The reality of working in the maritime transport sector

Prof (Capt.) Syamantak Bhattacharya
Southampton Solent University
SEAFARER’S OCCUPATIONAL HEALTH AND SAFETY (OHS) & WORKPLACE ISSUES
Occupational Fatality, Injury & Ill health

• Data from 1976 to 2002 on British registered ship seafarers fatality 13-28 times higher than in land-based industries (Roberts and Marlow, 2005)

• In Denmark seafarer fatality 11.5 times higher than in land-based industries (Hansen, 1996)

• Seafarers at work was 1.7 times more likely to get injured than workers from shore-based industries (Hansen et al., 2002).

• Greek engineer officer/rating 100 injuries per 10,000 seafarers > 20% fatality, 18% total invalidity, 27% partial invalidity (Velonakis et al. 1987)

• Everyday chemicals: Male Danish population (1970-1985)
  – engine room officers were 1.9 times
  – engine room ratings were 2.5 times more likely to get cancer of the respiratory system Brandt et al. (1994)

• Pukkala and Saarni, 1996; Saarni et al., 2002
  – 1.8 times more likely to get skin-cancer
  – 2.9 times more likely to get mesothelioma
  – 2.0 times more likely to get pancreas cancer
  – 1.6 times more likely to get prostate cancer

• Heart disease, diseases of the respiratory system, diabetes and obesity problems higher the chances longer the sea career - Kaerlev et al. (2007)
### Fatal accident rate (100K seafarer-hour) among seafarers employed in British shipping

![Graph showing fatal accident rate among seafarers](source: Roberts et al., 2014)

### Sources:

### Table: Fatalities due to Maritime Disasters (MD) and Occupational Accidents (OA)

<table>
<thead>
<tr>
<th>Year</th>
<th>Country</th>
<th>Fatalities due to maritime disasters (MD)</th>
<th>Fatalities due to occupational accidents (OA)</th>
<th>Ratio of MD and OA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1903-1904</td>
<td>UK</td>
<td>121 fatalities</td>
<td>69 fatalities</td>
<td>1.8</td>
</tr>
<tr>
<td>1906-1907</td>
<td>UK</td>
<td>233 fatalities</td>
<td>77 fatalities</td>
<td>3.0</td>
</tr>
<tr>
<td>1909-1910</td>
<td>UK</td>
<td>286 fatalities</td>
<td>70 fatalities</td>
<td>4.1</td>
</tr>
<tr>
<td>1976-2002</td>
<td>UK</td>
<td>176 fatalities</td>
<td>225 fatalities</td>
<td>0.8</td>
</tr>
<tr>
<td>1990-1994</td>
<td>World</td>
<td>3.60/10,000 seafarers</td>
<td>3.20/10,000 seafarers</td>
<td>1.1</td>
</tr>
<tr>
<td>1990-1994</td>
<td>Germany</td>
<td>0.22/10,000 seafarers</td>
<td>3.60/10,000 seafarers</td>
<td>0.1</td>
</tr>
<tr>
<td>1990-1994</td>
<td>France</td>
<td>0.33/10,000 seafarers</td>
<td>1.66/10,000 seafarers</td>
<td>0.2</td>
</tr>
<tr>
<td>1990-1994</td>
<td>Norway</td>
<td>4.51/10,000 seafarers</td>
<td>5.69/10,000 seafarers</td>
<td>0.8</td>
</tr>
<tr>
<td>1990-1994</td>
<td>Denmark</td>
<td>2.67/10,000 seafarers</td>
<td>4.67/10,000 seafarers</td>
<td>0.6</td>
</tr>
<tr>
<td>1990-1994</td>
<td>Sweden</td>
<td>0.00/10,000 seafarers</td>
<td>0.95/10,000 seafarers</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Realities of seafaring

Sources: Philippine Centre for Investigative Journalism/ BBC News/ Fair Trade, ITF.

• Crew of Filipinos, Chileans and Haitians were enduring “inhuman” conditions on the Panama-flagged cargo ship *Ismael Express* with no food and unpaid wages for three months.

• Low wages, extremely long working hours, abusive management practices suffered by seafarers whether in the hotel/catering or deck/engine departments.

• In Dec 2007 a local barge collided with a Hong Kong registered tanker named *Hebei Spirit* which was anchored in the South Korean port of Daesan resulting in oil spill. Soon after the Chief Officer and Captain, both from India, were arrested and jailed for 18 months.

• Weakest link in the Fairtrade business is the seafarer.

• Thousands of seafarers, working on 10-15 per cent of the world’s ships, ‘work in slave conditions, with minimal safety, long hours for little or no pay, starvation diets.

• If a seafarer makes a complaint against, for example, a racist captain. Suddenly the agency has no ship for him, though it did for four years.

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REALITIES IN EUROPE
### From recent abandoned seafarers in Europe

<table>
<thead>
<tr>
<th>Ship Name</th>
<th>Registry</th>
<th>Abandoned in</th>
<th>Date</th>
<th>Crew Nationality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Katerina</td>
<td>Comoros</td>
<td>Cadiz, Spain</td>
<td>Jan14</td>
<td>Ukraine</td>
</tr>
<tr>
<td>Henriette</td>
<td>Dominica</td>
<td>Marstal, Denmark</td>
<td>Jan17</td>
<td>Philippines</td>
</tr>
<tr>
<td>Ocean Sparkle</td>
<td>Indonesia</td>
<td>Algeciras, Spain</td>
<td>Mar15</td>
<td>Philippines; Indonesia</td>
</tr>
<tr>
<td>Red Duchess</td>
<td>Panama</td>
<td>Rotterdam, Netherlands</td>
<td>Oct14</td>
<td>Chile; Panama</td>
</tr>
<tr>
<td>Donald Duckling</td>
<td>Panama</td>
<td>South Shields, UK</td>
<td>Nov13</td>
<td>Philippines</td>
</tr>
</tbody>
</table>

Source: International Labour Organisation

### From current PSC detention list of Paris MoU

<table>
<thead>
<tr>
<th>SHIP IMO</th>
<th>SHIP NAME</th>
<th>Charterer name</th>
<th>SHIP FLAG</th>
<th>Port Inspected</th>
<th>Ship/ISM Manager</th>
<th>Owner</th>
</tr>
</thead>
<tbody>
<tr>
<td>9437775</td>
<td>GENERAL SHIKHLINSKY</td>
<td>GRANIT, Nimes , FR</td>
<td>Malta</td>
<td>Port-la-Nouvelle</td>
<td>Turkey</td>
<td>Turkey</td>
</tr>
<tr>
<td>9244295</td>
<td>ELPIDA S</td>
<td>Cargill International, Geneva, CH</td>
<td>Marshall Islands</td>
<td>Foynes</td>
<td>Greece</td>
<td>Greece</td>
</tr>
<tr>
<td>9597812</td>
<td>DONA TARA</td>
<td>EDF Trading Limited, London, UK</td>
<td>Panama</td>
<td>Gent</td>
<td>Greece</td>
<td>Greece</td>
</tr>
<tr>
<td>9480966</td>
<td>VELA OCEAN</td>
<td>Glencore Netherland, NL</td>
<td>Singapore</td>
<td>Trois Rivieres</td>
<td>Hong Kong</td>
<td>Singapore</td>
</tr>
<tr>
<td>9300219</td>
<td>INTREPID JOANNE</td>
<td>Baywa marketing and trading international, Copenhagen, DK</td>
<td>Hong Kong</td>
<td>Hamburg</td>
<td>Hong Kong</td>
<td>Hong Kong</td>
</tr>
</tbody>
</table>

Source: Paris MoU Website
Accidents in Europe

- Mar 1987, UK Ferry Herald of Free Enterprise operated by Townsend Thoresen sailed from Zeeburge capsized soon after in the English Channel with the loss of 188 lives including passengers’
- Serious lapses on the part of the shore-based managers
- Time Pressures resulting in unsafe work procedures

Source: HMSO (1987)

- Cemfjord: 3rd Jan 2015
  - Aalborg to Liverpool
  - Sank in Pentand Firth in Scotland
  - 7 Polish + 1 Filipino perished
  - Cement Carrier

Source: BBC

- Hoegh Osaka: 4th Jan 2015
  - Southampton to Bremerhaven
  - Capsized in Southampton
  - No casualty
  - Maximum media coverage
  - Carrying expensive cars

Source: BBC

- Beaumont, Spain
- Danio, NE England
- Fri Ocean, Scotland
- Douwent, East England
- Cita, Sicily
- Nora Victoria, Norway
- Spring Bok, English Channel

Sources: BBC, MAIB
FLAGGING OUT AND ITS IMPACTS ON SEAFARERS
Maritime Sector

- 2000 – 2017: Seaborne trade doubled in terms of BTM
- Largest ship-owner: Chinese State with 1,498 vessels
- 58% ship-owners own 1 ship
- 91.4% ship-owners own less than 10 ships
- 70.2% ships outsourced to foreign regulators
- 60-80% ships managed by 3rd parties
- Around 70% seafarers sourced from global labour market

Sources: ICS/ISF, UNCTAD

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Consequences

Contractual relationship

- ship-owner - manager
- ship manager - seafarer
- 96% (n=627) seafarers on short-term contract employment (Source: Kahveci & Nichols, 2006)

Greek nationals

Source: Greek Statistical Service

FOC
EVIL
3/P S.M.

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FROM THE SEAFARERS’ PERSPECTIVE
Seafarers’ voice (from my research)

• Crew manager misbehaves all the time.
• I’ve to work 16 hours a day
• I don’t talk much… some seniors don’t like argument, not good for confidential appraisal… (with one bad appraisal) it is very difficult to get next job...
• They (management) ask for many explanations, they keep asking why this, why that, why like that. I find tendency to find fault who is guilty through this incident reports… given a chance I wouldn’t report the next time.

• I fear losing my job as people waiting for AB job… So, very important for me to keep quiet and get good report.
• We don’t know who they (the trade union). Our union dues are deducted from our salaries and we receive a magazine.
• The company never relieves us on time.
• Document filling
  – The logbook has to comply with the rules
  – Fabricated entries made in paperwork much later
Nature of incident reports on one research ship over a 5-year period

Why don’t seafarers report their individual failing?
CASE STUDY FROM UK
UK Registration and fleet share in response to Tonnage Tax

- Lower tax
- Compulsory cadet training but with exit option
- Government subsidy
- Support the necessary supply of cadets and gradually it would lead to fulfilling the number of junior officers, captains and even shore based expertise in supporting industries
- It would revive the lost maritime skill base
- SMarT and SMarT Plus

Tonnage Taxes implementation in Europe

- The Netherlands 1996
- Germany 1999
- United Kingdom 1999
- Finland 2001
- Denmark 2002
- Spain 2003
- The Republic of Ireland 2003
- Belgium 2003
- Italy 2003
- France 2004
- Sweden 2016
Squeeze on UK trained cadets

Source: UK Dept. for Transport

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UK Officer Cadet new intake and total in training

From year 2001 to 2016

Source: UK Dept. for Transport
UK Cadet: Career Ladder

- Captain
- Senior Officers
- Junior Officers
- Cadets

Crew nationality on a research fieldwork ship

Source: UK Dept. for Transport

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UK: the reality

- Crew nationality requirements were long withdrawn in 1980s
- UK officer is over twice the cost of a East European or a Filipino on ITF wage rates
- Many UK cadets get trained but can’t find jobs as they are too expensive
- No State subsidy for crew cost (EU rule?)
- Cost of ship operation determines crew choice
- Non-mandatory courses do not run well in Maritime Training Colleges

- 9 – 10 times more cadet applicants than available funding arrangement – so there is no apathy towards ‘shipping as a career’
- Out of 115 cadets from my University, 76 have found jobs roughly 6 months after graduation, i.e. 66%.
- I’d like to still be at sea. But I’m currently unemployed and can’t find a job as a 3^{rd} or 2^{nd} engineer. If I can find a job at sea I’ll take it, however I’m currently looking ashore as well.”
- I am a certified 2^{nd} mate from Warsash but currently I am working in a bar… thinking of taking loan for a degree
IN CONCLUSION
Pre-conditions for effective employment practices especially in management of OHS

• Organised Labour
  – Employment rights in practice
  – Autonomous worker representation and external union support
  – Consultation and communication between representatives and their constituents
  – Senior management commitment to participative operational practices
  – Effective Collective Bargaining Agreements

• Regulatory role
  – Provision and steer for effective consultation
  – Effective external inspection and control

Walters and Nichols 2006, 2007; Quinlan et al., 2010
Economic uncertainty/short term view

Reduction of overheads

Flagging out

Employ from labour supply nations with poorly developed employment relations

Fewer crew

Dispense with expensive crew

Poor employment practices

Crew unable to defend themselves

Disjointed industry; poor regulatory implementation

Limited reach & intervention from trades union

Without support and lack of trust, fear of losing employment manifested

Provokes lack of trust

Management under economic pressures passing them down

Fear of criminalisation exacerbates such concerns

Adhering to the rules only in letter not spirit

Downward spiralling in OHS and working conditions
Thank you

Prof (Capt.) Syamantak Bhattacharya
Professor of Maritime Management
Director | School of Maritime Science and Engineering
Southampton Solent University | East Park Terrace | Southampton SO14 0YN
T: 023 8201 6979
E: syamantak.bhattacharya@solent.ac.uk | www.solent.ac.uk