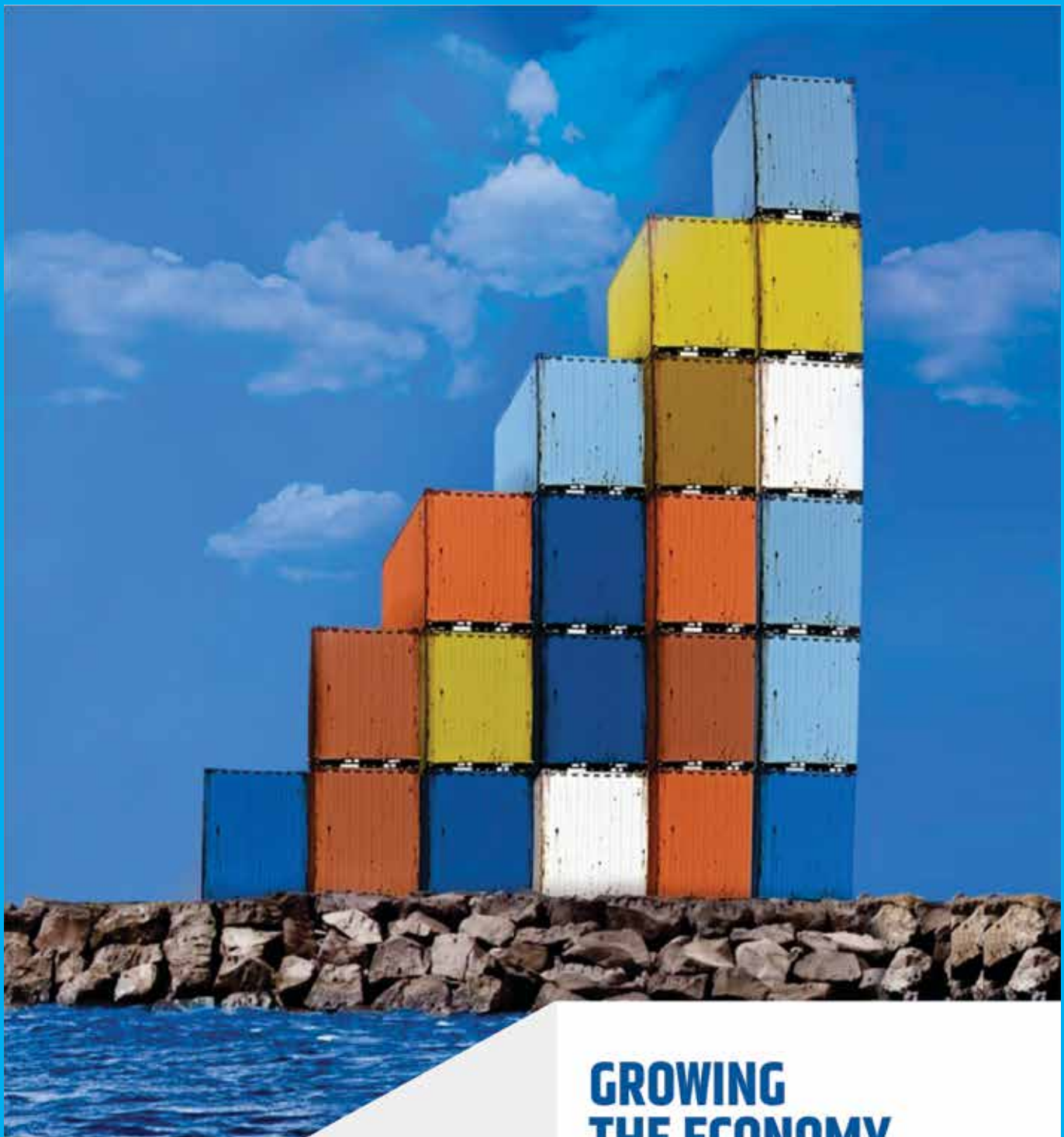
"One area I would like the Belgian private sector to come in is wreck removal and wreck recycling. There is a huge investment opportunity there, and there is also a big room for collaboration. This is more so as the Federal Government is planning a coordinated policy on wreck removal."

Jamoh sought Belgian partnership in the sea-time training of Nigerian seafarers and in the area of port safety and port security.

The Port of Antwerp International is a subsidiary of Port of Antwerp, Europe's second largest port – after Port of Rotterdam in the Netherlands. It was established to expand the activities of the Port of Antwerp beyond Europe through consultancy, management solutions, investment projects and training.

A National Maritime Transport Policy is in the works in Nigeria as part of the government's effort to develop maritime infrastructure and diversify the oil-dependent economy. Minister of State for Transportation, Senator Gbemisola Saraki, told a recent stakeholders' validation forum on the draft plan that the policy, when approved, would lead to improved Foreign Direct Investment (FDI) inflow and enhance the ability of the Nigerian maritime sector to compete at the international level.





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## PHOTO NEWS DG NIMASA VISITS GOVERNOR SANWO-OLU OF LAGOS STATE



*Director General, NIMASA, Dr. Bashir Jamoh (left), presenting a souvenir to Lagos State Governor, Babajide Sanwo-Olu, during a courtesy visit by members of the NIMASA management team to Lagos State Government House, Alausa-Ikeja, Lagos*









*Dr. Jamoh (left) receiving a plaque from the Akran of Badagry, His Royal Majesty, De-Wheno Aholu Menu Toyi 1, when the NIMASA DG paid a courtesy visit to the paramount ruler of Badagry on New Year's Day*

## Badagry Deep Seaport: Nigeria Moves to Develop Maritime Hub

**T**he Badagry Deep Seaport project in Lagos State is a strategic step towards the development of a global maritime hub in Nigeria. Director-General of the Nigerian Maritime Administration and Safety Agency (NIMASA), Dr. Bashir Jamoh, stated this when he paid a courtesy visit to the paramount ruler of Badagry Kingdom, His Royal Majesty, De-Wheno Aholu Menu Toyi 1, the Akran of Badagry.

Jamoh said the visit was to honour the traditional ruler and his kingdom for allocating land to NIMASA to establish a presence in the community, as Nigeria's maritime regulatory authority.

The Director-General stated, "Nigeria is strategically located at a significant point in the Atlantic Ocean, with about 853 kilometres coastline, which gives us a geographic advantage to become a maritime hub for not only the West and Central African region, but also the entire maritime trading world. And with over 70 per cent of cargo bound for West and Central Africa destined for Nigeria, we also have a huge commercial advantage.

"The Badagry Deep Seaport, planned to be Africa's biggest and most advanced seaport when it becomes operational, would help to maximise this extraordinary maritime potential. This is more so given the strategic place of Badagry in the region."

Jamoh thanked the Akran for his hospitality and the land allocated to NIMASA. He assured that he would work

with the traditional ruler and the kingdom to ensure the success of the deep seaport project.

Earlier, Jamoh, who was personally received at the palace by the Akran and his council of chiefs, was presented with the Badagry Pilgrimage Award. It is a special recognition to visiting dignitaries in the town.

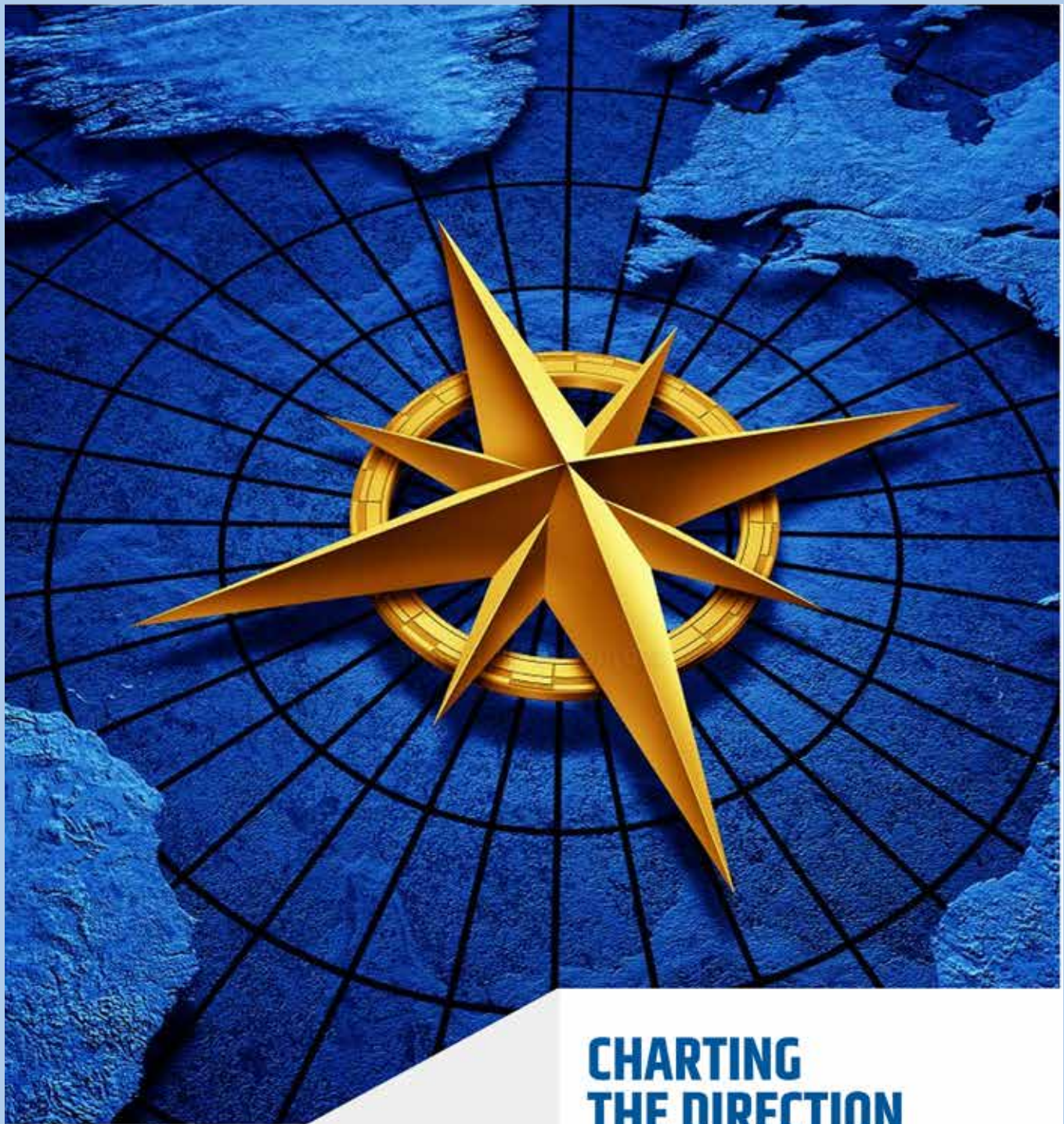
The Alipoto of Badagry Kingdom, Chief Gbenga Fayemi, who responded on behalf of the palace, underlined the suitability of Badagry for the deep seaport, as it lies between the lagoon and the ocean.

The Badagry Deep Seaport project is being executed through a public-private partnership overseen by the Federal Ministry of Transportation, Federal Ministry of Trade and Investment, and Lagos State Government, as well as a private consortium of APM Terminals, Orlean Invest, Oando, Terminal Investment Limited (TIL), and Macquarie.

The deep seaport is located in the Gberefundun area of Badagry, along the Lagos-Badagry Expressway, about 55 kilometres (34 miles) west of the Apapa and Tin Can Island Port complexes. The port is proposed to be about four kilometres of quay and approximately 620 hectares of dedicated port facilities. It will also include facilities for handling containers, dry bulk, liquid bulk, roll-on-roll-off, and general cargo, as well as oil and gas operations support.

The port will have about 480 hectares of Industrial and Logistic Park Zone.





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*Comrade Adeyanju (middle) being interviewed by NIMASA PR staff: Mr. Amedu Ede (left) and Mr. Anthony Okai*

## Adeyanju: New Wage Regime has Restored Dignity to Dock Labour

Comrade Adewale Adeyanju, President General of Maritime Workers Union of Nigeria (MWUN) and former President, Dockworkers Branch of MWUN, applauds the signing of a Collective Bargaining Agreement (CBA) on a revised minimum wage and improved living standard for dockworkers. The Nigerian Maritime Administration and Safety Agency (NIMASA) recently midwived the ratification of the agreement. Adeyanju speaks with **Anthony Okai** and **Amedu Ede**. Excerpts:

***What is the significance of the recent signing of a Collective Bargaining Agreement (CBA) on a revised minimum wage and improved living standard for dockworkers?***

**T**

he significance of the signing of the minimum standard for dock labour is that it forms an outlay or a framework, which will guide terminal operators and stevedoring companies on scheduled of payment of wages and allowances to dockworkers in their different categories, and thereby define a minimum standard below which wages to dockers cannot fall. It enables us to negotiate decent wages, scales, and work environment for dockers. The endorsement of the revised minimum wage agreement by stakeholders signifies restoration of self-worth to dockworkers.

I am happy that today, dockworkers can retire with something tangible. It was not like this.

I congratulate NIMASA for a great job well done. Without the Agency's commitment, we certainly wouldn't

be where we are today. We pray that the standard we all crave for a virile maritime sector that carries everybody along would be established.

It is a new dawn in the life of dockworkers. It is a day I will not forget in a hurry. This is what we have been clamouring for over the years, when the dockworkers hardly could boast of any form of job security, despite all their labour. But with the signing of this agreement, it has been established that the dockworkers are fully engaged by their employers, which are the terminal operators. The era of using them as some kind of slaves in their fatherland is over.

***How would you evaluate the attitude of the terminal operators to dockworkers' welfare?***

To rate the attitude of terminal operators to dockers will not be a straightforward thing, as their attitudes vary. Some are very rash while others carry the milk of kindness and treat them fairly. So, as a union, we try very hard to ensure that the welfare of our members is protected at all times. On this note, though there

**“The Director General of NIMASA is doing well. His ascension to office has brought in a different vibe and form to maritime administration and safety.”**

*A maritime worker on duty*



are some bad eggs, I would say averagely dockers are fairly treated by terminal operators.

Generally, however, we thank the terminal operators. Since they came in, we have seen the difference between the stevedoring contractors of those days and the present terminal operators. Things have changed. When the terminal operators came in, we told them whomever they were bringing as stevedoring contractors must follow due process. The pension of the dockworkers is paramount.

Since the terminal operators came in, they have been paying the pensions of dockworkers as and when due.

***What is your assessment of the response of relevant maritime stakeholders to the new CBA?***

The response to the CBA by relevant maritime stakeholders is, in my opinion, encouraging and may be placed above 60 per cent.

Over the years, we have had a situation where dockworkers were used as slaves in their fatherland. We thank the Federal Government for the concession of the ports. The concession has changed the lives of dockworkers.

The wages of dockworkers were nothing to write home about. An average dockworker that performed his eight hours duty went home at the end of the month with peanuts like N3, 000 or N4, 000. There was a name given to such money in those days. They called it akube, which literally means somebody who sits by and lets others work for him to reap. At the end of the month, the one sitting idly would come and collect the salary.

***Do you foresee any hindrance to the implementation of the new CBA?***

I do not foresee any hindrance to the implementation of the CBA, as all possible scenarios have been thoroughly thought through.

***What is your view about the Director General of NIMASA, Dr. Bashir Jamoh, after one year in office?***

I think the Director General of NIMASA is doing well. His ascension to office has brought in a different vibe and form to maritime administration and safety. I want to assure him of our support and best wishes.

However, I want to seize this opportunity to request that he holds true to his promise to reissue biometric identity cards to dockers, as this is causing friction and is long overdue.

He has done well, and, you know, every leader has his own style of leadership and all these items you raised before me, I think he has been up and doing and he is trying to improve all those areas he met on ground. We welcome him; we support him and we will continue to support him. We congratulate him for a good job in one year. He has been able to carry the stakeholders along.

As a labour union, we will give him our advice if it is necessary. But it is one thing to advise and it is another thing for someone to listen to your advice.

***Are there other things you may like to tell Nigerians and, indeed, the maritime community?***

I would like to, once again, draw the Director General's attention to the issue of biometric identity card for dockworkers; it is very important and very key. We have been hearing that they would soon begin to give it to all the dockworkers, to review their biometric ID card, until now. For the past four or five years now, it has expired. Jamoh has promised that all the dockworkers are to be given the ID card, including the seafarers. We believe his promise, but it is when it is not being fulfilled that you see us complaining. But as of today, we think there is no much need for complaints because the man is doing the right thing at the right time. Talk and do should be the principle of a good leader, which I think he is. I want to appreciate him for doing a good job in one year.





*Dr. Jamoh (right) and Hadiza Bala-Usman*

## Modular Floating Dock on Course, NIMASA, NPA Assure

**T**he modular floating dock belonging to the Nigerian Maritime Administration Safety Agency (NIMASA) is in the process of deployment to a Nigerian Ports Authority (NPA) facility in Lagos. Both agencies confirmed this at a meeting between Director General of NIMASA, Dr. Bashir Jamoh, and Managing Director of NPA Hadiza Bala-Usman at the NPA headquarters, in Lagos.

Jamoh stated, "I am here to affirm that the modular floating dock has come to stay. We have concluded arrangements for its deployment and operation. The date for its commissioning would be announced soon."

The NIMASA Director General recounted how the NPA Continental Shipyard was secured for the floating dock, and how approval for this was gotten from the Federal Ministry of Transportation and the Infrastructure Concession Regulatory Commission (ICRC). He emphasised that obtaining these approvals were important preliminary conditions "because of the need to engage managing partners and ICRC is in charge of the mode of operations and Public-Private Partnership (PPP) arrangement."

In her remarks, Bala-Usman stressed the need to promote the NIMASA-owned dry dock to the maximum capacity by placing NPA's Continental Shipyard at the Agency's disposal as a preferred location. She said NPA would go into an agreement with NIMASA on the handover of the authority's dockyard, jetty locations, and warehouses within the area to facilitate the installation of the modular floating dock.

"We believe the floating dock is an integral part of the maritime sector and we like to commend NIMASA for starting this and NPA will continue to provide the necessary support as it relates to the aspect of our shareholding within the SPV being guided by the Infrastructure Concession Regulatory Commission (ICRC)," Bala-Usman stated.

She added, "As it is, NPA has confirmed and reiterated that it will support and hand over those facilities within the next few weeks to enable NIMASA to conclude the movement of the modular floating dock from the Naval Dockyard to the Continental dockyard. This is a very welcome development for the sector and we look forward to patronising and using the dockyard facility for our vessels and other vessels of government agencies."

Responding, Jamoh said, "As far as we are concerned, the confirmation of certain aspects of the operations will be run concurrently. While we are seeking the Federal Executive Council approval, the issue of a managing partner will be considered and Expression of Interest will be published. So, we are good to go."

When fully operational, the NIMASA floating dock, which arrived Nigeria in 2018, is expected to provide a lot of benefits to the maritime industry, including conserving foreign exchange, providing employment and boosting indigenous capacity, developing shipping, and providing training exposure for students of the Maritime Academy of Nigeria, Oron, and the Maritime University, Okerenkoko.



**FRONT ROW:** Director, Internal Audit, Mrs. Olamide Odusanya; former DG NIMASA, Mr. Temisan Omatseye; Director, Admin & Human Resources, Mrs. Ronke Thomas; DG NIMASA, Dr. Bashir Jamoh; Chairman, Nigerian Ship Owners Forum, Mrs. Margaret Orakwusi, and Director, Cabotage Services, Mrs. Rita Uruakpa.  
**BACK ROW:** Director, Marine Accident Investigation Unit, Mrs. Rita Egbuche; Registrar of Ships, Mrs. Nneka Obianyor; Assistant Director, ISPS, Gloria Anyasodo; Director, ISPS, Mrs. Aisha Jidda; and Deputy Director, Maritime Labour Service, Mrs. Prisca Sokari



**Dr. Jamoh flanked by female cadets**



**NIMASA Female Directors: L-R: Odusanya, Uruakpa, Egbuche, Jidda, and Thomas**



**Orakwusi (standing) addressing the female cadets**



**Assistant Director, Public Relations, Mrs. Shielibe Abe and Mrs. Obiayor**



**Special Assistant to the DG, NIMASA, on Communications and Strategy, Mr. Ubong Essien, and Head, Protocol, Mrs. Nancy Oluoha**





## IMO News



### SHIP-PORT INTERFACE GUIDE TO SUPPORT GHG EMISSIONS REDUCTION

A

A new Ship-Port Interface Guide focusing on eight practical measures, which can support GHG emission reduction at the ship-port interface, has been released. Developed by the Global Industry Alliance to support Low Carbon Shipping (Low Carbon GIA) under the IMO-Norway GreenVoyage2050 Project, the Guide aims to assist the maritime industry in achieving IMO's emission reduction goals and contribute to greener shipping.

The eight practical measures presented in the Guide are to: facilitate immobilisation in ports; facilitate hull and propeller cleaning in ports; facilitate simultaneous operations (simops) in ports; optimise port stay by pre-clearance; improve planning of ships calling at multiple berths in one port; improve ship/berth compatibility through improved Port Master Data; enable ship deadweight optimisation through improved Port Master Data; and optimise speed between ports.

The list of presented measures is non-exhaustive, and they are a result of initial research and findings, and aim at raising awareness on potential ideas the maritime community could explore further.

### 26 COUNTRIES APPLY FOR IMO COUNCIL MEMBERSHIP

Twenty-six states have announced their candidatures for election to the IMO Council. The list of countries for 2022-2023 Biennium, which will be regularly updated, has been published on the IMO website. The election of Members of the Council will be held during the IMO Assembly 32nd session taking place 6-15 December 2021.

IMO Council members will be elected under three categories as follow:

Category (a) 10 States with the largest interest in providing international shipping services;

Category (b) 10 States with the largest interest in international seaborne trade; and

Category (c) 20 States not elected under (a) or (b) above, which have special interests in maritime transport or navigation and whose election to the Council would ensure the representation of all major geographic areas of the world.

As of 22 March 2021, 26 countries have sent their candidature.

The IMO Council is elected by the Assembly for two-year terms beginning after each regular session of the Assembly. The Council is the Executive Organ of IMO and is responsible, under the Assembly, for supervising the work of the Organisation.

### #FAIRFUTURE4SEAFARERS

Throughout the COVID-19 pandemic, seafarers have faced difficult working conditions, including uncertainties about port access, re-supply, crew changeovers, and repatriation. Seafarers' rights to be treated fairly remain at the forefront of IMO's work.

The 2021 Day of the Seafarer campaign is calling for a fair future for seafarers.

The campaign will discuss issues that will still be relevant to seafarers after the pandemic, such as fair treatment of seafarers, fair working conditions, fair training, fair safety, etc.

Hundreds of thousands of seafarers are still working at sea beyond their contracted time and equal numbers are facing financial difficulties, desperate to relieve crew on ships and start earning wages again.

Day of the Seafarer 2021 will provide a platform to advocate for higher standards of working conditions. Seafarers will be invited to share their views about their future in seafaring.

Leading up to the Day, the campaign will release short polls aimed at collecting seafarers' feedback on what a fair future for seafarers includes and looks like.

This dialogue will take place under the hashtag #FairFuture4Seafarers on all IMO social media channels.

### PARTNERING FOR SUSTAINABLE MARITIME FUTURE

One year after its creation, IMO's Department for





Partnerships and Projects (DPP) has bold ambitions to expand its portfolio of global and regional projects. These new initiatives will further support developing countries to address the world's most pressing ocean and environmental challenges, including climate change, marine litter, and biodiversity. The Department, in 2021, will also be working with other divisions of IMO to identify and mobilise resources for projects on maritime digitalisation.

Chief of the Department, Jose Matheickal, stated, "Despite the challenges of the global pandemic, in 2020, we mobilised approximately US\$13 million, bringing the total funding for long-term projects to around US\$45 million. In 2021, we want to go further and even double this portfolio. To achieve that, we will build on our past successes in delivering impactful results and use innovative public and private sector partnership models to expand the projects in maritime digitalization and decarbonisation. We want to develop a new portfolio of projects to support sustainable maritime transport - a 'SMART' portfolio, as we call it."

The DPP was created in March 2020 by IMO Secretary-General Kitack Lim to coordinate the development of strategic and innovative external partnerships and project implementation in line with his vision towards a "Voyage Together". This department positions IMO to support its long-term capacity building strategy through resource mobilisation and partnerships and facilitates the achievement of the UN Sustainable Development Goals (SDGs) for all Member States, with a special focus on least developed countries (LDCs) and small island developing States (SIDS). The DPP has a strong focus on championing innovation in the maritime sector, including through global fora, such as the Maritime Zero- and Low-Emission Innovation Forum, scheduled to be held in September 2021.

## AFRICAN REGIONAL WEBINAR SUPPORTS CAPE TOWN AGREEMENT

The use of the 2012 Cape Town Agreement as a tool to drastically improve the safety record of the fishing industry was the focus of a webinar held for decision-makers from maritime administrations and fishery authorities in Africa (23-24 February). Speakers pointed out that the continuing and alarmingly high number of fishing vessel personnel fatalities and of fishing vessels reported lost every year could be reduced by global, uniform and effective implementation of the Agreement.

The two-day online event, one in a series of regional webinars, was organised by IMO in cooperation with

The Pew Charitable Trusts. The series aim to provide insight into the Agreement and provide a platform for information sharing by States that have already ratified the Agreement, or are currently in the process of doing so.

Presenters highlighted the various benefits open to Member States that ratify the Agreement, not the least of which is the ability to shape the global discussion. They emphasised that countries should consider becoming signatories even if they did not presently have a large fishing fleet.

The 2012 Cape Town Agreement, which is yet to come into force, sets out minimum safety standards for vessels flagged with the country. It includes provisions for harmonised inspections of the fishing fleet. Additionally, the Agreement will enable Parties to have the ability to request any vessels fishing in their territorial waters to implement same safety standards, i.e., no favourable treatment. Furthermore, the Agreement could be used as a template to create national regulations for vessels falling under the 24-meter length requirement.

## IMO WELCOMES NEPTUNE DECLARATION ON SEAFARERS

IMO Secretary-General Kitack Lim has welcomed the industry-led Neptune Declaration, which calls for seafarers to be designated as key workers and for cooperation to end the crew change crisis. The crisis is not only putting seafarers in a desperate situation but also threatening the safety of shipping and world trade. Hundreds of thousands of seafarers around the globe are unable to leave ships, while others cannot join, due to travel restrictions imposed as a result of the COVID-19 pandemic.

"I am pleased to see the industry come together under the Neptune Declaration to support ways to resolve the crew change crisis. This very much reflects the calls made by IMO, its sister UN entities, and more recently the United Nations General Assembly, in its recent resolution on seafarers," Lim said. "I encourage more companies, including charterers, to get involved and show their support for our seafarers."

In December, the United Nations General Assembly adopted a resolution on International cooperation to address challenges faced by seafarers who are supporting global supply chains during the COVID-19 pandemic.

To date, the IMO Secretary-General has received 53 notifications from Member States that they have designated seafarers as key workers and one from an Associate Member.



# Advancing Better Life for Dockworkers

Dockworkers get a new lease of life under a welfare regime midwifed by NIMASA, reports **Vincent Obia**

**U**ntil 2006, the remuneration of dockworkers was one of the biggest jokes in Nigerian labour circles. But after the Federal Government transferred operating rights at the country's ports to private enterprises under its port concession agreements, the story began to change for the dock labour industry.

Now, a people that used to be the weepy children of the maritime industry can hold their own, negotiate their economic destiny, and win concessions. It is not yet the making of an Eldorado, of course, but dockers in Nigeria have exited a weird past, a welfare regime that made dock labour a horrendous experience. Their struggles for job security are producing worthy changes, and the maritime industry regulator, Nigerian Maritime Administration and Safety Agency (NIMASA), is boosting the transformation through strategic interventions.

In March, NIMASA midwifed the signing of a Collective Bargaining Agreement (CBA) on a revised minimum wage and improved living standard for dockworkers. The agreement on a "reviewed minimum standard

for the dock labour industry" between the seaport terminal operators and dockworkers followed the elapsing of the CBA endorsed by the Agency in 2018.

The deal was sealed at a well-attended ceremony at the NIMASA headquarters in Lagos overseen by Chairman of the National Joint Industrial Council (NJIC), the Agency's Executive Director, Maritime Labour and Cabotage Services, Mr. Victor Ochei. Ochei, who represented the Director-General of NIMASA, Dr. Bashir Jamoh, stated that NIMASA was committed to the pursuit of global best practices in the design and implementation of conditions of service for dockworkers.

"NIMASA would monitor the implementation of the CBA to ensure that all dockworkers in Nigeria are protected and catered for in line with the International Labour Organisation's Decent Work Agenda, which focuses on job creation, rights at work, social protection and social dialogue, with gender equality as a crosscutting objective," he said.

The Executive Director said there would be follow-up agreements by the different dock labour



*Princess Vicky Haastrup (right) discussing the way forward at the meeting*

employers and stakeholders to guarantee maximum protection for dockworkers wherever they plied their craft within the industry.

"But all other agreements subsequent to this one would be an addendum to the CBA, which is intended to ensure that minimum standards, as enshrined in the relevant laws and conventions, are respected," Ochei stated.

NJIC comprises key dock labour stakeholders, including the Seaport Terminal Operators Association of Nigeria (STOAN), Maritime Workers Union of Nigeria (MWUN), National Association of Stevedoring Companies (NASC), and Jetty and Petroleum Tank Farm Owners of Nigeria (JEPTFON). The council has the responsibility to negotiate and review the minimum working conditions for the dock labour industry.

The March 18 meeting at the NIMASA headquarters was about the seventh time the NJIC members would be assembling for the conclusion of the NJIC agreement, which is the signing of the CBA.

"We will ensure that every Nigerian dockworker is protected and minimum standards are met," Ochei said.

The NIMASA Act gives the Agency the responsibility to promote dockworkers welfare, and the NJIC initiative through which the maritime regulator has pursued the advancement of dock labour interests, is in alliance with the ILO Decent Work Agenda, which promotes safe and decent work environment for dockworkers.

President General of MWUN, Comrade Adewale Adeyanju, praised the revised CBA as a new dawn for dockworkers. He recalled the deplorable past of the dock labour industry, when dockworkers took home pitiable monthly incomes, while some contractors fed fact on their labour.

"My happiness today is to see the dockworkers

retiring with a welfare package that is reasonable," Adeyanju said. "The agreement has taken care of retirement benefits for dockworkers."

Chairman of STOAN, Princess Vicky Haastrup, said, "The signing of the NJIC agreement today means progress for the dockworkers in terms of their earnings, living condition, and working condition generally." Haastrup equally decried the poor working condition of dockers before the port concessions.

"But since the coming of the seaport terminal operators, following the concession of the ports, that has become a thing of the past," she stated, adding, "We enjoy tremendous harmony and peace within the docks today. That is largely due to the cooperation that exist between the maritime workers union and the seaport terminal operators."

Haastrup, who also Chief Executive Officer of ENL Consortium, said, "Like all other negotiations, this has been a seamless process mediated by NIMASA. We cannot thank you enough for always being there for us."

"We are happy as employers of labour to give the dockworkers the wages they rightly deserve. A labourer deserves his wage. It has always been our pleasure and joy to bring succour and joy into the hearts of the workers, particularly."

"The bedrock of our operation is the dockworkers. They are very critical to the successful operation of any seaport."

The CBA, which is between the terminal operators and the unions, representing the workers, is reviewed every two years. The preceding agreement was made in 2018, and it had been due since June 2020, having elapsed on May 31, 2020. But a combination of issues, including the COVID-19 pandemic, had prevented the





*Princess Vicky Hastrup*

**“Now, a people that used to be the weepy children of the maritime industry can hold their own, negotiate their economic destiny, and win concessions. Dockers in Nigeria have exited a weird past, a welfare regime that made dock labour a horrendous experience.”**

negotiation of a fresh deal. Nonetheless, to avoid the burden of another round of negotiations for a new agreement next year, when the current CBA should be due for review, the stakeholders have agreed that the bargain signed on March 18 should be for three years, instead of two, effective from 2020.

The Minister of Transportation, Rt. Hon. Chibuike Amaechi, applauded the successful negotiation that led to the CBA, saying the agreement means a lot for him because of his passion for the development of the maritime sector. Amaechi, who was represented by a Deputy Director in the Federal Ministry of Transportation, Mr. Imam Aminu, also lauded the peaceful atmosphere the NJIC agreements had engendered at the country's ports.

Director, Trade Union Services and Industrial Relations (TUSIR), Federal Ministry of Labour and Employment, Mrs. Omoabie Akpan, represented the Minister, Dr. Chris Ngige, at the signing of the CBA. Akpan conveyed the ministry's commitment to upholding the sanctity of collective agreements, saying, “So we expect that parties would abide strictly by the terms of that agreement. Going forward, this agreement would provide better condition of service for dockworkers.”

The endorsement of the reviewed minimum remuneration standard for the dock labour industry

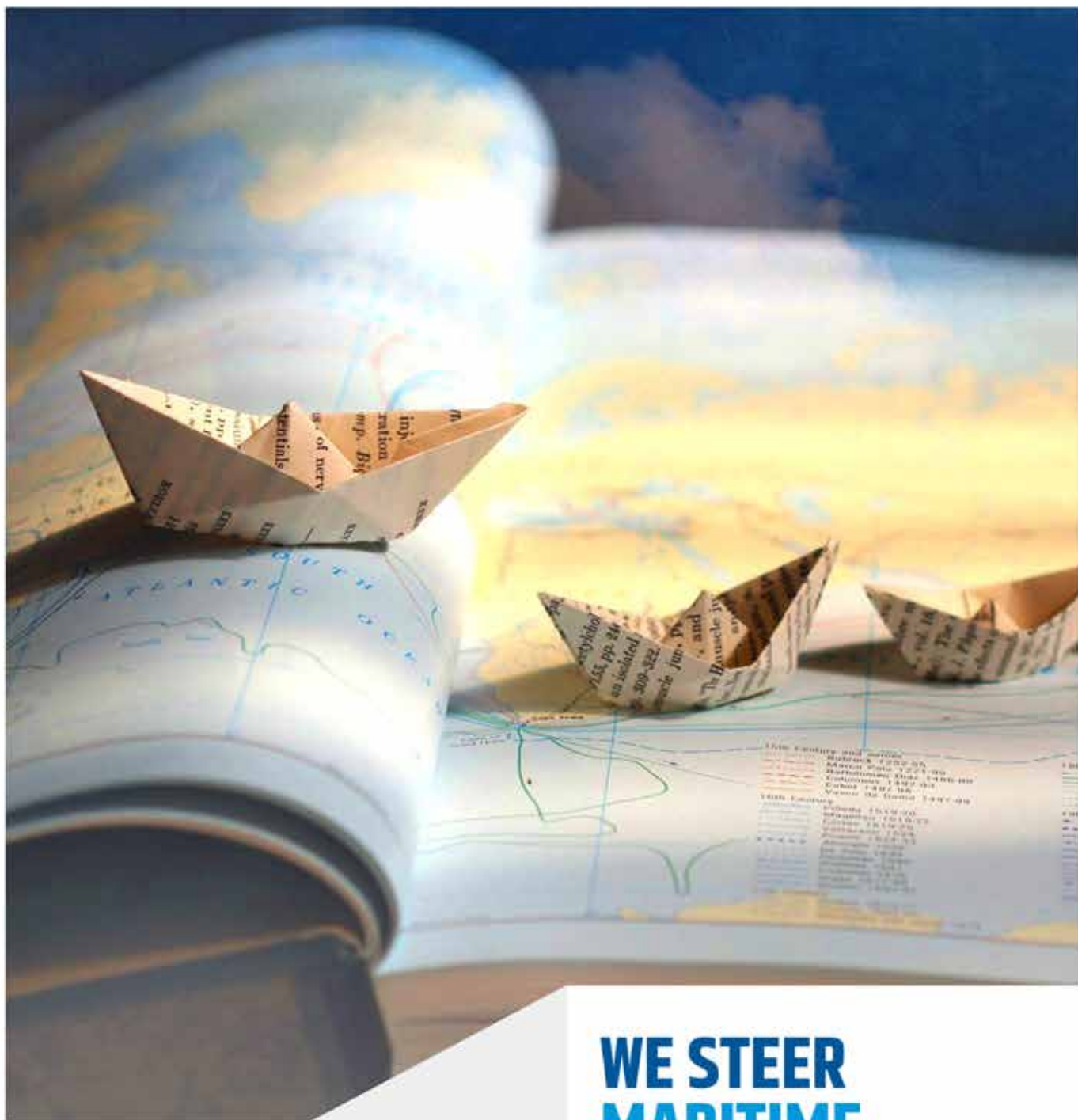
followed a process of negotiation and consultation supervised by NIMASA. The agreement is intended to ensure industrial peace in the maritime industry and it involves requirements for fair treatment of dockworkers, principally, making sure every employee gets an employment letter and a package of terminal benefits when their contract expires.

Ochei told stakeholders at one of the meetings, “Dockworkers are integral to efficient and effective stevedoring operation and the NJIC has remained resolute in ensuring harmonious working relationships through the principle of tripartism and the execution of Collective Bargaining Agreements on minimum standards for the dock labour industry.”

Key participants at the signing of the CBA included frontline maritime stakeholder, Otunba Kunle Folarin; Managing Director of PTML Terminal, Tin Can Island Port, Lagos, Mr. Ascanio Russo; and President of NASC, Mr. Bolaji Sunmola. There were also representatives of Nigerian Shippers Council and Nigeria Ports Authority.

Ochei said, “The quality of attendance at the signing of the CBA is a rousing confirmation of our determination to give dockworkers a better life.

“So, we all should be the watchdog for dock labour, to ensure that these commitments are followed through.”



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## OCHEI: Nigeria Will Take Pride of Place in International Shipping, Manning Requirement

Mr. Victor Ochei is Executive Director, Maritime Labour and Cabotage Services at the Nigerian Maritime Administration and Safety Agency (NIMASA). Ochei talks about the goals, challenges, and prospects of the Nigerian Seafarers Development Programme (NSDP), in this interview with **Anthony Andem**. Excerpts:



### ***Can you give us some background on the Nigerian Seafarers Development Programme (NSDP)?***

**N**

SDP is an intervention programme initiated in 2008 by NIMASA, with the cardinal objectives of addressing the shortage of Nigerian seafarers on oceangoing vessels, meeting the indigenous manning requirements of the Cabotage regime, and participating in international trade. It was a deliberate attempt to

give the Nigerian youth world-class maritime training in areas, such as Marine Engineering, Nautical Science, and Naval Architecture, in the finest maritime institutions in the world.

The programme aims to develop a pool of seafarers to meet the needs of a rapidly changing and dynamic shipping world; make up for the dearth of seafarers due to the aging of those trained under the now defunct Nigerian National Shipping Line; assist in the discharge of NIMASA's functions; contribute Nigeria's



**“The programme aims to develop a pool of seafarers to meet the needs of a rapidly changing and dynamic shipping world, assist in the discharge of NIMASA’s functions, and contribute Nigeria’s quarter to global maritime labour supply.”**

quarter to global maritime labour supply; and create a multiplier effect in the economy through the training and empowerment of citizens.

***Has the programme undergone any changes since its inception?***

Certainly. NSDP was developed by NIMASA with some understanding with the state governments. The first stage was for the state governments to partner with the Agency to train seafarers, with NIMASA shouldering 40 per cent of the cost of training, and the respective states bringing the cadets paying 60 per cent. This continued up till the time NIMASA took over full sponsorship of cadets of the NSDP.

So far, the Agency has 2,041 cadets in the programme from the initial stage till date. The cadets are at various points of completion of their programmes. Under the NIMASA and state governments’ sponsorship, we have about 395 cadets. There are about four cadets on individual sponsorship, and under NIMASA full sponsorship, there are about 1, 654 cadets in universities around the world.

***Can you expatiate on the current status of the NSDP?***

Out of the 2,041 cadets, the Agency has secured both sea time and Certificate of Competency (CoC) for over 1, 400, who are at various stages of their programmes. For the rest, the Agency has signed Memorandum of Understanding with four providers for the first, second, and third phases to enable them complete their programmes. In the first phase, we have 250 cadets going for sea time soon. The second group will go after, and the next would follow. By management’s design, by the end of this year, we would not have any cadet in the old regime waiting for sea time. All of them would have been trained and completed their sea time – this is the most difficult phase of the NSDP because of the shortage of ships to take them.

After sea time, they go for Certificate of Competency and are thereafter ready for employment. At this point, our Maritime Labour Department takes care of looking for employment opportunities for them.

The shore-based training takes about three years; sea time is about 12 months, and CoC, six to nine months.

The structure is provided by the International Maritime Organisation (IMO) under the STCW convention.

***What future plans do you have for the NSDP?***

We have a plan for another phase of the programme, tagged NSDP 3, under which NIMASA intends to enrol about 250 cadets for a fresh programme in continuation of its maritime capacity building mandate. The target for this new programme is fresh secondary school leavers, who would be trained in marine engineering and nautical science.

The Agency would soon start implementing an agreement with some qualified providers for the training of the new cadets, this time, to the completion of their programmes, that is the CoC stage. The plan is to have one straight programme that leads to the issuance of CoCs to the qualified cadets. This is one of the innovations we want to introduce to address the problem of breaking the programme to search for sea time opportunity, which is a major challenge our cadets have encountered.

The management of NIMASA, in its wisdom, decided to have a programme that would include everything, from shore-based training to sea time and CoC. Under the new arrangement, there would no longer be backlogs of cadets waiting for sea time.

***How serious is the sea time challenge for Nigerian seafarers?***

I must admit that sea time is about the most challenging aspect of the NSDP due to the scarcity of oceangoing vessels. But we have tried to surmount the problem, and things are really getting better.

Sea time training is in line with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), which requires a cadet to have about 12 months experience at sea and go to a maritime administration to write the exams to get the CoC. They would then grow to be chief engineers and captains of vessels.

In due course, Nigeria will be able to issue its own CoC. But for now, because we are producing for the



**“The plan is to have one straight programme that leads to the issuance of CoCs to the qualified cadets. This is one of the innovations we want to introduce to address the problem of breaking the programme to search for sea time.”**

international market, we want CoCs for Nigerian seafarers that are acceptable internationally. That is why we send them to Philippines, UK, etc. Virtually all IMO members have the capacity to issue CoC. But CoCs are categorised. In IMO, there is the White List and others. In the White List are countries whose CoCs are accepted all over the world. There are CoCs you cannot use to work in some places.

Nigeria is contributing to international shipping, because, in a few years, there would be shortage of seafarers. The Agency envisaged that problem and came up with this programme. It is an intervention programme; it is not a permanent programme. The moment we reach a level we want, the programme may be stopped. But for now, we have a target of training Nigerians so that Nigeria will take its place in international shipping.

***With the current status of the NSDP, would you say the purpose of the programme is being achieved?***

It has been able to achieve its purpose in a way. Even now, there are many NSDP cadets in the employ of oil companies and maritime agencies. But the true picture would be clear when all the stages are completed.

We have about 117 cadets billed to leave for the Philippines any time soon to do their CoC. When they return, they would be absorbed in the market. There are two groups in the UK at the moment – those completing their B.Sc. and B.Eng and another group doing their CoC in the UK, too.

The maritime industry will always absorb the seafarers we produce. Locally, the Cabotage Act protects Nigerian seafarers; there is much need for seafarers locally – and internationally, too.

***Apart from NSDP, are there other things NIMASA is doing to enhance capacity in the maritime industry?***

The Agency is also involved in dockworkers training. Every year, NIMASA trains dockworkers to improve their productivity. The Agency also retrain seafarers.

In addition, NIMASA contributes to the development of some universities by establishing chairs, and maritime institutes. NIMASA pays five per cent of its total earnings to the Maritime Academy of Nigeria (MAN), Oron.

Even the shipyards we have here are part of maritime capacity building. If Nigerians take their vessels to our shipyards for repairs, we are saving money and we are building capacity.

***What are some of the challenges you have encountered so far in the implementation of the NSDP?***

There are a lot of challenges. One is limitation of resources. It is expensive to train a seafarer, and NIMASA combines this role with its other functions. Some times, we do not get enough resources, so we have to make do with what is allocated.

It is a strategic programme that is good for the country now and in the future.

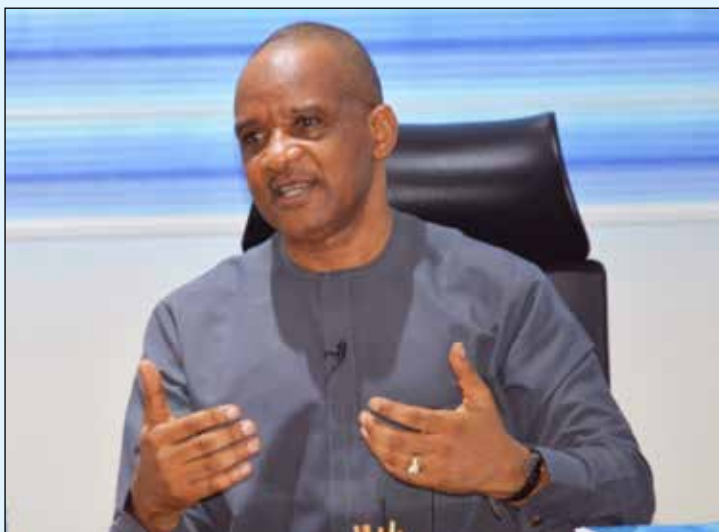
***What advice do you have for the maritime community with respect to the NSDP?***

We should be patient with the system because it takes a lot to train cadets. Nobody in the Agency can stop their programme. We are only working on budget. Cadets who have challenges should come to the NSDP desk at NIMASA for clarification, instead of going public with unsubstantiated claims. We have dedicated officers who work round the clock to take calls from our seafarers from across the world, no matter the time of the day. They should be of good behaviour. In the industry, it is 40 per cent knowledge, and 60 per cent attitude.



To mark his first year in office, a committee of stakeholders was constituted to appraise the performance of the Dr. Bashir Jamoh management, which came into office in March 2020. The panel had representations from Ship Owners Association of Nigeria (SOAN), Nigerian Association of Master Mariners, Nigerian Chamber of Shipping, maritime security providers, maritime media, Nigerian Guild of Editors, and Maritime Workers Union of Nigeria (MWUN).

Jamoh said at the inauguration, "We will not evaluate our work by ourselves. We want to give the stakeholders the opportunity to assess us, so that we can do better, where we need to, and learn lessons, where we need to learn."



DG/CEO NIMASA, Dr. Bashir Jamoh



Director-General, NIMASA, Dr. Bashir Jamoh (fifth right); Executive Director, Finance and Administration, Hon. Chudi Offodile (fifth left); Executive Director, Operations, Mr. Ahmed Shehu (fourth left); Executive Director, Maritime Labour and Cabotage Services, Victor Ochei (third left); President, Ship Owners Association of Nigeria (SOAN), Dr. Mkgeorge Onyung (second left); Publisher, Shipping World, Mr. Asu Beks (second right); and other stakeholders



The maritime stakeholders' panel being inaugurated to assess the one year scorecard of the current management of NIMASA





*L-R: Former Director General, NIMASA, Mr. Temisan Omatseye; Kenyan Ambassador to Nigeria, Dr. Wilfred Machage; the celebrant's husband, Mr. Uchenna Mogo; and the celebrant, who is Director, Marine Environment Management Department, NIMASA, Dr. Felicia Mogo, during the presentation of her book and ceremony marking her retirement from the public service. The event was held in Lagos.*



*L-R: Director, Admin. and Human Resources, NIMASA, Mrs. Ronke Thomas; celebrant, Dr. Felicia Mogo; Director, Accident Investigation, NIMASA, Mrs. Rita Egbuche; former Deputy Director, Western Zone, NIMASA, Mrs. Irene MacFoy and Principal Public Relations Officer, NIMASA, Nonye Anayo*



*L-R: Mr. Nnamdi Eronini of Chartered Institute of Transport Administration of Nigeria (CIOTA); Dr. Felicia Mogo; and a Nigerian Navy officer*



*R-L: Assistant Director, Public Relations, NIMASA, Mrs. Shielibe Abe; Dr. Felicia Mogo; and a guest*



*Dr. Felicia Mogo (third left); Director of Ships, Mrs. Nneka Obianyor (right), and others at the book launch*





*Director-General, NIMASA, Dr. Bashir Jamoh, and Assistant Inspector-General (AIG) of Police, Zone 2, Ahmed Iliyasu, (right), during a working visit by the AIG to NIMASA head office*

*DG NIMASA, Dr. Bashir Jamoh (right), and Managing Director, APEC-Antwerp/Flanders Port Training Centre and Port of Antwerp International, Mr. Krisof Waterschoot, when Port of Antwerp official visited Nigeria.*



*Director-General, NIMASA, Dr. Bashir Jamoh (second right); Managing Director, Mediterranean Shipping Company Nig. Ltd, Mr. Andrew Lynch (middle); General Manager, Hull Blyth Nigeria, Mr. Peter Kotze (right); Executive Director, Operations, NIMASA, Mr. Ahmed Shehu (second left); and Executive Director, Finance and Administration, NIMASA, Mr. Chudi Offodile (left), during a meeting between the Shipping Association of Nigeria (SAN) and NIMASA at the Agency's headquarters in Lagos.*

## PHOTO NEWS DG NIMASA VISITS GOVERNOR AKEREDOLU OF ONDO STATE



*Governor Rotimi Akeredolu of Ondo State (right) and DG NIMASA, Dr. Bashir Jamoh*

### COOPERATION OF COASTAL STATES

As part of his drive to secure the collaboration of the littoral states in the country's renewed effort to develop the blue economy, Dr. Bashir Jamoh visited Akure, where he was warmly received. Jamoh held useful and insightful discussions with the governor, Mr. Rotimi Akeredolu. The talks centred on how NIMASA could support maritime development in Ondo State.



*Governor Akeredolu and Dr. Jamoh (middle) with officials of Ondo State Government during the visit.*

## PHOTO NEWS DG NIMASA VISITS GOVERNOR OKOWA OF DELTA STATE



*DG NIMASA, Dr. Bashir Jamoh (right), presenting a souvenir and his book, Harnessing Nigeria's Maritime Assets: Past, Present and Future, to Governor Ifeanyi Okowa*



## EMPLOYEE OF THE YEAR 2020



**JIBRIL, BABA ZAKARI**  
EMPLOYEE OF THE YEAR 2020  
INTERNAL AUDIT UNIT

## EMPLOYEE OF THE MONTH



**NWEKE VINCENT IKENNA (CNA)**  
Employee of the Month  
January 2021  
Financial Services Department



**ABUBAKAR HAMISU HASSAN**  
Employee of the Month  
February 2021  
Shipping Development Department



**FAROUQ SANI UMAR**  
Employee of the Month  
March 2021  
Cabotage Department

The **Employee of the Year** and **Employee of the Month** awards reward and recognise outstanding performance among staff; motivate other staff to emulate excellence in those rewarded; and replicate the superior performance in order to enhance productivity and fulfill the Agency's vision and mission.



**Executive Director, Maritime Labour and Cabotage Services, NIMASA, Victor Ochei, at the signing of the Collective Bargaining Agreement on the reviewed minimum standard for the dock labour industry, at the Agency's headquarters in Lagos**



**L-R: Managing Director, PTML Terminal, Tin Can Island Port, Lagos, Mr. Ascanio Russo; Chairman, Seaport Terminal Operators Association of Nigeria (STOAN), Princess Vicky Haastrup; and Chairman, National Seafarers Welfare Board, Otunba Kunle Folarin**



**President General, Maritime Workers' Union of Nigeria (MWUN), Comrade Adewale Adeyanju (right) and a participant**



**A participant**



**Representative of the Federal Ministry of Labour and Employment, Mrs Omoabie Akpan**



**A participant**





# NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)

(Established under the Nigerian Maritime Administration and Safety Agency Act, 2007)

Maritime House: 4 Burma Road, Apapa, P.M.B. 12861, Lagos.

E-mail: [procurement@nimasa.gov.ng](mailto:procurement@nimasa.gov.ng) Website: [www.nimasa.gov.ng](http://www.nimasa.gov.ng)

## COVID-19 MARINE NOTICE

### TO ALL: SHIP OWNERS, SHIP OPERATORS, MASTERS OF SHIP, SHIP AGENTS, SHIPPING COMPANIES AND MARITIME STAKEHOLDERS

Pursuant to the current coronavirus (COVID-19) outbreak, the Agency has developed the following Guidance to support all types of ships that operate in the Nigerian maritime domain. The purpose is to help shipping companies and all maritime stakeholders to follow advice provided by United Nations agencies including the World Health Organization (WHO), the International Maritime Organization (IMO) and the International Labour Organization (ILO), as well as the Nigeria Center for Disease Control (NCDC). NOTICE is hereby given as follows:

- That all maritime stakeholders shall develop risk assessments and safety intervention guidelines for their personnel and operations on the areas of vulnerabilities of their maritime operations that can be affected by the COVID 19 pandemic including but not limited to offshore operations such as crew/personnel changes, visits from onshore and other locations for provision of supplies, maintenance and repairs etc.
- That all ongoing and/or other scheduled offshore operations requiring new crew or crew changes from affected countries shall ensure that pre-departure tests for COVID 19 are conducted on such persons, and self-isolation procedures for the prescribed period are instituted for such new crew/personnel before exposure to other personnel.
- That only international marine vessel which had planned and informed of their call into a Nigerian Port not later than 1st February, 2020 may be allowed to call on such port.
- That any international marine vessel or any member of its crew and/or passenger therein having a travel history of visiting any of the COVID-19 affected countries mentioned in the adjoining link (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports>) since 1st Feb, 2020; shall not be permitted to enter any Nigerian port from 30th March, 2020 to 12th April, 2020. And any further dates as may be reviewed from time to time.
- That only international marine vessel having thermal screening facilities for passenger and crew may be allowed on the ports.
- That Shipping Agent/Master of Vessels shall submit all documents related to crew and passengers regarding their travel to/from the COVID-19 affected countries.
- That no sick passengers/crew shall be allowed to board any ship by the Shipping agent and/or Master of Vessel.
- That updated information on COVID-19 shall be provided to each international marine vessel and should be as per guidelines of The Federal Ministry of Health Nigeria and Nigeria Centre for Disease Control.
- That all passengers and crew members shall fill the Self Reporting Form as prescribed by Nigerian Port Health Authorities.
- That Port Health Officer (PHO) shall carry out thermal screening of all the passengers and crew members on board ship and until clearance is given by the PHO no passengers and or crew members shall be allowed ashore.
- That Port and or Local hospitals shall assist PHO by supplying additional doctors and medical staff and logistics etc.
- That if any passengers and or crew members show signs or symptoms of the disease, disembarking of such passengers/crew shall not be permitted.
- That such passenger shall be quarantined on the ship and samples of the patient shall be collected and sent to designated hospital/lab for testing. If sample is tested positive, the passenger shall be taken to the isolation facility attached to the Port and the ship shall

be required to cast off. If sample is negative, the passengers and crew members may be allowed shore excursion. A declaration to follow this procedure shall be taken from all ships before they are allowed to enter the Port.

- That when seafarers certificates expires and the need to renew arose within the prevalent condition in relation to COVID-19 a flexibility on a case by case basis would apply.
- That strict compliance with Port Health and Nigerian Immigration Services laws should be adhered to in relation to the issuance of shore-pass to local and international seafarers.
- That where a seafarer is confirmed to have contacted the COVID-19, the Shipping Company, Agent or Crewing/Manning Company should report to the Agency in addition to submission of daily situational report on action taken.
- That all Marine vessels are required to take these special measures to prevent COVID 19 patients from boarding vessels which include but not limited to the following:
  - i. Any cruise guests who have traveled through China, Hong Kong, Iran, South Korea and Italy and other affected countries (as defined by WHO in their daily reports <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports>) in the past 14 days are automatically denied boarding by the marine vessel lines.
  - ii. Any person having contact with anyone within the last 14-days prior to travel who has travel history to mainland China, Hong Kong, Macau, Iran, South Korea, or Italy or any other affected countries is automatically denied boarding.
  - iii. Mandatory screenings shall be performed on persons with influenza like illnesses (ILIs) in boarding ports terminals.
  - iv. All guests onboard have to fill out self-declaration health forms.
  - v. At the check-in counter of the boarding ports, the guest's passports are verified for any stamps from COVID-19 affected countries.
  - vi. The passports are double checked by marine vessel personnel inside the terminal at boarding ports as double measure to ensure prevention of boarding such crew.
  - vii. All passports are also checked onboard by marine vessel staff alongside Nigerian Immigration Officers, wherever the Immigration Officers boarded in the previous foreign ports for enroute clearance.
  - viii. All ships shall be regularly sanitized.
  - ix. All cruises carry out daily examination of all passengers for symptoms for COVID-19.
  - x. All cruises shall have sufficiently oriented health staff with adequate logistics like masks, personal protection equipment etc. along with sufficient isolation beds where any crew/passenger suspects can be isolated in case of detection of any symptoms.

For further information, please contact:

#### Head Search and Rescue Clinic

3 Azare Crescent, Apapa, Lagos.

- **Dr. Anselm Nwanze**  
E-mail: [ansel\\_nwanze18@yahoo.com](mailto:ansel_nwanze18@yahoo.com)  
Tel: 08033040411 and

- **Dr. Anthony Umunna**  
E-mail: [doctpalanchio@gmail.com](mailto:doctpalanchio@gmail.com)  
Tel: 08182239132

SIGNED: **MANAGEMENT**

## PHOTO SPLASH MARITIME TRANSPORT POLICY



*R-L: Chairman, National Maritime Transport Policy, Paul Adalikwu; Executive Director, Finance and Administration, NIMASA, Hon. Chudi Offodile; Managing Director, National Inland Waterways Authority (NIWA), Dr. George Moghalu; Chairman, House of Representatives Committee on Maritime Administration and Education, Lynda Ikpeazu; Permanent Secretary, Federal Ministry of Transportation (FMOT), Mrs. Magdalene Ajani; representative of Chairman, Senate Committee on Marine Transport, Senator Danjuma Goje; and Managing Director, Nigerian Ports Authority (NPA), Hadiza Bala Usman, during the Stakeholders Validation Forum on the Draft National Maritime Transport Policy, held in Lagos*



*L-R: Executive Director, Finance and Administration, NIMASA, Hon. Chudi Offodile; Executive Director, Maritime Labour and Cabotage Services, NIMASA, Mr. Victor Ochei, and Mr. Aminu Umar*



*Director, SERVICOM, Bolaji Kehinde (right) and Deputy Director, Transport, Mr. Umar Buba, all of NIMASA*



*Director, Legal Services, Mr. Victor Egejuru (right), and Registrar of Ships, Mrs. Nneka Obiayor*





*Lynda Ikpeazu*



*Chairman, Nigerian Ship Owners Forum, Mrs. Margaret Orakwusi*



*Otunba Kunle Folarin*



*Magdalene Ajani*



*MkGeorge Onyung*



*Secretary General, Abuja MoU, Captain Sunday Umoren (left), and a stakeholder*



*Participants at the event*

# Eagles Devour Squirrels, Crocodiles to Book Place in AFCON



*Victor Osimhen (left) and Samuel Chukwueze*

BY NNAMDI OKOSIEME

**L**

ike the Golden Eagle that clinically decimates its prey, Nigeria's senior national men's football team, the Super Eagles, masterfully disembowelled Benin Republic Squirrels and Lesotho Crocodiles to secure a place in the 2021 Africa Cup of Nations taking place in Cameroon in January 2022.

The 2021 AfCON, originally scheduled to hold this June in Cameroon, was postponed by Africa's football governing body, the Confederation of African Football (CAF), to January 2022 following concerns over COVID-19.

The Gernot Rohr coached Eagles secured the coveted slot at the AfCON with two matches to spare. It is their second straight qualification for the tournament, which they have won on three occasions -1980, 1994 and 2013.

Although draws for the main tournament have not yet been released by CAF, the Super Eagles are certain at some point to cross swords with some of Africa's football heavyweights like Ghana, Egypt, Cameroon, Cote d'Ivoire, Tunisia, Morocco, and Algeria. These teams have won a combined total of over 20 AfCON titles.

The Eagles, who finished the qualifiers unbeaten, are looking forward to the tournament with relish. They are regular customers at the AfCON with 19 appearances in 32 tournaments. They are surpassed only by Egypt (25 appearances), Cote d'Ivoire (24), Ghana (23), Cameroon (20), and Tunisia (20).

At the last edition of the tournament in Egypt in 2019, the Eagles finished in third place after beating Tunisia 1-0 courtesy of a third minute strike by forward, Odion Ighalo. The Eagles' run to the final in that tournament had been cut short in the semi-final by eventual winners, Algeria, who beat them 2-1.

That match was one Nigerians would love to forget. The Eagles on the night had been listless and had gifted the North Africans a goal in the 40th minute, courtesy of defender, William Troost-Ekong. Ighalo, who eventually emerged the tournament's top scorer, drew the Eagles level from the penalty spot in the 78th minute, but the Eagles fate was sealed in the 95th, when Riyad Mahrez slotted home past the Eagles keeper to send the Algerians

into their second final in the tournament's history.

Expectedly, the Eagles faced a backlash at home for what many Nigerian football fans considered a below par performance, the highpoint of which came in a 2-0 loss to minnows Madagascar in a group stage match. The Madagascans eventually topped the group with seven points, two more than the Eagles, who finished in second place.

## GETTING UPBEAT

Rohr and the Eagles, mindful of the criticisms, which trailed their outing in Egypt, particularly, as Nigerians drew comparisons with their lacklustre performance at the World Cup in Russia in 2018, determined to make good in Cameroon at the 2021 edition of the AfCON. Their qualification for the tournament has buoyed up the spirits of the players.

Lille FC of France striker, Victor Osimhen, who contributed five of the Eagles total goal haul in the qualifying campaign, is optimistic Nigeria will upend champions Algeria to win the next AfCON. The lithe and fleet-footed striker told Brila.net, a Nigerian sports website, recently that the Eagles had the credentials and capacity to rule Africa again.

Osimhen said, "I think we've got everything we need to win the next AfCON and to go even further to qualify for the World Cup, because this is a squad that has an extremely wonderful talent from the goalkeepers to the strikers, from the strikers to the bench."

The Eagles forward added that the team had a very good coach and technical staff, who could prepare the team for each game as they came.

He added, "I think we have individual players who can individually win games for us. The likes of Kelechi, Samuel Chukwueze, Alex Iwobi, myself, Paul, and the rest of the squad... And I know, of course, that a lot is being expected from this team, regardless of the fact that we're young. I think with what we've got on our side we can really go far as well as win the AfCON."

## KNOCKING ROHR

Not many Nigerians share Osimhen's confidence in Rohr's ability. Since the German was appointed Eagles Manager in August 2016, Nigerian football fans have continued to question Eagles' performance under him,





**L-R: Odion Ighalo and Super Eagles Coach, Gernot Rohr      Super Eagles First Eleven**

despite the fact that he has chalked up what many would consider an impressive record.

In the 53 matches the Eagles have played under his tutelage since 2016, the team has won 29, drawn 14 and lost 10. Despite this, Rohr continues to come under fire.

One of his top critics is Eagles former captain and one of Nigeria's most celebrated footballers, Segun Odegbami. Odegbami believes Rohr lacks the capacity to lead the Eagles to world class status.

Odegbami, who was a member of the Eagles squad that won the nations Cup for Nigeria for the first time in 1980, said of the Eagles Gaffer: "Rohr didn't succeed; he took all that money and didn't spend his time in this country. Besides, his scorelines are not anything that Nigerians have not done before, so we must put an end to this slavery and colonial mentality."

The former Eagles captain advocated the employment of Nigerian coaches.

He said, "Nigerians at this point have to look inwards, everything around us shows that these people out there don't love us, so they can't love our country more than us. We have Nigerians who can do the job, they have always done the job and they can still do the job."

Another prominent member of the Nigerian football family who considers Rohr unsuitable for the Eagles is former Chairman of the Technical Committee of the Nigerian Football Federation (NFF), Chris Green.

Green told one of Nigeria's leading newspapers recently that Rohr lacked the technical know-how to coach the Eagles. He said the Eagles, considering the quality of players in its fold, were just an average team performing far below its potential. Of Rohr, he said:

"First and foremost, I do not know his philosophy, the technical prowess he could exhibit in a game when faced with very stiff opposition. Ordinarily, with the kind of players we have, we should be a hard nut to crack when it comes to playing in Africa and globally.

Green said under Rohr, Nigeria recorded its worst performance at the World Cup, failing to progress to the second round and unable to beat an underperforming Argentine national team

He added, "We came to the Africa Cup of Nations and we also saw it coming when Madagascar beat us but we struggled to get to the semi-final. But we also lost

it again because of lack of technical depth in our team.

"I am not saying Rohr is not a coach but he doesn't have that thing that will make us world-beaters. Our players are world-beaters and they can play in any team in the world but, unfortunately, coming to Nigeria and playing as a team under a coach who I think will not be able to get the best out of them because he doesn't really know how to get the best out of them and that's why our results are limited."

Despite criticisms of the Eagles coach, his employers are reposing confidence in him. NFF President Amaju Pinnick says Rohr is going nowhere. He says criticisms of the coach are misplaced. Pinnick, who was reacting to criticisms that the Eagles under Rohr had failed to record a win in its last four games, rose in defence of the Eagles Manager.

The NFF boss told the BBC recently, "Nobody is happy about what happened against Sierra Leone in both matches. But it is not enough to sack the coach, because his team is still top of the Nations Cup group after four matches."

He said Rohr's statistics of 29 wins, 14 draws and 10 losses speak for him.

Pinnick said, "His statistics speak volumes for him, so on what indexes do we want to sack him considering the contract recently signed by both parties. No matter how emotional and disappointed the fans are, there's no basis to sack him now and he deserves to keep his job."

He noted that though the Eagles' performance in the last few games it had played were less than satisfactory to some people, there was need to be "professional, honest and respectful in how" the coach's performance is analysed.

Rohr, the man at the centre of the controversy, is calm and unfazed. Despite still basking in the euphoria of the Eagles' qualification for AFCON 2021, the German is already looking ahead to the qualifiers for the 2022 World Cup in Qatar.

He said after the Eagles' qualification for the AFCON 2021, "We thank Nigerians for the support, even after the two draws against Sierra Leone. The World Cup qualifiers will start soon, I think we will be able to do well. Nigerians should expect good football again and on a good pitch, I hope."



PHOTO: www.yourdost.com

# Stress: An Ignored Health Risk Present

BY EHI IDEN

**S**

tress has become a very key issue in our daily lives, as it is a major cause of cardiovascular diseases, burnouts, suicidal ideation, sleep disorders, obesity, and even diabetes type 1 and 2.

We all know the word, stress, without necessarily understanding what it truly means. "Stress simply put is your inability or lack of enough resources to deal with the demands the environment is placing on you". So stress is not only a condition of high demand but also a condition of low resources.

An imbalance is created when the demands placed on an organism are not in proportion to the organism's resources to respond. This imbalance comes in two folds. You have a situation where demands are too high in relation to the resources available, in which case we experience too active or overactive life. Another situation is when the demand is actually too low in relation to our resources, in this case we feel underutilised and a huge sense of frustration. This is because we have too much energy, too much aspirations, and too many abilities that are not utilised because we have no room for that. These two conditions are what put us in stressful situations.

Stress, in a general term, is not all bad if you have the resources to deal with it, if it is just for a short term. It becomes bad when it persists for too long.

Stress could either be acute or chronic. As a matter of fact, stress is a condition caused by acute or chronic imbalance between demand and resources.

We have two types of stress namely:

- Eustress, which is the good stress.
- Distress, which is the bad stress.

One of the highest contributors to non-communicable diseases (NCD) globally is stress. Everyone is actually stressed, and we most times do nothing about it until it has sparked other health conditions.

Business executives are too busy to talk about stress, they do not see stress management as part of their business continuity plan. Employees are present at work, yet they are not able to deliver on their tasks and optimal production is farfetched.

The issue most organisations are faced with today has moved from staff absenteeism due to ill health, to presenteeism – no psychosocial support, absence of management support to deal with the issue of organisational stress. We must note that organisations do not exist in isolation, it is called organisation because of the careful assemblage and harmonisation (organisation) of all available resources needed to achieve the goal of the organisation. So if employees are an integral part of that organisation, when they get stressed, the organisation will also be stressed.

We often pretend to come to work, yet deep within us, we are psychologically not present and this tells so much on our productivity. Yet it goes unnoticed because there are even no structures to measure and compare employees' motivation and productivity.

We need to look at the threats in workplaces, we need to measure the health performance of our employees. We need to realign the whole work process before we all kill our best hands, who are already emotionally stressed. Demand has been much on them and they, having given so much that they have nothing to give anymore, they at this point become emotionally stressed and psychologically hurt. We need to release them.

• **Ehi Iden, an Occupational Health and Safety expert, can be reached at: [ehi@ohsm.com.ng](mailto:ehi@ohsm.com.ng)**





# STAY SAFE

## Wear a Face Mask

*...NIMASA Cares*

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