

the global

SEAFARER

Wherever you are, so are we

Volume 7 | Issue 4

Your environment, your rights

Working with international partners to get
environmental safety and training standards in
place to protect members



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Unions and employers agree on need for new seafarer 'social contract'

Employers, unions and governments must cooperate to define a new social contract for seafarers, to secure recruitment and retention for the future of the maritime sector, a recent global summit heard.

The call came during a tripartite meeting in Manila in June of unions and ship owners, attended by Nautilus International general secretary Mark Dickinson.

Governments were encouraged to create investment and funding streams to address the challenges related to seafarer recruitment, retention and training – especially with regard to new skills required for a greener maritime industry.

Opportunities for seafarers to use their experience and qualification to transition to shore-based jobs must also be considered.

Policy makers should ensure benchmarking data is recorded to reflect the value of seafarers to national economies, the conference heard.

Lessons can be learned from the global response to the Coronavirus pandemic, which 'drastically changed the way the shipping industry collaborates'.

The positive message from the summit was that there is significant opportunity for all by working together, through social dialogue, to focus on the 'development of human infrastructure'.

Shaping the Future of Shipping: Seafarer 2050 was hosted by the International Transport Workers' Federation (ITF), the International Chamber of Shipping, the International Maritime Employers' Council (IMEC) and the Filipino Shipping Association.

US UNION TURNS LOWEST PAID FERRY JOBS IN THE COUNTRY TO HIGHEST

Nautilus Federation affiliate union in the United States the Marine Engineers Beneficial Association (MEBA) has welcomed the finalisation of an agreement on a new contract which brings deck and engine crew wages in line with industry standards.

The landmark deal between the MEBA and the City of New York was 13 years in the making. It affects all Staten Island Ferry officers (deck and engine).

MEBA secretary-treasurer Roland Rexha welcomed the signing of the new contract, which makes the Staten Island ferry the highest-paying

public ferry system in the US.

'On this Labor Day in 2023 we have achieved a remarkable feat. Transforming the lowest paid ferry jobs in the nation into the highest paid,' said Mr Rexha.

'This accomplishment was made possible by our members transitioning to a 40-hour work week, providing immediate relief to our ongoing staffing shortages. Now New York City can recruit and retain mariners, to hopefully provide the reliable service that Staten Islanders truly deserve.'

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ITF condemns Russian attack that hit seafarer centre

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Front cover image: shipping emissions
CREDIT: Nautilus International

Seafarers Union of Croatia receives top award for communicating union values

The Seafarers' Union of Croatia (SUC), an affiliate of the Nautilus Federation, has received a prestigious award for its striking graphical representation of union values in its 2022 Congress poster.

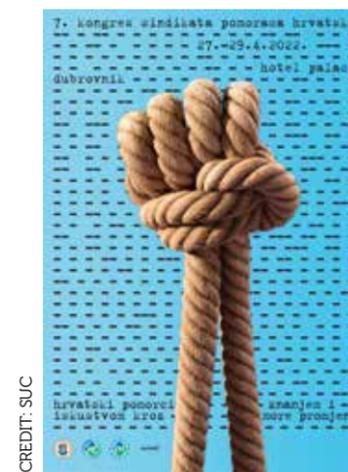
The award-winning visual 'communicates the basic values and

challenges of the union as well as its resilience and determination'.

The design, which was created by studio Sesnic & Turkovic and rendered by Manuel Šumberac, received a platinum award in the Graphis Poster Awards. It was also presented at the recently

held Exhibition of Croatian Design 21/22.

SUC general secretary Neven Melvan said: 'We were – and still are – very happy with the result of the poster. It was a long search for us because we wanted a poster that represented us, our values, and what we do.'



CREDIT: SUC

CREDIT: DBI



Traditional firefighting methods are not suitable when tackling an EV fire, which is putting seafarers in danger

Battery fire fatality

One seafarer has been killed and several others injured after a fire caused by a lithium-ion vehicle battery broke out onboard the Panama-flagged cargo vessel Fremantle Highway.

Fremantle Highway was off the coast of the Netherlands at the time, sailing from Germany to Egypt carrying thousands of cars, a small proportion of which were electric vehicles.

The crew were unable to

contain the blaze, and several seafarers were reportedly forced to jump overboard as a result.

Nautilus head of professional and technical David Appleton said: 'Nautilus has been raising concerns around the rapid growth in carriage of lithium batteries for some time and have been working closely through the UK's National Maritime Occupational Health and Safety Committee and through the Merchant Navy Training Board to develop guidance and training for

seafarers on the risks of lithium-ion battery fires.

'However, efforts to mitigate these risks are hampered by the fact that there are currently no methods or procedures to extinguish a lithium-ion battery fire once it takes hold that have been demonstrated as safe for seafarers to carry out onboard. This tragic incident highlights the need for research in this area to be carried out with the utmost urgency so that effective procedures for dealing with these fires onboard can be put in place.'

The fire onboard Fremantle Highway follows another lithium-ion battery blaze in July 2023 at Port Newark, USA, during which two firefighters were killed onboard the cargo ship Grande Costa d'Avorio.

'There are currently no methods or procedures to extinguish a lithium-ion battery fire once it takes hold that have been demonstrated as safe for seafarers to carry out onboard'

Inadequate training highlighted in fatal engine room fire

Fire and crew safety training issues have been flagged by a UK Marine Accident Investigation (MAIB) report into the fire and subsequent death of a third engineer on the Isle of Man-flagged LPG carrier Moritz Schulte in 2020.

The report notes that on '4 August 2020, a fire broke out in the engine room of the liquefied petroleum gas/ethylene carrier Moritz Schulte when the recently promoted third engineer opened an auxiliary engine's pressurised fuel filter allowing marine gas oil to spray onto an adjacent auxiliary engine's hot exhaust.

'The third engineer attempted to stop the fuel leak and tried unsuccessfully to escape from the toxic smoke-filled engine room. He was found an hour later by a shore fire and rescue team [using a thermal imaging camera] but did not recover consciousness and died nine days later in hospital.'

Prompt actions by the crew closed down the space to limit the spread of the fire on the vessel which, at the time, was in the port of Antwerp, Belgium.



The location of the third engineer when found via a thermal imaging camera by the Antwerp search and rescue team

CREDIT: MAIB

But the investigation found that 'despite the vessel having a full range of safe systems of work in place, the third engineer, who had worked for the company for over five years, died while attempting an unnecessary job conducted in an unsafe way at an inappropriate time, without a risk assessment and in the absence of any direct supervision of the task.'

Safety issues found included crew training scheme weaknesses that enabled

the crew member to bypass requirements and gain promotion twice when he was not ready, plus inadequate crew fire training, affecting the potential for a successful escape and recovery of a crew member from a smoke-filled environment. However, the MAIB made no further safety recommendations due to 32 corrective actions already taken by the Bernhard Schulte Shipmanagement group since the fatality.

SHIPOWNERS URGED TO ACT ON PSYCHOLOGICAL WELLBEING

Maritime medical experts have urged shipowners to do more to care for the psychological wellbeing of crew members after a study found that more than one-third of seafarers have experienced traumatic incidents onboard their ships.

Research conducted among 115 Polish seafarers and reported in the International Maritime Health journal found that 36% had witnessed a traumatic event during their career and a similar number reported having frequent nightmares or 'intrusive thoughts' – both symptoms of post-traumatic stress disorder.

The study – carried out by the Institute of Maritime and Tropical Medicine in Gdynia and the Medical University of Gdansk – found that harmful psychosocial factors create 'significant psychological burdens' upon seafarers – which may pose a direct threat to their health and safety and may be linked to evidence of high suicide rates.

The medical experts said shipowners need to introduce measures to improve the situation, including planning voyages to minimise the need for night work and long working weeks, and introducing free internet connectivity.

Concerns continue over pilot ladders and enclosed spaces

The annual report of the UK Marine Accident Investigation Branch (MAIB) has highlighted two disturbingly recurrent safety problems – entry into enclosed spaces and unsafe pilot ladders.

In his introduction to the report, MAIB chief inspector Captain Andrew Moll said the deaths of three stevedores onboard the Isle of Man-flagged bulk carrier Berge Mawson last year was 'a stark reminder that the industry still has much work to do to mitigate the hazards posed by noxious atmospheres'.

The men died in a cargo hold while the 181,161dwt ship was loading coal at Bunyu anchorage in Indonesia last June and Capt Moll said the MAIB will have more to say about the case when it publishes its investigation report. However, he stressed, 'the safety lessons of ensuring that comprehensive safety briefs are conducted before working cargo, and that ship's crews take full ownership of access control, bear repeating here.'

Capt Moll also noted the initial results of the MAIB's analysis of feedback from more than 100 UK harbour authorities on pilot transfer operations. The Branch collected this information after raising concerns about some of the data it compiled last year.

'The safety lessons of ensuring that comprehensive safety briefs are conducted before working cargo, and that ship's crews take full ownership of access control'



Preliminary findings show that there were more than 400 incidents or accidents during the 96,000 transfers conducted with the use of a pilot ladder in 2022. A quarter of these were the consequence of shackles rather than rolling hitches being used to secure the pilot ladder side reports, and a further 23% occurred because of the poor condition of the pilot ladder.

A further 13% happened because handhold stanchions were not fit for purpose, while the remaining 39% of reported incidents and accidents involved issues such as the length of the ladder, its position against the hull, and incorrect rigging of the tripping line.

While the MAIB analysis showed that more than 99% of pilot transfers underway were completed safely, Capt Moll said he was disturbed that a full analysis of accidents could not be carried out because barely half the incidents had been reported to the Branch.

Overall, the MAIB's annual report shows some signs of improved safety last year. Although two UK merchant vessels of 100gt and above were lost in 2022, the first such losses in more than a decade, the number of reported casualties and incidents involving UK vessels worldwide or foreign flagged ships in UK waters was down from 1,530 to 1,263.



Mapping our Maritime Future Survey

Members of Nautilus Federation affiliates are encouraged to take part in our Just Transition Survey. Your voice matters, and the insights you share will help to shape the transition to a greener industry

Use this QR code to access the survey



Cruise ship
Anthem of the Seas
off Palma de Mallorca
in 2022

YOUR ENVIRONMENT YOUR RIGHTS

An update on three major environmental initiatives. **Sarah Robinson** looks at what's coming up in our special report features

The climate crisis is the most important issue facing the world today, but until recently, much of the maritime industry has been reluctant to play its part in reducing emissions. Clinging on to cheap heavy fuel oil to power vessels, shipping companies have subjected seafarers to harmful particulate matter as well as being responsible for 3% of the world's greenhouse gas emissions.

But all that is now changing as the consequences of human-created climate change have become impossible to ignore, with wildfires, droughts and floods around the world.

Shipping has been forced to take action, and we are now facing a rush to develop and adopt cleaner maritime technology.

THE JUST TRANSITION

Seafarers are ready to play their part in this green revolution, which should improve their

working environment and create new job – but Nautilus and fellow maritime unions are concerned that safety risks and the role of seafarers in operating the new technology are being overlooked.

GETTING RESULTS

The good news is that Nautilus has been working for some time with international partners to achieve a Just Transition for members, and we are able to report good progress on three major initiatives.

In the coming pages, we look at this year's historic agreement at the IMO Marine Environment Protection Committee to cut emissions from shipping to net zero by 2050. We also have an update on the work of the Maritime Just Transition Task Force, and we report on the final outcomes of the EU-funded SkillSea project, which has been investigating what seafarer training should look like as new fuels and vessel automation go mainstream.

IMO secretary general Kitack Lim, third from left, joins the applause at MEPC 80 in July as the meeting adopts the 2023 IMO Strategy on Reduction of GHG Emissions from Ships

HIGHER TARGETS FOR LOWER EMISSIONS

Nautilus was involved in the IMO conference that produced this year's historic international agreement on cutting emissions from shipping. **David Appleton** explains what was decided and what the implications are for seafarers

EXPLAINER: what is 'net zero'

Net zero refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere. In the context of shipping, one way of achieving this balance could be by using plant-based biofuels, which would absorb carbon dioxide from the atmosphere while growing, even though they would emit CO₂ when burnt.

During a tense week of discussions in early July, the International Maritime Organization (IMO) finally adopted a revised strategy for reducing greenhouse gas (GHG) emissions.

The IMO had been under extreme pressure to produce a strategy more closely aligned to the 2015 Paris Agreement goals after its previous targets were widely panned as unambitious. Those targets were set in 2018, when an initial strategy was agreed to reduce the global shipping industry's total emissions by 50% by 2050, using the 2008 figures as a baseline.

The slow pace of change at the IMO, which stems from the need to reach consensus among its 175 member states, has been a cause of considerable frustration for progressive member states and environmental organisations alike – and has led to the threat of regional regulation. This scenario would be an operational nightmare for shipowners, who would be forced to comply with differing requirements around the world.

CHANGING ATTITUDES, NEW TARGETS

However, this July saw a seismic shift. The 80th session of the IMO Marine Environment Protection Committee (MEPC 80) adopted the 2023 IMO Strategy on Reduction of GHG

Emissions from Ships, which commits IMO member states to a goal of net zero by or around 2050.

Additionally, interim targets were adopted – still with a baseline of 2008 emission levels – of a minimum 20% total reduction striving for 30% by 2030, and 70% striving for 80% by 2040. There were also targets agreed to reduce cargo work emissions by 40% and increase the use of zero or near zero emission technologies to a minimum of 5% of the energy used by international shipping by 2030.

There has been criticism from some organisations who feel that the measures adopted do not go far enough towards the Paris goal of keeping global temperature rises to below 1.5C, but the revised targets represent a massive increase in the shipping industry's ambition compared to 2018.

WHAT NEEDS TO BE DONE NOW?

The scale of the task ahead should not be underestimated. Converting an industry that is currently reliant on heavy fuel oil and responsible for 3% of global GHG emissions to a 'net zero' industry within the lifetime of the average general cargo ship will not be easy. There is, after all, little point in agreeing to targets you have no hope of achieving.

For the IMO, attention will now turn to developing and

finalising the measures necessary to deliver on the reduction targets which will include a goal based marine fuel standard aimed at reducing the GHG intensity of marine fuels and an economic element comprising a global GHG pricing mechanism.

For Nautilus and our international partners, we can now focus on ensuring that the needs of seafarers are fully taken into account in implementing the required changes.

A FAIR DEAL FOR THOSE ON THE FRONT LINE

Whilst the industry's strengthened level of ambition is obviously welcome, there are clear safety implications to adopting new technologies before the safety case has been effectively proven – or before seafarers have received the necessary training and upskilling required to work with new machinery and systems.

The recent Just Transition Task Force report **Mapping a Maritime Just Transition** (see pages 46–47) has pointed to the fact that up to 750,000 seafarers will require additional training to handle alternative fuels and technologies by 2050. This will clearly be a herculean task, and a key constraint in implementing the necessary training programmes has been the lack of clarity around the decarbonisation trajectory of the maritime industry.

Thanks to the July 2023 IMO agreement, the uncertainty

around the level of ambition has now been removed, but we still do not know how the new targets will be achieved. Which new fuels will prevail, for example, and will radical alternatives like wind power break into the mainstream?

A COMMITMENT TO TRAINING AND SAFETY STANDARDS

One of the most positive outcomes of MEPC 80 from a seafarer perspective was the commitment to phasing out GHG emissions in the context of a 'just and equitable transition'. This follows on from the decision approved at the Maritime Safety Committee in June to develop a 'safety regulatory framework to support the reduction of GHG emissions from ships using new technologies and alternative fuels'.

In practice, this means that the IMO will need to ensure that measures are put in place to ensure the safety of new fuels, and that necessary amendments are made to the global standards and training convention STCW. However, the industry cannot sit back and wait for regulatory change from the IMO. The targets have been set. It is now time for industry to ensure that seafarers are provided with the skills and training so they can safely deliver them.



Nautilus head of international relations Danny McGowan (right) and the ITF's Michal Rozworski during a discussion about the Maritime Just Transition Task Force at the 2022 Nautilus UK Branch Conference in Bristol

A SURPRISING STORY OF COOPERATION

Nautilus has been closely involved with the work of the Maritime Just Transition Task Force, an unprecedented initiative to ensure seafarers are treated fairly during the technological transition to greener shipping. **Rob Coston** reports on progress as the Task Force enters the second phase of its work

It is a sad fact that 'sea blindness' among the public often leaves seafarers neglected or forgotten. While other industries transform themselves, in maritime it is usually up to trade unions to try and wring concessions from reluctant employers.

The Maritime Just Transition Task Force, however, is a rare case where the maritime industry is leading the way through collaboration.

Set up in 2021 during the COP26 climate conference in Glasgow, the Task Force is a joint initiative of the International Transport Workers' Federation (ITF), the International Chamber of Shipping, the United Nations Global Compact, the International Labour Organization and the International Maritime Organization – a unique combination of representatives from government, labour and industry that will hopefully serve as an example for other industries in how to ensure a fair and successful move to zero carbon.

'It's encouraging that we have this as an industry,' Nautilus head of international relations Danny McGowan says. 'We don't see it in any other industry. The ITF will likely use this model in other areas outside maritime as an example of good practice.'

PHASE ONE COMPLETE

Phase one of the Task Force's work was completed in 2022 and presented to Nautilus members at the UK Branch Conference by Mr McGowan and the ITF's Michal Rozworski. This stage involved the creation of a 10-point action plan.

Nautilus International has been closely involved in creating this international plan for a Just Transition.

The Union is part of a select group of bodies consulted in the Global Industry Peer Learning Group, alongside Nautilus Federation affiliate the Seafarers' Union of Croatia, other ITF-affiliated unions, and industry

representatives. While details are not necessarily negotiated within this group, all parties are able to discuss with each other and inform the Task Force about areas of concern that need to be addressed in the outputs of the project.

'It's in the Industry Peer Learning Group that we discussed the meat of the 10-point plan, and where we will continue to influence future phases,' Mr McGowan says.

'During phase one, we explained what we expect a Just Transition to look like, highlighting areas of focus or concern for our members from a Union perspective.

'Those concerns include ensuring that training does not take place during rest hours and that shipowners/employers pay for reskilling – and if it's not employers paying, then governments should. We have been clear that the burden of the transition should not fall on individual seafarers.'



What a Just Transition could look like: bit.ly/just_transition_podcast

PROTECTING JOBS AND CONDITIONS

Now the project has moved on to phase two, launched in May 2023. Future work is split into two streams:

- 1 Recruitment and retention during the transition
 - 2 Seafarer training for decarbonisation
- 'We will be there to contribute to both via the Industry Peer Learning Group, because these are such important topics for our members and the future of work,' Mr McGowan says.

The second stream will be especially important for the future of maritime education worldwide. It will create frameworks and learning material that nautical colleges and training bodies will draw on in future, for seafarers and shore-based workers.

This will ensure standardisation, something that is essential for a global industry. Standardisation helps to ensure safety for seafarers and the public in the handling of new fuels and other new technologies – and it should also help protect the marine environment.

As well as pushing for appropriate training and safety standards, Nautilus is keen to ensure that the state of maritime education does not leave seafarers at the mercy of their employers.

'Nautilus is pushing for cross-industry standardised training in new technologies, not company-specific training,' Mr McGowan says. 'We don't want seafarers to be tied into working for one particular company as a result of transition-related training. That would negatively impact the labour market, salaries and pay and conditions, as seafarers wouldn't be able to exercise their freedom to seek alternative employment in different companies.'

Other considerations for Nautilus include:

- help for seafarers in accessing the necessary training
- continuous improvements in seafarer working conditions and pay
- diversity and inclusion

CREDIT: Number 10/Flickr



See the Task Force's 10-point plan at bit.ly/10_Point_Plan

The creation of the Maritime Just Transition Task Force was one of the key achievements of the COP26 climate conference, held in 2021 in Glasgow

- social connectivity
 - hours of work and rest
 - ensuring that new technologies support seafarers and improve the long-hours culture onboard rather than allowing companies to cut crewing levels
 - ongoing social dialogue and collective bargaining with unions
- 'We are concerned with the "social" part of the environmental, social and governance principles which companies commonly sign up to, as the social part is too often neglected,' Mr McGowan says. We often find that seafarer conditions and pay are threatened when new technologies are introduced, when actually the industry as a whole needs to be looking at making sure people want to come and work in maritime, and when they're here, that they want to stay.'

IN THE REAL WORLD

Members might ask whether conversations between unions,

industry and the UN will have any real effect on their working lives. How will information provided by Nautilus and decisions taken by the social partners affect the real world?

The answer is that, while the outputs of the group will not be binding, the industry is aware that it needs to decarbonise rapidly and is increasingly under pressure to do so.

The work of the Maritime Just Transition Task Force is bound to be influential because it is the only show in town – the only piece of work taking place on a global basis involving social partners and the UN. Although not binding, its work is internationally valued and will be adopted by organisations worldwide during the transition. Over the next year or so, during which phase two of the project will take place, Nautilus will continue pushing for outputs that take the needs of our members and all maritime professionals into account.





CREDIT: Nautilus International

FUTURE-PROOFING YOUR SKILLS

The shipping industry's transition to greener fuels and other new technology is going to require major revisions to maritime training – and thanks to the Europe-wide SkillSea project, we now have a blueprint for what this is likely to involve. **Andrew Linington** reports

Nautilus International was among 26 partners from 15 countries involved in the EU-funded Skillsea project, which has created a strategy to ensure European seafarers are given the key digital, green and management expertise they need to handle increasingly 'smart' ships and deliver sustainable shipping operations.

MORE SEAFARERS, BETTER TRAINING

Nautilus executive officer Sascha Meijer was one of the speakers at a special event in Brussels earlier this year to present the findings of the project, discuss its recommendations, and launch a new forum to foster greater collaboration between European maritime training providers.

Opening the conference, project chairman Renee Boelaars said the human element remains vital for safe and efficient shipping, and it was important to provide current and future seafarers with the skills required for the challenges ahead.

Professor Damir Zec told how the project had carried out extensive research among seafarers,

shore-based staff and shipping companies to identify current skills gaps and develop programmes to close them. He said it was clear from the analysis of the feedback that the STCW Convention is an obsolete document. 'Seafarers said that a lot of subjects are missing from their training,' he added. 'There is a skills gap already and it is set to increase.'

Complex skills are needed in response to digital transformation, new fuels for the decarbonisation of the industry will also require specialist training, and a lot of seafarers will need to be trained in a short time, Prof Zec pointed out.

Vangelis Tsioumas, research manager with the Eugenides Foundation, said the SkillSea project identified a need to retain and recruit seafarers by making shipping more attractive, promoting career opportunities, and removing obstacles to career mobility.

MODERN LABOUR RELATIONS

Speaking on behalf of the European Transport Workers' Federation, Ms Meijer told the meeting that Nautilus had been pleased to support the project and

'Seafarers say there is a lot missing from their training. There is a skills gap already and it is set to increase'

welcomed its findings, noting that they showed a need to modernise labour relations.

'There should be a stronger relationship between seafarers and their employers,' she added. 'There is a clear link between productivity and permanent jobs. A sector where the relationship is closer will be more attractive and more productive.'

Creative ways of improving life at sea – such as easing the path between deepsea and shortsea employment – should be developed and applied on an industry-wide basis in the European maritime space, she argued.

Ms Meijer said the retraining and upskilling of seafarers must be done in line with 'Just Transition' principles, leading to decent, safe and attractive jobs, with seafarers not forced to pay to acquire skills the industry needs. 'This is a chance for Europe to lead the way in quality shipping,' she said. 'Safety is hugely important, and when we do new jobs with old skills it can be very dangerous for people and the environment.'

TRAINING SEAFARERS FOR AS LONG AS DOCTORS?

Tim Springett, speaking on behalf of the European Community Shipowners' Associations, warned

that much would need to be taken out of the STCW Convention if new subject areas are to be introduced. 'If you don't, you will have CoC syllabi that are so big it will take longer to train a ship's officer than a doctor,' he argued.

While the ups and downs of shipping markets make it hard to sustain continuity of employment, Mr Springett suggested that more can be done to improve life at sea.

Justyna Bartnicka, from the European Commission's transport directorate DG MOVE, said the SkillSea project results would be analysed and potentially included as part of Europe's contribution to the STCW revision. Europe would support moves to ensure that STCW embraces issues such as mental health, social skills and cultural awareness, but she stressed that new rules for a global industry had to be developed in a global perspective.

The SkillSea conference in Brussels included the signing of an agreement between nine leading European maritime education and training providers intended to promote cooperation and collaboration on seafarer training. The Maritime Education and Training Network (MET-NET) aims to improve awareness of shipping careers, foster best practices, share knowledge and resources, and to work together to encourage the take-up of new courses. There is a set of educational packages produced during the project, addressing such areas as 'green', digital, leadership, and innovation skills. Founding partners include the STC Group in Rotterdam and Liverpool John Moores University.

Training must keep pace

SkillSea has given insight into issues to be addressed in the forthcoming revision of the STCW Convention, writes Nautilus head of professional and technical **David Appleton**



We were pleased to be one of the Skillsea project partners, representing seafarers in a programme to find ways to bring maritime training and education firmly into the 21st century. The research undertaken clearly identified that the scope of seafarer training is lagging far behind the reality of present-day shipboard operations.

It is vital that training keeps pace with the rapid introduction of new technologies. 'High tech, high skills' is the core conclusion of the project, and it is important to note that raising the underlying level of skills will also raise safety and efficiency, with many of the new and emerging fuels having some inherent challenges.

Retention of skills within the wider maritime sector is also an important outcome, with SkillSea research showing the need for a sustainable flow of experience from sea to shore. The project has therefore sought to bring in long-term career prospects and upskilling as key elements of making the job more attractive.

» Social justice during the transition



Nautilus International executive officer **Sascha Meijer** told the June 2023 SkillSea event that social progress is essential for the industry to meet its goals. This was her powerful speech

Our industry is in transition towards decarbonisation and the parameters for new technologies and automation are constantly evolving. The only thing that is certain is that training and retraining seafarers for the right skills for the maritime jobs of the future is at the heart of the transition. The good work in the Skillsea project will greatly help that process.

The International Transport Workers' Federation, International Chamber of Shipping and the UN Global Compact are already working together in the Just Transition Taskforce, which Nautilus is also a part of. Together, we want environmental transition to go hand in hand with social justice and social progress.

Such a transition comes with the need to reskill hundreds of thousands of seafarers by 2050.

This is a huge and challenging assignment for our industry, but not an optional one. It is therefore vital and urgent that we start to update STCW to meet the skills of the future.

Adapted curriculums are needed at maritime colleges, as well as continuous in-work reskilling to help maritime professionals adapt.

SkillSea has come up with tools for this massive challenge.

The seafaring jobs of the future need to be attractive, highly skilled jobs that seafarers are proud to carry out. We need to modernise our labour relations and our work-life balance to make seafaring jobs more attractive for both women and men, improve social skills and facilitate communication between ship and shore. We need to work on mental health, on seafarers' wellbeing and to ban bullying and harassment.



Read about the outcomes of MEPC 80 on **pages 44-45**



Find out about progress on the Maritime Just Transition Task Force on **pages 46-47**

Seeking a Just Transition for women transport workers

The transport sector is characterised by occupational segregation. Only 22% of all European transport workers are women – and the percentage is even lower in maritime.

Occupational segregation (systemic exclusion of women) occurs across all transport modes. In the light of the increasing worker shortages in the transport sector, this is an unacceptable neglect of expertise and talent and it harms the sector.

European Transport Workers' Federation (ETF) analysis has revealed the five main barriers for women in transport:

- dominant masculine work culture
- and stereotyping of women
- discrimination and unequal treatment of women at work
- lack of work-life balance in transport, resulting in women falling into the 'care trap'
- insufficient consideration of women's health and safety at work, including lack of sanitary facilities for many
- a high level of violence and harassment in the workplace

The ETF is tackling these issues as part of an EU-funded project called Delivering Fair Transport for All (DFT4A). This vision of 'fair transport' is inclusive, where social, just and environmentally sustainable transport go hand in hand, thus maximising the quality of life, accessibility, safety, social justice, equality and social and economic cohesion across Europe.

DFT4A has four 'pillars', and the fourth of these focuses on making the transport sector fit



CREDIT: Pexels/Chevanon Photography

The ETF is bringing in specialist expertise for a project to make the transport sector a better place for women to work

for women to work in – particularly in the light of the major changes on the horizon around decarbonisation and automation. To guarantee a just transition for transport workers into this new world, we must include the needs and the vision of women.

A tender invitation went out this summer to find suitable individuals or organisations to support the ETF in developing expertise and policy recommendations related to the DFT4A fourth pillar and a just transition for women transport workers. Watch this space for updates on the project, and if you have any input to give, please contact Nautilus Federation coordinator, Danny McGowan at dmcgowan@nautilusint.org



World Maritime University students are pictured above with Professor Momo Kitada during a visit to ITF House. The students were on a maritime education and training field study in London, visiting organisations including the International Maritime Organization (IMO) and Maritime and Coastguard Agency (MCA). At ITF House, they were introduced to the work of the ITF Seafarers' Trust by its head Katie Higginbottom and the ITF Seafarers' Section by its assistant coordinator Steve Yandell. They also learned about the future of work in maritime from David Appleton, Nautilus's head of professional & technical (back, far right).

ITF condemns Russian attack that hit seafarer centre



Aftermath: a view from inside the Izmail Seafarers' Centre which received collateral damage after appearing to be caught up in a drone hit on the Danube Shipping Company building (seen through the window)

CREDIT: ITF

A Ukrainian seafarer centre previously grant funded by the ITF Seafarers' Trust was hit by a Russian drone attack in the early hours of 2 August 2023, during bombing at the country's most important working grain export port on the Danube river.

The Izmail Seafarers' Centre, a Marine Transport Workers' Trade Union of Ukraine (MTWTU)-owned facility, had been housing families made homeless by bombing in other parts of the country. Despite the significant damage done to the building, there were no casualties as resident families and staff working at the 24-hour facility had already taken shelter in the basement.

Chair of the ITF Seafarers' Trust David Heindel said: 'Our hearts go out to the seafarers' families and staff of the centre. We are all witnessing the dreadful consequences of this senseless war from afar, but this brings it closer to home. Our seafarers' families and union staff should not have to endure terror.'

New guidance for companies on how to respect the human rights of seafarers

The ITF has launched new human rights due diligence (HRDD) guidance at a forum with the Ethical Trading Initiative (ETI) – bringing together global companies with a combined turnover of GBP £166 billion, international trade union bodies, labour rights organisations and non-governmental organisations.

The guidance document, titled Respecting the human rights of seafarers in global supply chains, sets out how brands and other cargo owners can fulfil their obligations to seafarers. It is a follow-up to the joint initiative of the UN Office of the High Commissioner for Human Rights (OHCHR), the UN Global Compact (UNG), the International Maritime Organization (IMO) and the ILO, which set out a plan for how companies could respond to the crew change crisis during the Covid-19 pandemic.

It sets out four steps brands can take to cooperate with the ITF on HRDD:

- 1 an introductory meeting to set out worker centred HRDD approaches in transport and logistics supply chains
- 2 a confidential ITF Rights Check to identify risks and human rights abuses of seafarers on ships carrying cargo
- 3 a dialogue with the ITF on risks and mitigation
- 4 an ITF cooperation agreement to work together to prevent and remedy human rights abuses

The full document is available at: bit.ly/ITF_HRDD

the global SEAFARER



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