

# ***JOINT PRESS RELEASE***

Brussels, 28 January 2014

## **SOCIAL PARTNERS PRESENT TRAINING TOOLKIT TO ERADICATE BULLYING AND HARASSMENT IN SHIPPING**

### **Joint ETF and ECSA initiative targets seafarers and shipping companies to tackle bullying and harassment practices in the sector**

On Wednesday 29 January 2014, the European Transport Workers' Federation (ETF) and the European Community Shipowners' Associations (ECSA)<sup>1</sup> organise a conference in Brussels to present the outcomes of a joint social partners' project that aims to eliminate workplace harassment and bullying in the shipping sector. The project produced a training package that addresses the maritime community at large for making efforts to raise maximum awareness on how to identify and effectively fight against bullying and harassment practices, which continues to be an issue in the sector.

At the final conference (see agenda attached as annex), organised in the Husa Hotel President Park in Brussels, experts from the ILO (International Labour Organisation), the European Parliament and Commission officials and representatives from the two sides of the industry, union leaders and shipowners, will debate the issue in a panel discussion and exchange views on how to ensure effective follow-up in the European shipping industry. Around 100 sector representatives are expected to attend and can participate in the debate via a Q&A session.

**Philippe Alfonso**, ETF Political Secretary and project's coordinator: *"Bullying and harassment remain a problem in the sector. It goes often unreported – as one out of two cases are not denounced – and demand continuing attention from the social partners, be it at European or national levels. These acts of aggression take a variety of forms, including cyber-bullying and harassment which is a powerful mean of spreading malicious rumours for instance. The training toolkit we have been developing provides first-hand information on how to identify incidents, launch a special grievance procedure, respond to a complaint of bullying and/or harassment, and implement formal/informal process of resolution of the case. If we are serious about promoting a zero tolerance culture towards harassment and bullying in shipping, training, communication and awareness are the key words, and it goes without saying that modern means of communication should be mobilised to reach the widest possible audience."*

**Christophe Tytgat**, ECSA Senior Director: *"ECSA is very much aware of the responsibility that lies with the shipping companies. The latter have the duty of care to raise maximum awareness amongst crew members on the disastrous consequences of harassment and bullying practices. They are also responsible for adopting proper policy that would prevent these very wrong behaviours to occur. We are confident that such a project will give shipping companies' top*

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<sup>1</sup> **The ETF** represents more than 2.5 million transport workers from 243 transport unions and 41 European countries, in the following sectors: railways, road transport and logistics, maritime transport, inland waterways, civil aviation, ports & docks, tourism and fisheries.

**ECSA** is the trade association representing the national shipowners' associations of the EU and Norway (close to 99% of the EEA fleet or about 20% of the world fleet).

*management the opportunity to show their commitment in achieving a harassment and bullying-free workplace.”*

A wide range of stakeholders from the shipping community will be encouraged to assist in getting the message through, in particular trade union organisations and shipowners' associations at national level, but also Maritime Education and Training (MET) institutes. The latter may consider making the most of the training toolkit by, for instance, integrating it as part of their basic training and education programmes.

As for **Philippe Alfonso**, *“The issue of harassment and bullying should remain high on the agenda of the social partners at both EU and national levels. Besides, the project and its outcomes should be updated on a regular basis with new scenarios and examples of good practices. What is more, the project output could be used to prompt discussions at national level towards legislative changes, should loopholes need to be closed in this regard”.*

The training toolkit contains guidelines to shipping companies in 23 languages, a [training video](#) subtitled in 11 languages and a workbook aiming at “training the trainers”. It is the result of an EU-funded project, carried out by the recognised European Social Partners of the Sectoral Social Dialogue Committee for the Maritime Transport, which updates existing training materials produced in the context of a previous joint initiative conducted in 2004.

*For further information please contact:*

**Philippe Alfonso**, ETF Political Secretary for Maritime Transport

Tel. +32.2.285.45.84, email [p.alfonso@etf-europe.org](mailto:p.alfonso@etf-europe.org)

**Christophe Tytgat**, ECSA Senior Director

Tel. +32 2 510 61 29, email [christophe.tytgat@ecsa.eu](mailto:christophe.tytgat@ecsa.eu).

# Project on disseminating training materials for a harassment and bullying-free workplace in shipping

## Final Conference

Wednesday 29 January 2014

HUSA HOTEL PRESIDENT PARK  
44, Boulevard du Roi Albert II  
1000 Brussels

### Programme

08:30 Registration

09:00 Welcome addresses and general presentation

- Mr **Giancarlo Crivellaro** (European Commission – Policy Officer, DG MOVE Unit DDG1 Unit D2 Maritime Safety)
- Mr **François Ziegler** (European Commission – Principal Administrator, DG EMPL Unit B1 Social Dialogue, Industrial Relations)

The Sectoral Social Dialogue Committee (SSDC) on Maritime Transport:

- General overview of activity, including the fight against harassment and bullying in shipping (Christophe Tytgat, ECSA Senior Director)
- Detailed presentation of the project (Mark Dickinson, ETF spokesperson in the SSDC)

10:00 **Presentation of the training toolkit aimed at eradicating bullying and harassment in shipping**

- Airing of the video
- Presentation of the associated training material, (Videotel)

Exchanges with the audience

11:15 Coffee Break



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**11:45 Panel discussion followed by a Q&A session**

***Towards the eradication of bullying and harassment in shipping: get the message through***

**Facilitator: Mr Justin Stares – Editor at Maritime Watch**

With the participation of:

- **Mr Brandt Wagner**, Head of the Transport and Maritime Sectors Unit, ILO Sectoral Activities Department
- **Ms Glenys Jackson**, Head of the UK Merchant Navy Training Board
- **Ms Claudia Menne**, ETUC Confederal Secretary in charge of (gender) equality, anti-discrimination, workers' participation and social protection
- **Mr Mark Carden**, Assistant National Secretary – RMT (ETF)
- **Ms Gemma Griffin**, Human Resources & Crewing Director – DFDS Seaways (ECSA)

**13:30 Conclusions**

- Mr **Philippe Alfonso**, ETF Political Secretary for Maritime Transport
- Mr **Christophe Tytgat**, ECSA Senior Director

**13:45 Walking Lunch**

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