



ETF Executive Committee

Resolution

On March 17 2022, P&O Ferries fired 800 British based seafarers with 30 minutes notice over a pre-recorded Zoom call. This decision was made without any consultation with these workers or their unions and the seafarers were immediately escorted off ships by private security guards to be replaced by agency crew, including ratings paid below the UK minimum wage. Workers and their trade unions can never accept this type of action, an action which denies the principle of collective bargaining.

DP World, the owner of P&O Ferries, professes in its sustainability strategy that it works *“in a responsible way that prioritises sustainability and impact on the people, communities and environment in which we operate.”* Additionally, DP World is a signatory of the UN's Global Compact (UNGC) whose signatories profess to commit themselves to responsible business practices in the areas of human rights, labor, the environment, and corruption. The actions of P&O Ferries on March 17 and afterwards exhibit that these statements regarding its responsibility and commitments to human and worker rights are completely hollow.

P&O Ferries told the 800 workers that their dismissal was a “tough” decision, and it was the only viable business decision. However, DP World has made record revenue and profits throughout the pandemic, with \$10.8bn in revenue and \$1.2bn in profit in 2021. DP World has paid out \$376.1 million in dividends to shareholders over the past two years alone and numerous media sources have reported that DP World received over £30 million in emergency funding during the pandemic in the UK alone.

The actions and history of DP World exhibit the deep and inherent contradictions that exist in the transport. Transport companies continue to fuel a race to the bottom in work, its conditions, and workers and trade union rights while they continue to make increasingly large profits. The actions of DP World set a dangerous precedent, that the transport workers of Europe cannot and will not accept.

The British Government package of nine measures announced on 30 March a in response to P&O's illegal actions against 800 seafarer jobs and trade union terms and conditions does not go far enough.

The ETF Executive Committee (EC) condemns the actions of P&O Ferries and DP World.





The ETF EC calls on affiliates to take any lawful action to support ETF affiliates Nautilus UK and RMT in their dispute. The ETF EC commits to work with the maritime affiliates in the UK to support the development of bi-lateral agreements that raise employment conditions for seafarers in the European ferry industry well above those under the conditions imposed by P&O through the 'low cost' crewing model. The ETF EC commits the ETF to work with the ITF in its actions in support of this dispute. The ETF EC commits the ETF to support the ITF Flags of Convenience Campaign. The ETF EC commits the ETF to campaign against shipowners and operators who are fuelling a race to the bottom in work, conditions and rights for seafarers. The ETF EC commits the ETF to campaign for policies to oppose undercutting and any race to the bottom on seafarer pay and conditions. The ETF EC commits the ETF to campaign for publicly owned passenger and freight ferry services.