

## **Breaking away from “tradition” Labour Issues in the shipbuilding and marine equipment industries**

**C-WP6 Workshop**

**Tuesday, 21 November 2023**

**9:30 – 18:00 (CET)**

**OECD Headquarters, Paris (with possibility of Virtual Participation)**

### **Background**

At its 10-11 May 2023 meeting, the OECD Council Working Party on Shipbuilding (C-WP6) agreed that its next workshop would focus on labour issues in the shipbuilding industry.

The workshop does not intend to focus on any agreement or understanding that unduly reduces competition or unreasonably restrains trade. A statement of Compliance with Anti-trust and Competition Laws will be read at the beginning of the Workshop.

### **Objective**

Labour has become a key and critical issue for shipyards given the need for new skills in the context of the green and digital revolutions affecting the maritime sector. Moreover, the shipbuilding and marine equipment industries compete with other sectors to attract talents in particular young people and women.

Against this backdrop, this workshop aims to better understand the labour situation in the shipbuilding sector and to exchange information on policy measures taken by governments and actions taken by the private sector to address these challenges.

Finally, participants in this workshop will be invited to discuss about future actions to be taken involving possibly international cooperation to address labour Issues in the maritime sector.

### **Registration**

To register for the workshop, please send an email to [Shipbuilding@oecd.org](mailto:Shipbuilding@oecd.org).

## Programme

Moderator:

**Stephan RAES, Head of the Structural and Industry Policy Division of the Science, Technology and Innovation Directorate, OECD.**

**Morning sessions: Setting the scene: labour and skills challenges in shipbuilding and marine equipment**

**9h30 - 9h45**

### Introduction

Opening remarks by **Jens LUNDSGAARD, Deputy Director of the Science, Technology and Innovation Directorate, OECD.**

**09h45 - 10h30**

**Session 1: The situation and prospects of the labour force in the shipbuilding and marine equipment industries**

#### 1-1. Role of labour cost in factors of competitiveness

Presentation by **Paul STOTT, Senior Lecturer in Marine Production and Shipping Market Analysis, Newcastle University, Marine, Offshore and Subsea Technology, School of Engineering**, on the role of labour cost in factors of competitiveness of the shipbuilding industry.

*Q: What are the current situation and trends in the shipbuilding market?*

*Q: What are the key challenges, notably regarding its labour force, faced by the shipbuilding sector?*

*Q: How much do labour costs account for in ship cost?*

#### 1-2. Key facts regarding labour in the shipbuilding sector

Presentation by **Walton PANTLAND and Aurora ROSSI, Trade Union Advisory Committee (TUAC)** to the OECD on the key facts regarding labour in the shipbuilding sector.

*Q: What are the key figures regarding labour in shipbuilding?*

*Q: What are the key trends in the maritime labour market?*

*Q: What is the situation in terms of gender equity in the shipbuilding labour force?*

**10h30 - 11h15**

**Session 2: Skills challenges in shipbuilding and marine equipment**

**2-1. Opportunities arising from the green transition to recruiting talent from local labour markets**

Presentation by **Malgorzata KUCZERA, Policy Analyst, Centre for Skills, OECD Secretariat**, on the opportunities arising from the green transition to recruiting talent from local labour markets.

*Q: How will the green transition reshape labour markets in the future?*

*Q: What opportunities arise because of the green transition to recruit talent?*

**2-2. How to find the missing workers and skills? Local lessons from shipbuilding and other sectors**

Presentation by **Kristine LANGENBUCHER, Head of Unit, Local Employment and Skills, Centre for Entrepreneurship, SMEs, Regions & Cities, OECD Secretariat**, on the required skills in selected industrial sectors.

*Q: What are the future skills-sets needed for greening shipbuilding and maritime engineering?*

*Q: How to increase the number of high-skilled workers in the shipbuilding industry?*

*Q: What are some examples of recruiting skilled workers for the industry?*

**11h15 - 11h30** Coffee break

**11h30 – 12h30**

**Session 3: Diversity of Labour**

**3-1. Labour mobility in shipbuilding in the European integrated market**

Presentation by **Ines WAGNER, Kennedy Fellow, Harvard University and Research Professor, University of Oslo** on labour mobility in the shipbuilding sector

*Q: How have yards' production and staffing strategies changed in response to global trends and European economic and social integration?*

*Q: What are the opportunities and obstacles of labour mobility in a pan-European Labour and product market?*

**3-2. Foreign workers in shipbuilding**

Presentation by **Jonathan CHALOFF, Senior Policy Analyst, International Migration Division, Directorate for Employment, Labour and Social Affairs (ELS), OECD Secretariat**, on labour mobility in the shipbuilding sector

*Q: What is the situation and key trends in terms of international mobility of workers in the shipbuilding sector?*

*Q: What are the situation and key trends in terms of migrant workers in the maritime sector?*

### **3-3. Gender Equity**

Presentation by **Willem ADEMA, Senior Economist, Social Policy Division, Directorate for Employment, Labour and Social Affairs (ELS), OECD**, on the OECD initiatives to promote gender equity, and by **Florence MAHER, Social Scientist, NEA**, on the efforts to promote gender equity in the nuclear energy sector

*Q: What are the key initiatives taken by the OECD to promote gender equity?*

*Q: What are the best private sector practices in terms of gender equity notably in industrial sectors?*

**12h30 - 14h30** Lunch break

**Afternoon session: Addressing labour and skills issues in shipbuilding and marine equipment**

**14h30 - 15h45**

**Session 4: Responses to the key challenges regarding labour in shipbuilding and marine equipment**

#### **4.1 How to address the key labour issues in shipbuilding?**

##### **4-1.1 The viewpoint of trade unions**

Presentation by **Walton PANTLAND and Aurora ROSSI, Trade Union Advisory Committee (TUAC)**

*Q: What are the key issues for shipbuilding workers from the perspective of workers?*

*Q: What are possible solutions to address these challenges?*

##### **4-1.2. The viewpoint of shipbuilding associations and shipyards**

Presentation by **Christophe TYTGAT, Secretary General, SEA Europe**, and by **Seppo TIKKANEN, Senior Ecosystem Lead, DIMECC Oy**, on responses by the industry to labour issues in the European maritime technology sector

*Q: What are the key labour issues in shipbuilding from the perspective of shipbuilding companies?*

*Q: What are the strategies designed and implemented by yards to attract and secure labour?*

##### **4-1.3. The viewpoint of universities and research**

Presentation by **Dr. Khanssa LAGDAMI, ITF Seafarers Trust Assistant Professor, World Maritime University**

*Q: What are the key labour issues in shipbuilding from the perspective of universities?*

*Q: What are the actions taken by universities to provide initial and life-long education to train future workers in the maritime sector?*

*Q: What impact can insufficient training, skills, and competencies have on maritime transport workers in relation to the adoption of new technologies?*

**15h45 - 16h00** Coffee break

**16h00 - 17h45**

**4-2. Panel of government representatives** (including Coffee break)

Interventions by representatives from selected governments including possibly **Korea, Norway, Romania and the United Kingdom**, on their responses to labour issues in the maritime sector

*Q: What policy measures are taken to address labour issues in the maritime sector?*

*Q: What measures are needed to be taken in each country to address labour issues?*

*Especially about:*

- *Improving working conditions, including for foreign workers*
- *Promoting gender equity*
- *Attracting young talents*

*Q: What measures could be taken in terms of international cooperation on labour issues in the shipbuilding sector?*

**17h45 - 18h00**

**Conclusion**

Concluding remarks by **Halvor HVIDEBERG, Ambassador and C-WP6 Chair, Permanent Representative of Norway to the OECD.**

**18h00**

**COCKTAIL**