

the global

SEAFARER

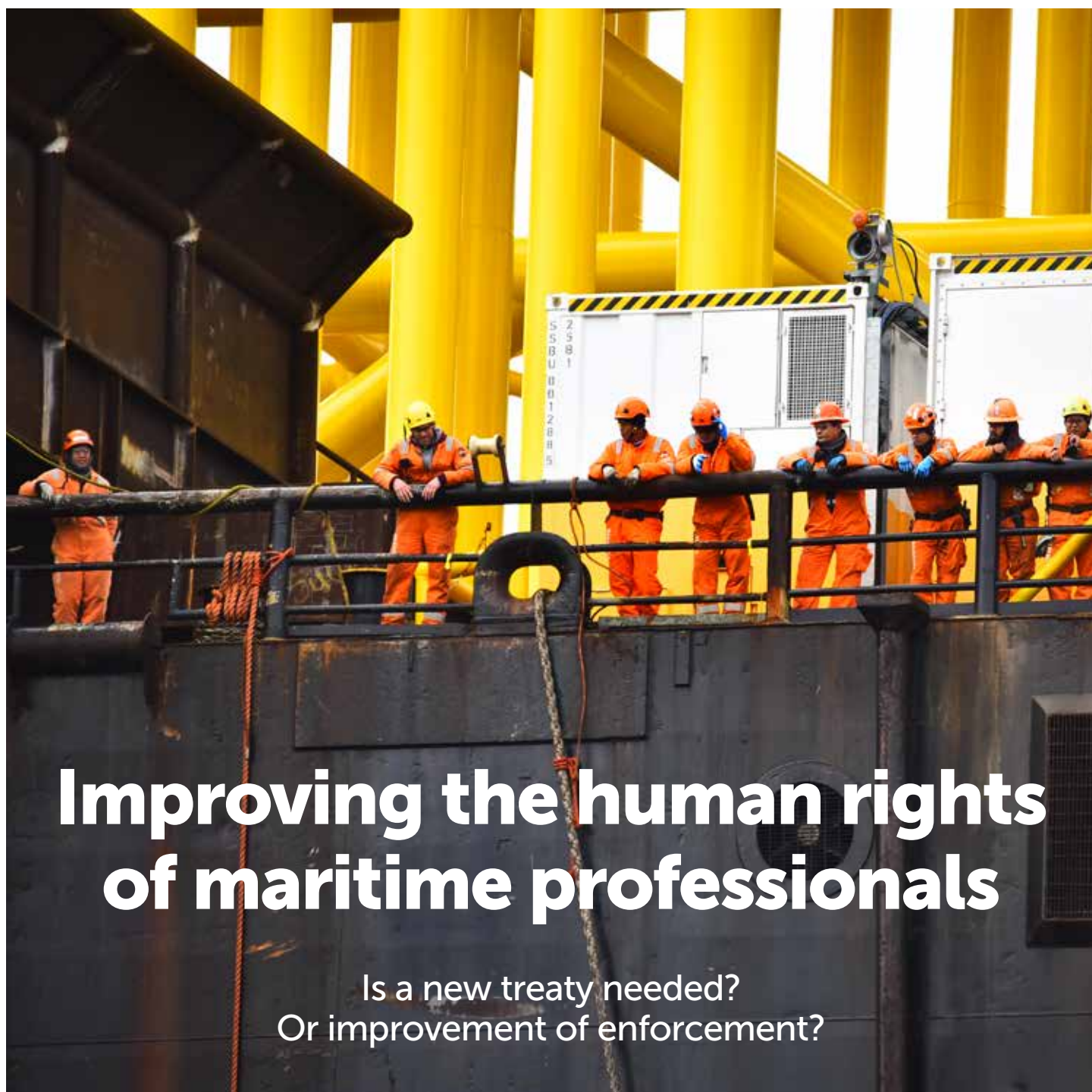
NAUTILUS
FEDERATION
A Federation of Maritime Professionals

nautilusfederation.org

June/July 2023

Wherever you are, so are we

Volume 71 Issue 2



Improving the human rights of maritime professionals

Is a new treaty needed?
Or improvement of enforcement?

05

EQUALITY
Challenging
sexual harassment
at sea

08

SAFETY
Risks of
deteriorating deck
structures

12

JUST TRANSITION
The latest
on
decarbonisation

10

LEGAL
Continuous
improvement
after Covid-19

04



16



Published by
Nautilus International
on behalf of



Nautilus Federation Director
Mark Dickinson MSc (Econ)

**Nautilus Federation
Coordinator**
Danny McGowan

Editor:
Helen Kelly
Communications manager:
Rob Coston
Senior journalist:
Sarah Robinson
Production editor:
June Cattini-Walker
Web editor:
Deborah McPherson



nautilusfederation.org

Incorporating the Merchant
Navy Journal and Ships'
Telegraph.
ISSN 0040 2575

Nautilus International also
administers the Nautilus Welfare
Fund and the J W Slater Fund,
which are registered charities.

Published by
Nautilus International

● Regulars

3 COMMENT
Upskilling and reskilling becoming urgent

● In focus

5 Speaking out against sexual harassment
Battle is being waged against inappropriate sexual contact at work

7 Maersk pledges crackdown on harassment

8 Missed corrosion led to container losses
Australian investigation has exposed the risk from deteriorating structures and fittings

9 Safety: Communication breakdown led to Ever Forward grounding

● Industry info

4 FEDERATION NEWS
IMO lauds Captain George Quick
Crew recognised for Staten Island ferry fire evacuation
Svitzer CBA recommendation

● Advice and assistance

10 LEGAL
Enhancing human rights at sea

12 PROFESSIONAL AND TECHNICAL
The latest on the Just Transition

13
Decarbonisation decision time at the IMO

15



14 IMO update: Marine Environment Protection Committee

15 **European Transport Workers' Federation**

Members making their mark in Europe
Moving inland crewing standards to the next stage

17 **International Transport Workers' Federation**

ITF targets four 'worst' flags

Cover image Credit: Danny Cornelissen

Need to upskill and reskill becoming urgent

The shipping industry could need to retrain 800,000 seafarers by 2050 as it switches to low and zero carbon fuels. It's time for all of us to help make this happen, said campaigners at a Nautilus UK Branch Conference symposium. **Sarah Robinson** reports

Shipping isn't actually that hard a sector to decarbonise, says Michal Rozworski of the International Transport Workers' Federation (ITF). Speaking to a conference hall full of highly-engaged professionals, he stressed that the technology for cleaner maritime fuels is already there – but large-scale investment isn't. Regulations on seafarer training and safety are also lagging way behind the tech development.

But not for much longer. Speaking alongside Nautilus official Danny McGowan, Mr Rozworski told of how the Just Transition Task Force established at the COP26 climate conference had taken its 10-point action plan to the COP27 conference in November 2022.

This had been a valuable opportunity to get the message across to the heads of government and industry leaders who had gathered in Cairo for the global summit, but trade unionists must now keep up the momentum to win a fair green deal for maritime workers.

The 10-point plan argues that shipping could be the leader of a green jobs revolution that includes shore infrastructure. However, there is an ever-present danger of companies valuing shareholders above employees.

Another problem is 'sea blindness' – the issue of governments and the wider public failing to understand



Union officials
Danny McGowan
of Nautilus and
Michal Rozworski
of the ITF leading
the Just Transition
symposium at the
Nautilus UK Branch
Conference on
23 November 2022

and value the work seafarers do. This can lead to a lack of public investment in seafarer training and delays in developing maritime infrastructure and safety regulations.

When questions were invited from the floor, Nautilus member Jessica Tyson asked what the plan was to tackle sea blindness. Mr McGowan responded: 'This is a challenge I put out to you, the members. We need all 20,000 to get the word out.' Mr Rozworski added that it was important to involve young people as new green tech jobs could be interesting to them, and Nautilus executive officer Martyn Gray said that Captain Tyson was herself setting a good example

on this by visiting her local primary school.

Nautilus member Dawn Franklyn asked how the anticipated new international safety regulations on cleaner fuel technology would be monitored and enforced. Mr McGowan replied that enforcement would be a very important part of the development work kicked off by the 10-point plan, but Nautilus members also needed to do their part by reporting malpractice onboard their ships in confidence to their Union.

● Listen to Michal Rozworski and Danny McGowan in the lively **Nautilus Just Transition podcast** recorded at the UK Branch Conference: bit.ly/Nautilus_JT_podcast

CREDIT: Brad Wakefield

IMO LAUDS CAPTAIN GEORGE QUICK

A vice president of the Nautilus Federation affiliate International Organization of Masters, Mates & Pilots (MM&P) has been lauded by the International Maritime Organization.

MM&P Pilots Group vice president George Quick was formally recognised for his countless contributions over a span of almost 50 years to improving the lives and working conditions of the world's seafarers.

In a speech before a packed auditorium, IMO secretary general Kitack Lim read a tribute expressing the organisation's gratitude.

'Since his first meeting nearly 50 years ago, Captain Quick has attended well over 100 IMO meetings, where he has substantially contributed to the drafting and amendment of many IMO instruments, resolutions, and other standards that have contributed directly to the safe and environmentally responsible operation of world shipping and the welfare of seafarers around the globe.

'He has been an unwavering advocate for seafarers' rights.'

'While his contributions to the work of the IMO have been substantive and substantial and cannot be overstated, his personal impacts on countless delegates, both past and present, represent his real legacy,' Mr Lim said.

Acknowledging Captain Quick's role model status and mentorship to many IMO delegates, secretary general Lim continued: 'Captain Quick has made the organization better and more effective, and he has helped to ensure its future is in good hands.

'On behalf of IMO, the Secretariat, and all of the delegations, thank you Captain Quick for your years of dedicated, committed and extremely effective service to this organisation and to seafarers around the world.'

CREDIT: MEBA



The crew of the Sandy Ground with MEBA president Adam Vokac (front, centre left) and secretary-treasurer Roland Rexha (front, centre right)

Crew recognised for Staten Island ferry fire evacuation

Officers and crew of two US Nautilus Federation affiliates have been recognised for heroism after safely evacuating a Staten Island ferry during an engine room fire.

Five people sustained minor injuries and 868 were evacuated from the vessel Sandy Ground after the fire started during the evening commute from Manhattan to Staten Island.

The blaze was contained by the crew by the time first responders arrived. They sealed off access to the engine room and injected CO2 to

extinguish the flames.

At a ceremony in April the entire crew was presented with proclamations from the New York State Senate, New York State Assembly, and New York City Council.

The deckhands and marine oilers aboard Staten Island ferries are members of the International Organization of Masters, Mates & Pilots. The officers are members of the Marine Engineers' Beneficial Association.

Svitzer CBA recommendation

Nautilus Federation affiliate, the Australian Institute of Marine and Power Engineers (AIMPE), has recommended its members vote 'Yes' to a new enterprise agreement (collective bargaining agreement) at Svitzer.

Having worked together with fellow affiliate the Australian Maritime Officers' Union and another ITF affiliate for a number of years, the unions have fought off an attempt by Svitzer to terminate a previous agreement, which would have undermined

the foundations of employment conditions for employees of the Company.

As a result of lobbying by AIMPE, AMOU and the Australian Council of Trade Unions (ACTU), the law was changed to make such actions much more difficult for companies to undertake, especially during periods of negotiations.

After the change to the legislation, Svitzer returned to the table with the proposed enterprise agreement which had removed its extreme claims to

cut pay and conditions focused on casual and part time workers.

The current proposed agreement is a vast improvement on elements that had been proposed throughout the negotiation process that started in 2019, with most existing conditions have been preserved. Key issues for Tug Engineers including recruitment, qualifications and maintenance have been defended to the maximum extent possible with much appreciated support from AMOU.

SPEAKING OUT AGAINST SEXUAL HARASSMENT

In every sector of the maritime industry, the battle is being waged against inappropriate sexual contact at work – from unwanted comments to assault onboard. **Holger Schatz, Deborah McPherson and Rob Coston** report

CREDIT: Pexels

Valentina's story

A European female rivercruise crew member who worked in the onboard hotel, restaurant and catering ('Horeca') sector has described the distressing level of sustained sexual harassment she faced on her first voyage.

Valentina, a Serbian Horeca chef de partie, described how she faced constant unwanted attention such as touching, inappropriate comments and sexual innuendo from her chef supervisor during her first trip on a Swiss-flagged rivercruise vessel along the Danube and Rhine in 2022.



Valentina waived her anonymity to address an ITF inland navigation section conference in 2022

CREDIT: ITF



Driven from the industry

'My chef supervisor and I had problems since day one,' she said. 'Every day he was either trying to catch my eye, breathing on my neck, "accidental" touching, or making inappropriate comments.'

Valentina told her supervisor directly she did not like the way he talked to her or the sexual innuendo she had to endure while preparing food, and also formally complained to the ship's hotel services manager about her experiences.

The chef eventually apologised, but played down his alleged advances, insisting he had been 'misunderstood'. Valentina noted, however, that her manager had not treated her male colleagues the same way: 'He didn't watch guys like he did me; he didn't talk to them or touch them like he did me.' She said the employer also promised to take disciplinary action against her line manager, but to no avail. Instead her manager stayed

onboard with no consequences and she was sent home.

Valentina was also admitted for various health issues to a hospital in Cologne during her trip. She had to organise and pay for the transportation back to her home country and the hospital bills.

'I felt very disappointed, and humiliated,' said Valentina of her experience. 'Women don't have any rights on those ships and that needs to be changed.'

When she got nowhere raising a formal complaint with the vessel's management, Valentina sought help from the Switzerland branch of Nautilus International which she understood supports workers in the inland navigation sector.

While the experience led her to ultimately quit the rivercruise industry, after support from the Union she agreed her to make her experiences public in a report presented to an International Transport Workers'

Federation (ITF) inland navigation section conference in Amsterdam in December 2022. Valentina took part in a panel discussion at the conference, in the hope that publicising her experience would galvanise the industry into action to counter such abuse.

Convention remedy?

The ITF conference heard more countries need to ratify ILO Convention 190 on eliminating violence and harassment in the workplace – in force since 2019, but still not ratified by Switzerland, the Netherlands or the UK.

Nautilus national secretary Holger Schatz said: 'Much more needs to be done proactively to establish a fear-free climate onboard.' Nautilus has urged countries to ratify the Convention and continues to raise awareness of workplace sexual harassment with employers, as well as seek improvements to counter the 'very poor protection against dismissal in Switzerland.'

HARASSMENT GUIDANCE FOR YACHT CREW

Yacht Crew Help, which is run by the International Seafarers' Welfare and Assistance Network (ISWAN), is a free helpline offering non-judgemental, confidential support to those who have been affected by sexual harassment.

The service can be reached via help@yachtcrewhelp.org or on +44 203 713 7273

ISWAN is currently working on a document of safety precautions for job seeking yacht crew. This will help them to recognise when there might be a higher risk of sexual harassment onboard – including red flags to look out for in job advertisements and interviews.

CREDIT: Pexels

Maersk says it is implementing a programme to improve the situation following Ms Hicks' allegations



Maersk pledges crackdown on harassment

The outcome of the Hope Hicks (a.k.a. 'Midshipman-X') v. Maersk Line Limited case shows that an act of bravery can help to improve the situation for women seafarers.

Ms Hicks brought a lawsuit against the company in June 2022, alleging that it failed to protect her from rape while working onboard Alliance Fairfax as a cadet in 2019.

In November 2022 the parties announced that the case had been settled, with an agreement not to disclose details of the agreement.

'It was very courageous of Hope Hicks to sue Maersk Line in the New York Supreme Court for the sexual assault and harassment she experienced during her cadet sea time in 2019,' says Nautilus director of legal services Charles Boyle.

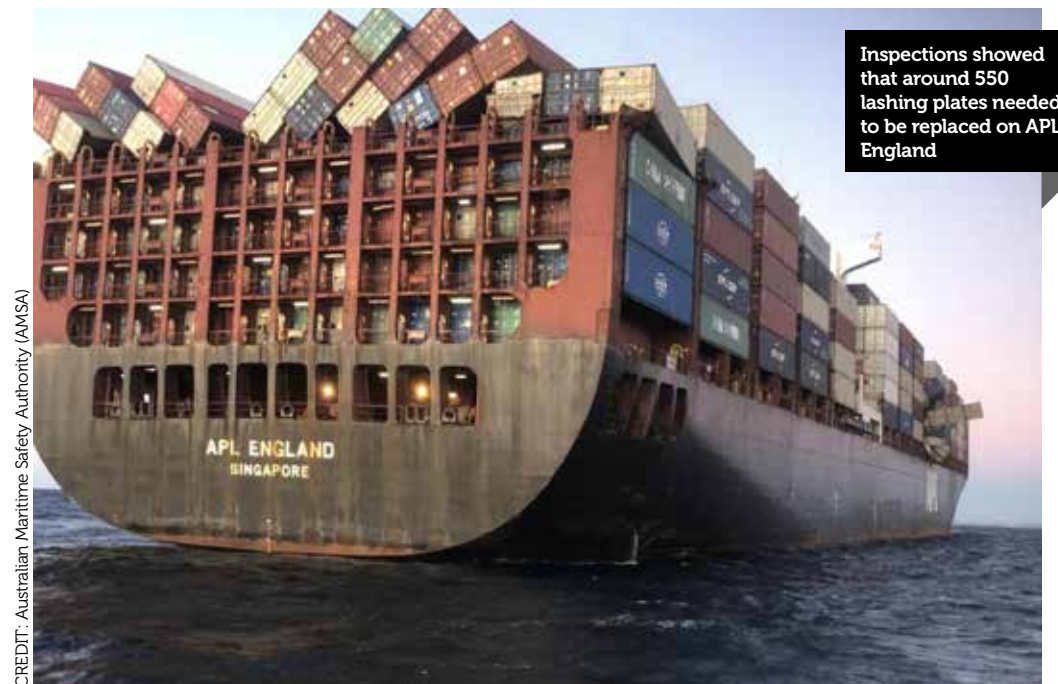
'Although the case is now subject to a confidential settlement, Maersk Line has stated it has initiated a full programme of training, reporting, and accountability

internally, and is working externally with all industry stakeholders including its industry partners, labour unions, the Maritime Administration, the maritime academies, and the US Coast Guard.

'This case has highlighted a wider problem within the industry, and brought greater awareness of sexual assault and harassment at sea. Shipping companies must respond to ensure that such incidents cannot happen on their ships, and take the necessary action on training, awareness, and the effective implementation of preventative policies and reporting mechanisms.'

In a statement, Ms Hicks said the Maersk had acknowledged the need for change.

'It is important to me that my case has brought greater awareness of the issue of sexual assault and harassment at sea,' she said. 'The changes that Maersk Line has proposed are an important first step, but there is still a lot of work to be done in the maritime industry.'



CREDIT: Australian Maritime Safety Authority (AMSA)

Missed corrosion led to container losses

An Australian investigation has exposed the risk posed by deteriorating deck structures and fittings. **Andrew Linington** reports

Failures by key agencies and authorities to detect the deteriorating condition of a ship's deck structure and fittings have been identified in an investigation of the loss of 50 containers in heavy weather off the Australian coast.

A report on the incident – which involved the 2001-built Singapore-flagged containership APL England – concludes that 'external parties' including shore management, class, insurers, and flag and port state authorities had not noticed that badly corroded fixed container securing devices were compromising the effective securing of cargoes 'for an extended period of time'.

Fifty containers were lost, and a further 63 damaged, when the 5,780TEU vessel suffered a series of heavy rolls in force 9 winds and 6-9m waves some 40nm off Sydney in May 2020. The main engine also shut down

due to a loss of lubricating oil pressure.

Post-incident inspections identified that more than 550 single and double lashing plates required replacement, along with 'significant amounts' of deck steelwork and structures. 'Some of the lashing plates were reduced to less than 5mm effective cross-sectional thickness from the original 25mm plate,' the Australian Transport Safety Board (ATSB) report states.

'Our investigators found this condition would have taken several years of poor maintenance to develop,' ATSB chief commissioner Angus Mitchell added.

APL England was repaired in China and returned to service in August 2020, with a condition of class noting that numerous corroded or thinned bracket/stiffener plates on the exposed weather deck and cross decks still required repairs. Soon afterwards, the ATSB notes, the ship was sold

to new owners and changed flag, classification society, P&I club, and area of operations.

The ATSB said opportunities to reduce the risks posed by the adverse sea conditions had been missed because crew members had failed to follow company procedures for heavy weather.

'This incident should be a reminder to all ship masters and crews of the importance of adhering to the cargo securing manual, and of following specific procedures and guidance material ahead of – and during – adverse weather,' the ATSB added.

The report also highlights wider concerns about the condition of cargo securing equipment on containerships. A concentrated inspection campaign carried out by the Australian Maritime Safety Authority (AMSA) in 2010 found the state of lashings and fittings to be 'a cause of concern' on 8% of ships checked.



CREDIT: USCG

Safety: Communication breakdown led to Ever Forward grounding

Following an investigation into the grounding of an Evergreen containership earlier this year, the US Coast Guard (USCG) has warned of the critical importance of communications between bridge teams and pilots.

It has also called for owners and operators to develop policies to combat the risk of a 'fixation on electronic devices' to prevent over-reliance upon a single piece of equipment, and to prohibit the use of mobile phones during safety-critical work.

The 11,850TEU Ever Forward grounded in Chesapeake Bay, just over two hours after leaving the port of Baltimore on 22 March 2022. It took 35 days – involving extensive dredging and the removal of more than 500 containers – to refloat the 117,340gt vessel.

The USCG investigation concluded that the grounding was the result of 'the pilot's failure to maintain situational awareness and attention while navigating, and inadequate bridge resource management'.

The report notes that the Hong Kong-flagged ship grounded soon after it failed to make a 180-degree turn at a charted waypoint. Investigators found that the pilot, who was solely relying on his portable pilot unit (PPU) to navigate the ship, had exited the unit's active navigation shortly before the grounding so that he could look at a previous transit.

It was also found that the pilot – who has

since had his operating licence suspended – had sent two text messages and made five personal or work-related phone calls since the ship left port and was also drafting an email immediately before the grounding.

The Chinese third officer had been concerned that the ship had missed the waypoint to turn. However, the report says, instead of warning the pilot specifically about his fears he instead repeated the heading multiple times in an attempt to 'cue' the pilot to the vessel's situation.

The report recommends ship owners and operators to 'ensure and promote crew awareness of policies regarding the duties and obligations of officers on watch for the safety of the ship, even when a pilot is embarked' – highlighting the need for effective communications and continuous information exchange between the pilot, master, and bridge team.

T.

Officer's fall from Arklow Clan cargoship brings flag and port state surveys in question: bit.ly/officer_fall

T.

Enclosed space death highlights need for improved safety signage: bit.ly/enclosed_death



Enhancing human rights at sea

Rob Coston reports on a recent conference attended by Nautilus, focusing on ways to improve the rights of our members and others at sea

As a seafarer, your rights are underpinned by the United Nations Convention on the Law of the Sea (UNCLOS). Adopted in 1982, it lays down a comprehensive regime of law and order in the world's oceans and seas.

In December, Nautilus International's director of legal services Charles Boyle attended the Wilton Park Human Rights Law at Sea Conference. This was organised as a direct response to the 2021 House of Lords UNCLOS inquiry, which asked whether this instrument is fit for purpose in the 21st century.

The conference set out to explore the difficulties in applying human rights laws at sea, and following the discussion produced a report including several points and recommendations.

The conference recommended the development of model laws to give detailed guidance on how to apply human rights meaningfully in the maritime context

Do we need a new treaty?

There was a general understanding at the conference that UNCLOS is not designed to address human rights issues. Its primary focus, after all, is on resolving territorial issues and establishing protections for the marine environment, rather than on people.

This means that it might be preferable to establish a new instrument that clearly lays out the rights of seafarers, fishers and others at sea.

However, delegates expressed concerns about whether there would be the political will to achieve this, and noted also that there is a lack of understanding of the issue, with some states believing that the Maritime Labour Convention (MLC) and International Convention for the Safety of Life at Sea (SOLAS) already fully address human rights.

The conference mooted the development of a comprehensive new treaty on human rights to cover all people and activities at sea. Given the complexity of this undertaking, the report also suggests that an alternative or interim soft law approach should be explored, such as a code of conduct or guidelines. It has therefore recommended the development of model laws or soft laws instruments to give detailed guidance on how to apply human rights meaningfully in the maritime context.

The conference also noted that there are other ways to improve the position of seafarers – for example, existing human rights due diligence in supply chains (including transportation) can contribute to

creating incentives for respect for human rights at sea.

Improving enforcement

As well as issues with the reach of UNCLOS itself, the conference noted that there are ongoing problems with human rights monitoring and enforcement at sea: more comprehensive and reliable data is needed, possibly with the use of emerging technological solutions.

There is also the issue with re-flagging of vessels and the ongoing problem of the lack of a 'genuine link' between the vessel and its flag state; in addition, port state jurisdiction is an unreliable way to tackle human rights violations since some of the world's largest ports are in countries not renowned

for human rights protections. However, the right to board and inspect a foreign ship should also be expanded, the Conference recommended, so that port state inspections can take place on the grounds of a 'reasonable belief' that human rights violations are taking place.

Champion states sought

Finally, the conference also pointed out that states are needed that will champion and promote the ratification of relevant international instruments, such as the Work in Fishing Convention, 2007, and the Cape Town Agreement, 2012, and introduce bilateral agreements to promote the enforcement of human rights.



CREDIT: Danny Cornelissen

What should I do if my rights are violated?

Many aspects of the MLC overlap with human rights. If you believe you are being denied your MLC rights, you can use your flag state's MLC Onboard Complaints Procedure. For the UK, see bit.ly/UK_procedure

If the matter is not resolved at the lowest possible level, you can report the matter to the master and external authorities. These authorities include the shipowner, trade union and International Transport Workers' Federation (ITF) inspectorate.

You are entitled to complain to the flag state about unresolved MLC non-compliances, or to the port state by using the MLC onshore complaints procedure – see the maritime administration's website for contact and local procedure.

Who should I approach first?

Your union is your first port of call if you think your MLC rights have been violated. Unions – including Nautilus – are very well placed to advise, act on behalf of, or assist members to enforce their rights, and this is explicitly recognised in the MLC.

You can also contact your closest ITF inspector. Find the right inspector by downloading the free ITF Seafarers app from the Google Play or Apple Store.

The latest on the Just Transition

FIGURE 9.1

Overview of safety challenges for traditional and new fuel technologies⁷

Challenges	HFO/MGO	LNG/LPG	Hydrogen	Methanol	Ammonia
Flammability	Low risk	Low risk	High risk	Medium risk	Medium risk
Explosion risk	Low risk	Low risk	High risk	Low risk	Low risk
Toxicity	Low risk	Low risk	Low risk	Medium risk	High risk

■ Low risk ■ Medium risk ■ High risk

CREDIT: DNV

Table of safety challenges for new fuels from the report Insights into Seafarer Training and Skills Needed to Support a Decarbonized Shipping Industry

At the Nautilus Professional and Technical Forum in April, head of international relations Danny McGowan gave a presentation on the hot maritime topic of 2023: the Just Transition.

What this means at its heart is that workers should be treated fairly in the move towards greener shipping. Nautilus is part of the international Maritime Just Transition Task Force, which recently commissioned a report by the DNV classification society to seek insights into the seafarer training and skills needed to support a decarbonised shipping industry.

The DNV report focuses on the four

‘alternative’ energy sources that are closest to widespread adoption: LNG and LPG, hydrogen, methanol and ammonia.

The concept of Just Transition means that if some of these alternatives are implemented, there should be a health and safety first approach, with strict rules about handling dangerous new fuels like ammonia and human-centred design for new vessels and new technologies onboard.

It also means that training should be standardised, should be provided at no cost to existing seafarers and not-for-profit for new seafarers.

The DNV report is helping to bring

clarity on the uptake of alternative fuel options and the trajectory of decarbonisation, so that the industry can plan for the transformation of the maritime workforce.

Another document that contributes to this process is the Maritime Just Transition Task Force’s 10-Point Plan, which establishes Just Transition principles such as global labour standards, gender and diversity and health and safety.

● To read the DNV skills report in full, go to the resources section of the Nautilus website

● To watch a video introducing the 10-Point Plan, go to:

bit.ly/10-point-plan-video

HAVE YOUR SAY

Members attending the Professional and Technical Forum brought up the following points to feed into the Union’s work on the **Just Transition**.

‘We should be talking about how we can make these fuel changes without damaging equipment, which is what happened before when we changed the composition of fuels’

‘We’re early adopters of some of the technology in the yacht sector and we want to see our expertise used in the standard-setting’

‘I’m worried about the quality of training in certain places. We need a standard for these new fuels that works across flag states and doesn’t allow worthless tickbox training’

‘Maybe simulators could play a part in getting the training up and running more quickly’

‘It’s all very well to talk about educating people in the new fuels, but who’s going to provide the education when nobody has the experience of using them?’

‘To really cut carbon emissions, you have to look at the cradle to grave lifecycle of a vessel and consider whether it’s greener to refit or start from scratch’

OPINION

Decarbonisation decision time at the IMO



Head of professional and technical
David Appleton
protech@nautilusint.org

The countdown is on to what could be the most important session ever of the IMO Marine Environment Protection Committee. MEPC 80, which is taking place in London at the beginning of July, is scheduled to adopt a revised strategy for the reduction of greenhouse gases. This will have far-reaching implications for all those involved in international shipping, not least the seafarers tasked with implementing whichever measures are adopted.

The revised strategy follows on from the initial greenhouse gas strategy adopted in 2018, which set out a target of reducing GHG emissions by 50% on 2008 levels by 2050 whilst working towards phasing out carbon emissions entirely before the end of the century. These targets were widely seen as unambitious even at the time, and with today’s consensus on climate change, it is expected that the revised strategy will be significantly more rigorous. Indeed, we hear that many states are pushing for a target of ‘net zero’ by 2050 in order for shipping to align itself with the objectives of the 2015 Paris Agreement.

Whether or not MEPC will be able to agree on such a lofty goal remains to be seen. However, one thing we can be sure of is that whatever is agreed, the industry will be required to undergo significant change in a very short period of time.

Whilst there is no question that emissions from shipping need to be drastically reduced, there are clear safety implications if new technologies are adopted before the safety case has been effectively proven – or before seafarers have received the necessary training and upskilling.

The recent DNV report **Mapping a Maritime Just Transition** pointed to the fact that hundreds of thousands of seafarers will require additional training to handle new fuels and equipment. This will clearly be a herculean task, as a key constraint in developing training programmes is the lack of clarity over which new fuels the industry will adopt. Nautilus will be watching and hoping that MEPC 80 is able to provide a clear and unambiguous decision so that plans can be put in place to ensure a Just Transition for seafarers.

The 79th session of MEPC was held on 12-16 December 2022. It attracted significantly more media attention than usual due to the revision of its strategy to reduce greenhouse gas emissions being on the agenda. The initial strategy adopted in 2018 was widely seen as unambitious – seeking only to reduce total emissions by 50% from 2008 levels by 2050.

At the December 2022 meeting, the Committee continued its work towards developing a more ambitious revised strategy, to be adopted in July 2023.

This strategy will also identify the candidate technical and economic measures that will be used to achieve the revised goals on emission reductions.

Other important developments included the designation of the Mediterranean Sea as an Emissions Control Area (ECA) for sulphur oxides and particulate matter from 1 May 2025. These amendments will bring the Mediterranean Sea area in line with other ECAs such as the North Sea and the Baltic Sea, where the sulphur content of fuels is limited to 0.1%.

IMO UPDATE: Marine Environment Protection Committee



The 79th session of the IMO Marine Environment Protection Committee meeting in London on 12-16 December 2022

CREDIT: IMO Flickr stream

MARITIME SAFETY COMMITTEE

Now back meeting in person, the 106th session of the MSC was held at the International Maritime Organization headquarters in London on 2-11 November 2022. The efforts of Nautilus were focused on the development of a draft code for the regulation of Marine Autonomous Surface Ships (MASS).

This followed the completion of a scoping exercise carried out between 2017 and 2021 which analysed the existing regulatory regime to assess how MASS could be regulated. The aim is to develop a non-mandatory goal-based code

to take effect in 2025. This will be used to develop a mandatory code expected to enter into force in 2028.

Other notable developments included the adoption of a new mandatory code providing minimum safety standards for ships carrying industrial personnel (the IP Code), the approval of revised guidelines on places of refuge for ships in need of assistance, and the approval of a new workstream to revise IMO guidance to ensure the safety of personnel entering enclosed spaces onboard ships.

Members making their mark in Europe

The ETF has been working with its social partner ECSA on a project to diversify and upskill the workforce of European shipping. November 2022 saw the WESS project's final conference, which had strong input from Nautilus. **Deborah McPherson** reports

Nautilus officials and members have taken part in a conference concluding a twin-pronged European project aimed both at attracting more women and underrepresented groups into the maritime industry and investing in digital transitions.

The conference was organised by the European Community Shipowners' Associations (ECSA) and the European Transport Workers' Federation (ETF) – of which Nautilus is an active affiliate.

Nautilus executive officer Sascha Meijer attended the Brussels event on 30 November 2022 along with members Dawn Franklyn and Bert Boutsma. The conference presented the outcomes from the WESS project ('working environment in the shipping sector'), which had been looking at how to make maritime jobs more attractive, smart and sustainable.

The conference heard that the sustainability and competitiveness of European shipping – a key contributor to the European economy – depends on its ability to continue to attract new professionals and retain experienced seafarers, as well as investing in improving qualifications to meet the challenges of the fast-approaching green and digital transitions.

Ms Meijer was a speaker on one panel discussion which looked at the enhanced participation of women in shipping.

A confluence of recent 'geopolitical conditions' such as the global Covid-19 pandemic had shown that European shipping needed to become more resilient and less dependent on global employment, she said.



L-R: Nautilus official Sascha Meijer with members Dawn Franklyn and Bert Boutsma at the WESS conference

CREDIT: Nautilus International

'Therefore, we need to modernise employment in shipping in terms of aspects like creative solutions for a better work-life-balance, and in terms of more attention to wellbeing and career planning, and better communications from shore to vessel.'

The Union delegates also urged the conference to consider further research to address more specific gender aspects such as pay gaps and the glass ceiling in the sector. One of the project recommendations for attracting more women was to

agree to set a target of a minimum percentage of women in maritime management positions within 20 years.

The Nautilus members attending also gave valuable input to two panel sessions: one on gender balance and another on how digitalisation can improve safety and working conditions for seafarers.

● The WESS project was undertaken jointly by unions and shipowners with the support of the European Union. Find out more at: www.ecsa.eu/WESS



A Rhine barge: one of the vessels that would be covered by the new Europe-wide crewing standard

CREDIT: Thomas G/Pixabay

Moving inland crewing standards to the next stage

Trade unions including Nautilus are shaping new Europe-wide regulations that are due to come into force in 2028, writes **Sarah Robinson**

A new Europe-wide crewing standard for inland waterways is on course for further development after consultation with ETF affiliates.

As previously reported in the Telegraph, the Nautilus Netherlands and Switzerland branches contributed to the 2022 consultation, with the input of the Union's lay representatives.

Key aspects of future European crewing regulations were addressed, including modes of operation, rest time, rest days for owner-operators, single-person operation of a vessel and what the entry level should be.

The findings of the consultation have now been published on the website of CESNI, the European committee for drawing up standards in inland navigation. Findings highlighted by the report's authors include:

- two-thirds of those consulted were not in favour of regulations based exclusively on the recording of the working time of employed crew members
- two-thirds of respondents were in favour of a minimum and uninterrupted rest period of six hours
- two-thirds of respondents were not in favour of mandatory rest days for the self-employed
- nearly 80% of those consulted were in favour of the principle that a boat could be moved without the minimum required crew
- 80% also agreed that the boat operator could be allowed to move the boat alone when the minimum crew is two crew members
- in general, participants felt that considering a 'light seaman' as a full member of the minimum crew was necessary as the sector faces a shortage of personnel

In her article for the Telegraph last year, ETF senior policy officer Myriam Chaffart stressed that safety must be prioritised in the new Europe-wide crewing standard. However, trade unionists were not the only participants in the consultation, and it may be that some of the findings above reflect competing interests. The ETF will continue to speak up for safety as the CESNI working group develops the legislation, which is due to enter into force in 2028.



To learn more about the consultation and read the report containing the findings, go to www.cesni.eu/en/actualites. Questions or comments can be addressed directly to Myriam Chaffart at m.chaffart@etf-europe.org.

ITF targets four 'worst' flags

Inspectors from the International Transport Workers' Federation (ITF), seafarers' unions and French port authorities have launched an eight-week operation targeting ships flagged to the Cook Islands, Palau, Sierra Leone, and Togo for safety, maintenance and seafarer welfare inspections.

The operation is taking place across the Mediterranean Sea. It follows new analysis showing the four flag of convenience registries were responsible for 33 cases of crew abandonment over the past three years. These affected more than a hundred seafarers, leaving many without pay, food, water, or a way to get home.

The ITF also needed to recover more than US\$5.5 million in unpaid wages for seafarers from companies using these four flags. European port state control enforcement agencies issued 5,203 deficiencies or detentions during the same period.

'Substandard shipping in the Mediterranean Sea is driving down seafarers' wages and conditions; it's endangering the lives of crew and risking our environment,' ITF inspectorate coordinator Steve Trowsdale said.

'These flags take money from shipowners to register ships that other countries wouldn't touch. Many are old vessels and are poorly maintained by their owners. Many of these ships are dangerous and should not be trading.'

'These are now the worst flags operating in the Mediterranean



CREDIT: Babur Halulu/ITF

Sea,' said Seddik Berrama, general secretary of Algeria's transport union FNTT and ITF vice president for the Arab World region.

'The world's major port state control agency groupings have said these flags are not quality. They have said they are high or very high risk. That is unacceptable for crew safety just as it is unacceptable for those of us who rely on a clean sea, like our port communities here in Algeria.'

'Our goal is to expose the substandard shipping examples that we see regularly in our ports. If we are able to spread word of the abuses experienced by crew onboard, which are too often ignored by these flags, then we will send a strong message that substandard shipping is unacceptable.'

ITF inspector Assaf Hadar led an inspection last year that resulted in the detention of the Sierra Leone-flagged general cargo vessel *Kassandra*. It was detained for 23 days by Israel's port state control in Haifa after 46 structural, navigation, fire safety and crew welfare defects were discovered.



Before you start work on a vessel, the ITF recommends that you check what the conditions are like onboard. Visit the ITF's database to search for a ship at www.itfseafarers.org/en/look-up

the global
SEAFARER



Tel: +44 (0)20 8989 6677

www.nautilusfederation.org