

# Labour issues in Shipbuilding







# Key facts: Labour in the shipbuilding sector



# Shipyards have a historic & cultural importance for unions



Kim Jin-suk - Busan, South Korea



UCS - Glasgow, Scotland



Solidarnosc - Gdansk, Poland

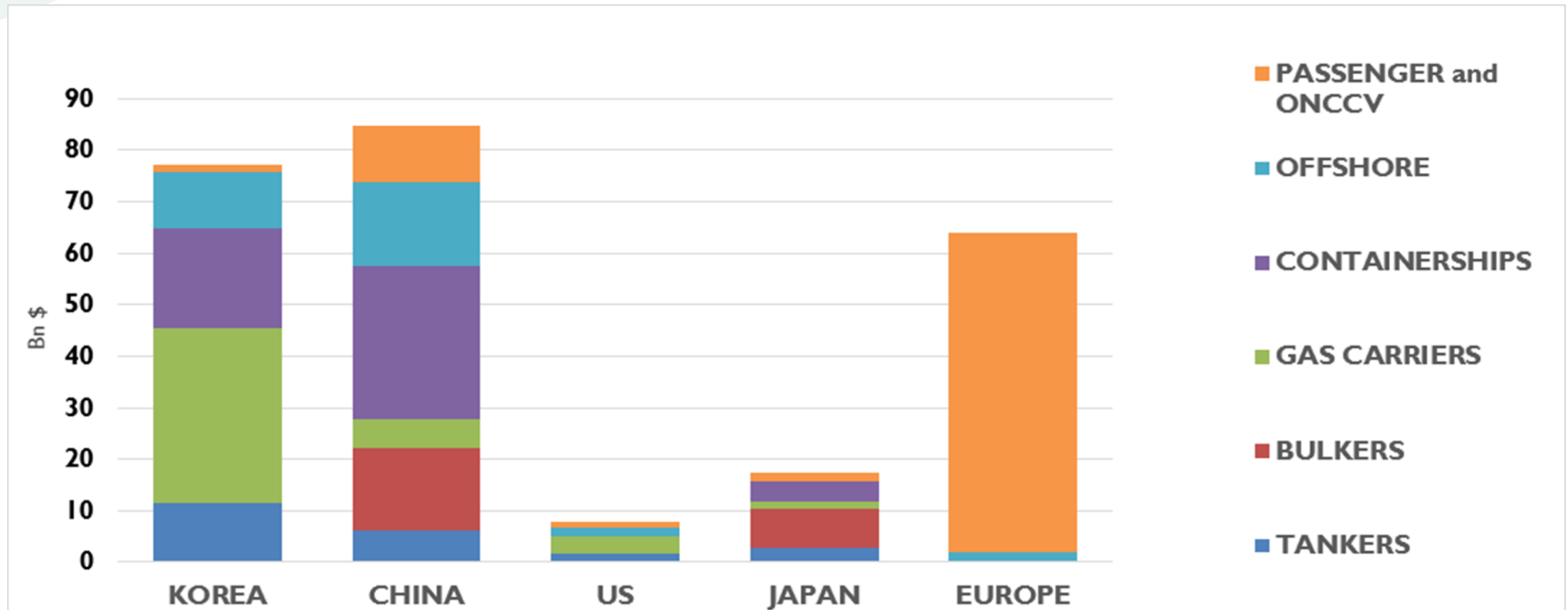


# Key trends in the maritime labour market?

## European Perspective

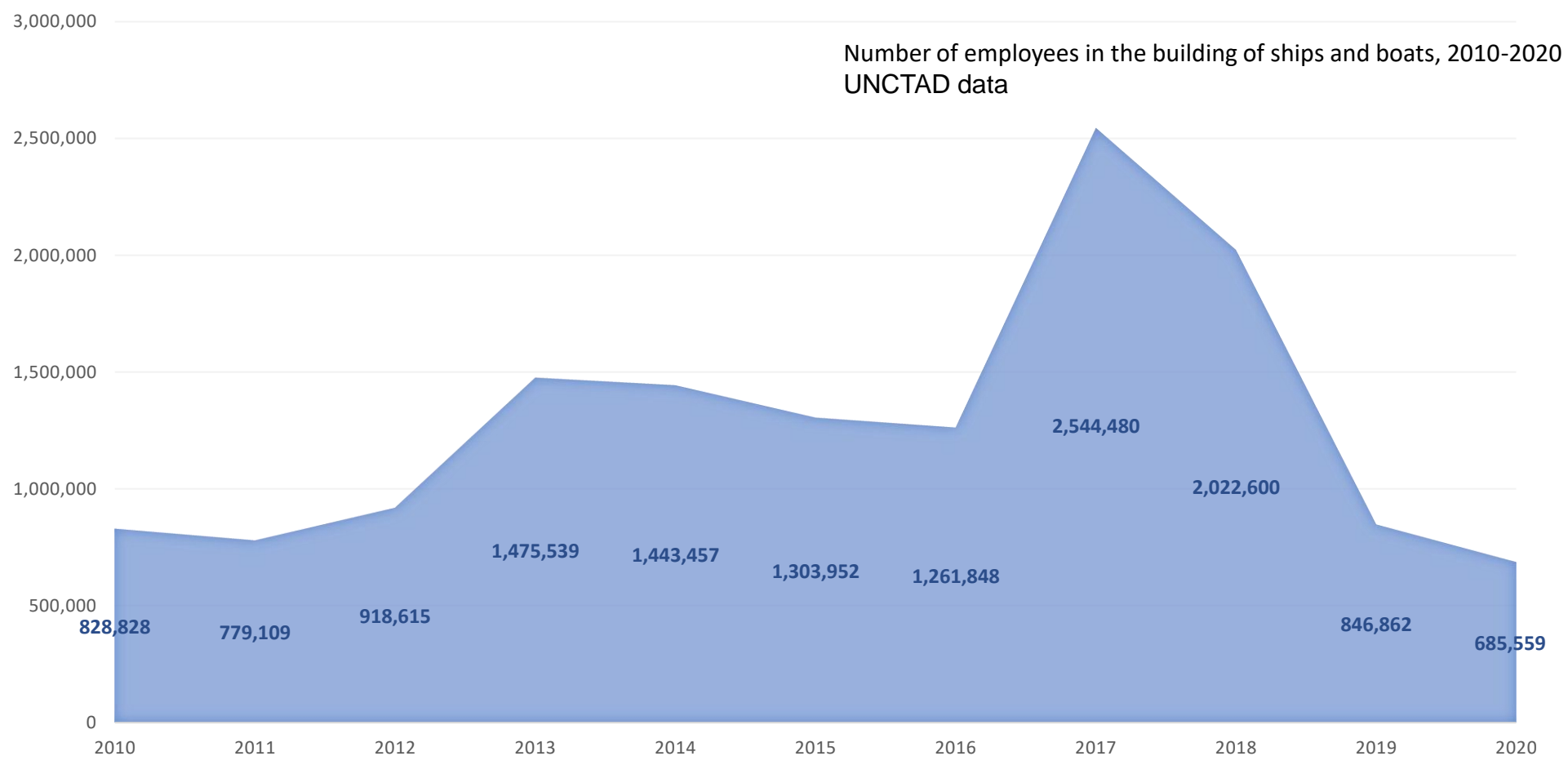
- **Shipbuilding market: increase in global activity**
  - EU lagging behind
  - Cruise ship segment's collapse in EU: Uncertain future
  - increase in defence and Offshore vessels,
  - ongoing competition from Asia.
- This is why the **green and digital transition** of the maritime technology sector is a great opportunity for Europe to lead in producing world-class both green and digital technology and zero-carbon, smart vessels.
- Lack of diversification in EU

# World Orderbook (2021): order type



Source: SEA Europe calculation

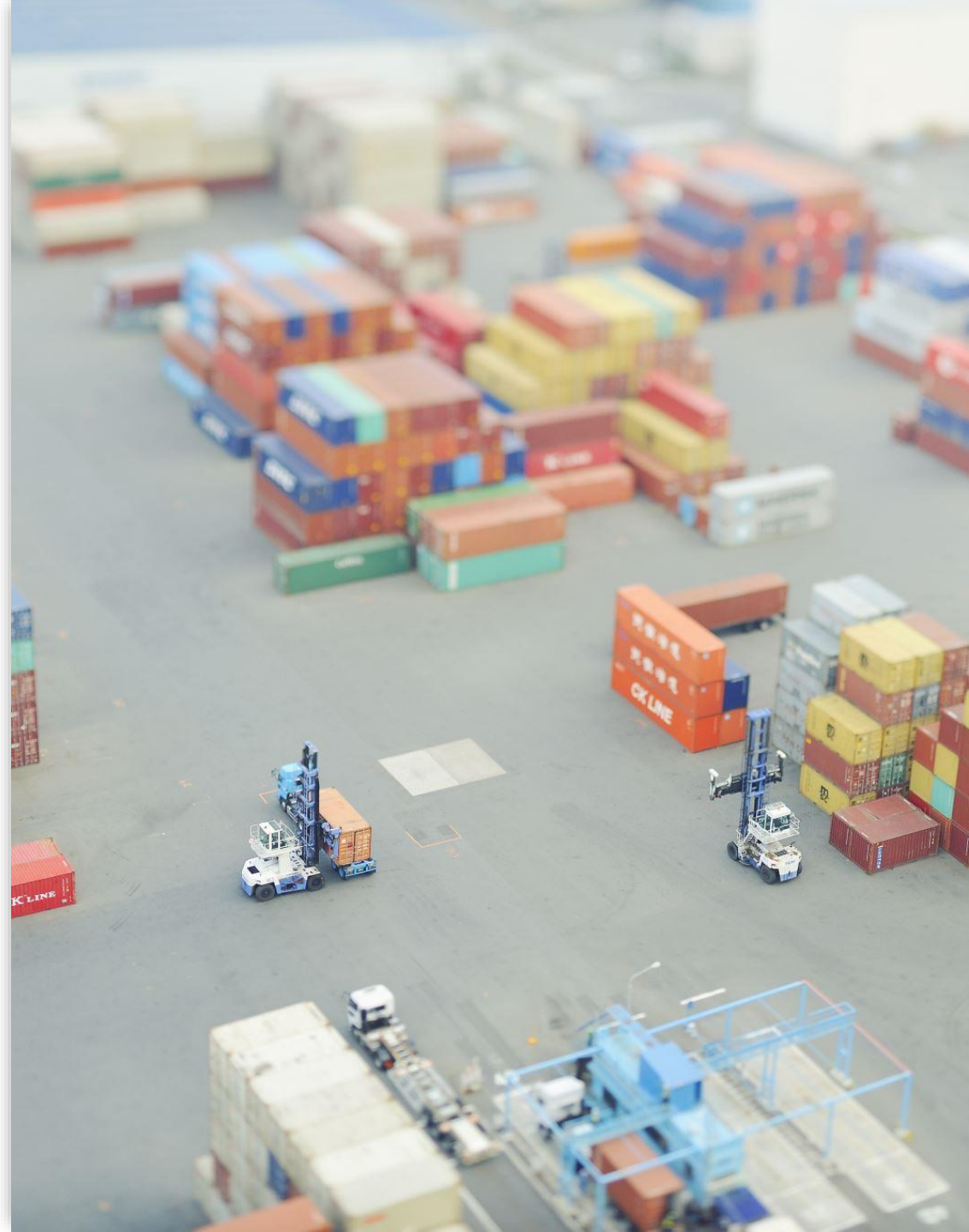
# Key trends in the maritime labour market? Global Perspective



# European Achilles' Heel

## Skills:

- reskills 7% of employees each year (for 5 years) = 201.600 people (Pact for Skills).
- Important lack of skilled workers in the sector.
- Lack of mutual skills recognition, which brings difficulties for people to receive the same wages and level of training in different countries.
- Lack of adequate standardized training programs to enter the sector.



# Key trends

**Cyclical nature of the industry means demand is difficult to predict, leading to:**

- Use of migrant workers
- Subcontracting
- Two-tier workforce
- Pressure on core workers

**Common trends**

- Ageing workforce
- difficulty in finding young workers,
- Decreased demand for cruise ship
- Increase demand for green vessels
- cyclical nature of work,
- Gender inequalities



# Gender situation in the shipbuilding labour force

## *The missing middle*

Women are well represented at the bottom, and better represented at the top

Women are largely absent from well-paid production jobs

Where there are exceptions, it is often a result of policy, e.g. a mentorship programme

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# Part Two: Workers' perspectives and solutions



# Survey

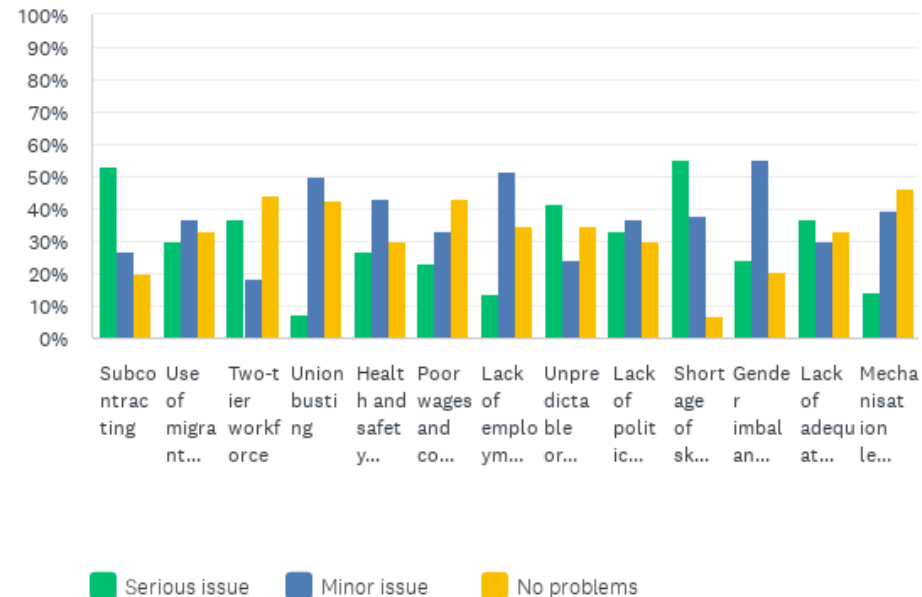
**We received responses from union representatives in:**

- Australia, Chile, Denmark, Finland, France, Germany, Italy, Japan, Mauritius, Nigeria, the Netherlands, Singapore, South Korea, Spain, USA and UK.
- Major companies, including Hanwa Ocean, Hyundai Heavy Industries, Fincantieri, Damen, Meyer Turku, Japan Marine United and General Dynamics.

# Major issues

- Subcontracting
- Use of migrants
- Shortage of skilled workers
- Two-tier workforce
- Gender imbalance
- Health and safety
- Lack of political commitment

Q4 Do you experience the following issues in the workplaces you represent? Rate how serious the issue is using the scale.



# Relationships with employers and government

3.3★

average rating



**Employers**

2.7★

average rating

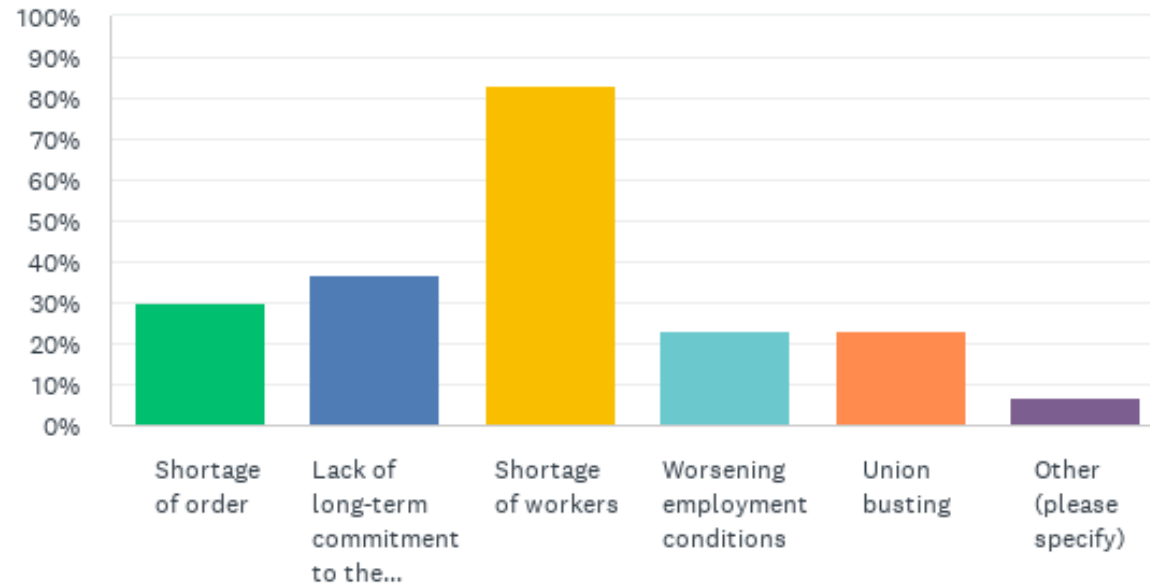


**Government**



# Biggest fears for the future

Q10 My biggest concerns for the future are:



# Good Industrial Jobs secure. well-paid. Sustainable

Our solution:



1. Rule of law must mean the **respect of workers' and trade union rights**
2. All policy making to be guided by a **good jobs compass**
3. **Training** for employment security
4. A real **industrial investment** agenda for all regions with no blank cheques
5. A right to **energy for all**, at home and at work
6. A level playing field internationally with good jobs along the supply chain
7. **Policy coherence** for decarbonisation without deindustrialisation
8. Nothing about us, without us: **social dialogue and worker participation**

# Recommendations:

- Industrial strategy for the sector that pays attention to SMEs and adjacent sectors
- Government policy that mitigates cycles
- Skills pipeline into the industry
- Encourage collective bargaining that covers everyone
- Integrate migrants (quality contracts, collective bargaining, same conditions, long-term visas)
- Union involvement in skills development as well as OHS
- Mentorship programmes for women and non-traditional entrants
- Limit subcontracting
- Equality among the work force, long-term.



# Thank you

