

LABOUR MARKET OBSERVATORY

Comparative inventory of issues on labour markets in maritime and inland navigation

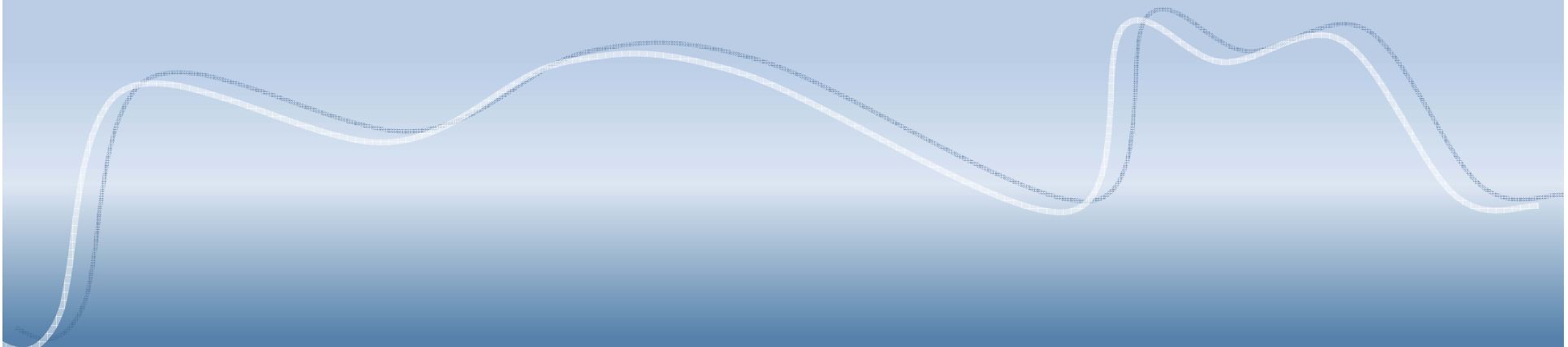
Vladimir Kordzinski, CCNR
Conférence Consultative, 9 octobre 2012





HOW TO UNDERSTAND AND ANALYSE THE IWT LABOUR MARKET ?

Targets/ Tools/ Results





Targets/ Tools/ Results

- > Quantify supply and demand of crews
=> estimate the shortage

- > Observe the market framework and its evolutions
=> set up projections/ scenarios

- > Anticipate the threats to come
=> Shortage of qualified personnel, social dumping



Targets/ **Tools**/ Results

DIFFICULTIES

- **Lack of harmonised statistics depending on the countries and sources**
- **Bad delimitation of the criteria (shipboard personnel, temporary workers, foreigners...)**
- **no qualitative data available (wages, working conditions, social welfare...)**



Targets/ Tools/ **Results**

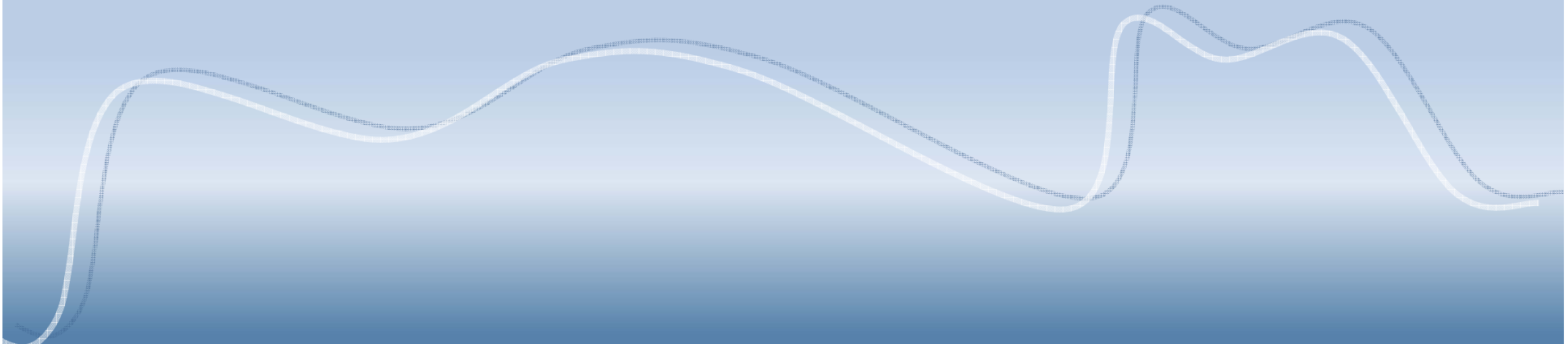
- **Difficulty to deliver an accurate, reliable and complete picture**
- **Analysis are too approximate**
- **Threats to come are not correctly anticipated**

=> ALTERNATIVE: Observe maritime labour market for a comparative approach



OBSERVATION OF THE MARITIME LABOUR MARKET

Analysis model
Market structure
Evolution of the sector





ANALYSIS MODEL

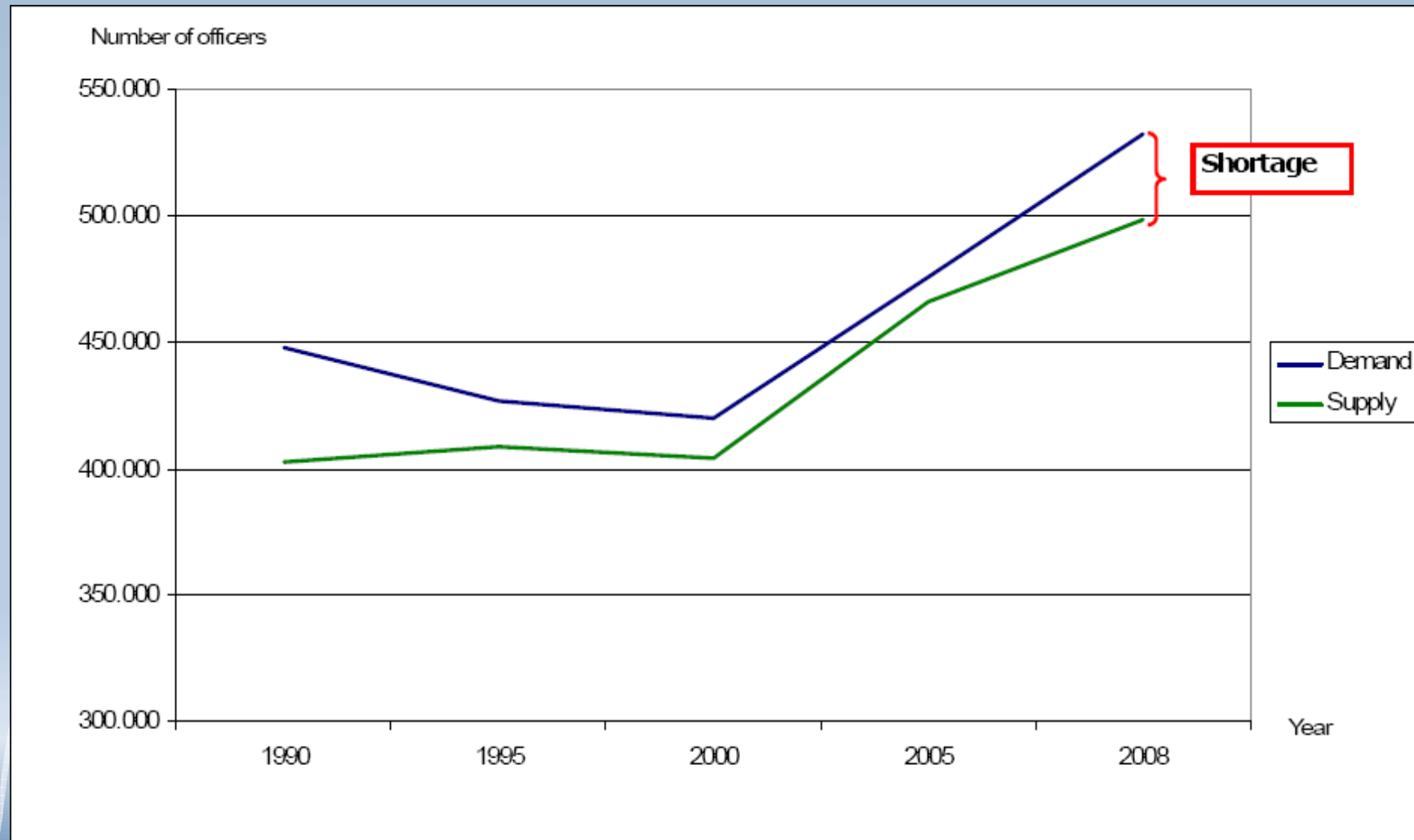
World supply for seafarers (2010)

Source: BIMCO/ISF

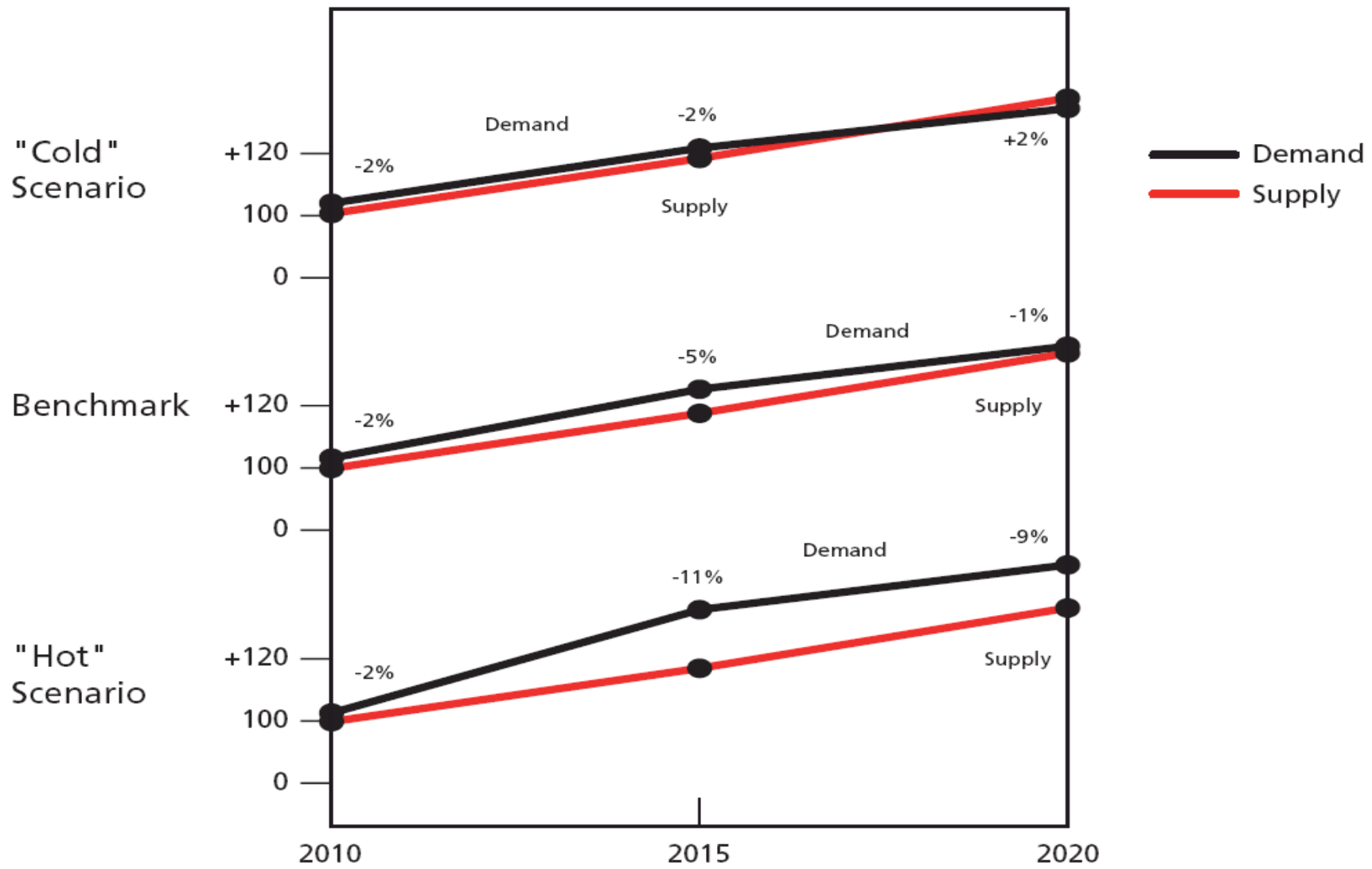
| | OFFICERS | | RATINGS | |
|------------------------|----------|--------|---------|--------|
| OECD Countries | 184 000 | 29,4% | 143 000 | 19,1% |
| EASTERN EUROPE | 127 000 | 20,3% | 109 000 | 14,6% |
| AFRICA / LATIN AMERICA | 50 000 | 8,0% | 112 000 | 15,0% |
| ASIA | 184 000 | 29,4% | 275 000 | 36,8% |
| INDONESIA | 80 000 | 12,8% | 108 000 | 14,5% |
| TOTAL | 625 000 | 100,0% | 747 000 | 100,0% |



Worldwide shortage of maritime officers



Shortage of maritime officers: possible scenarios



Source: BIMCO/ISF estimates



TRENDS

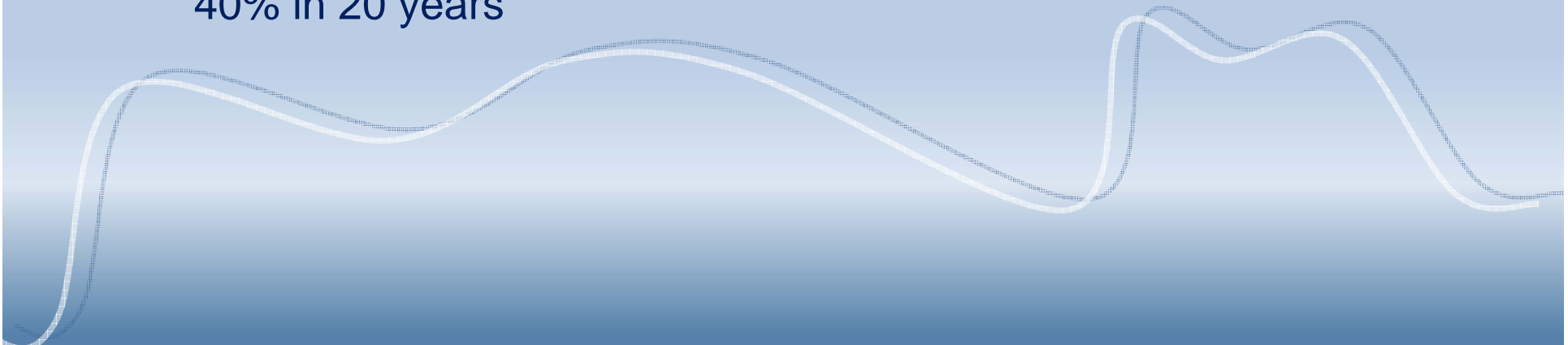
- **Ageing seafarers**

- 50% OECD officers > 40 y.o.
- 25% OECD officers > 50 y.o.

- **Shortage of officers**

- **International crews:**

European seafarers in European fleet decreasing by about 40% in 20 years





MARKET STRUCTURE

- Deep modification during the last 20 years affecting the structure and the labour market conditions

=> Globalization of the labour market

Liberalization
of the market



Widening of
the market



Market labour
globalization



Stronger competition

Employees

Companies

- Flexibility (mobility of workers)
- Work security
(social welfare)
- Wages

- Concentration of companies
- Externalisation of activities
- Flag of convenience/ relocation

Change of the
applicable social law

Change of the
market access rules

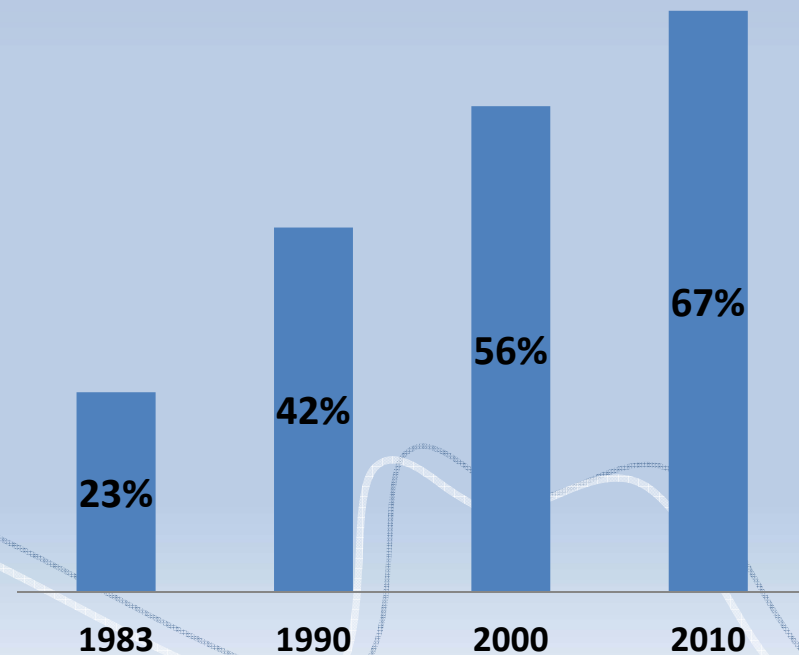
SOCIAL DUMPING



Evolution of the maritime labour market



Flag of convenience of the world fleet



International specialization of the labour market



| | OFFICERS | RATINGS |
|----------------------------|--------------------|-----------------------------------------------|
| Demanding countries | Ex: Western Europe | Ex: Norway |
| Supplying countries | Ex: Poland | Ex: Poland, China, India, the Philippines ... |

⇒ **Development of worldwide recruiting agencies network**

⇒ **Development of partnerships with training centres in the supplying countries (case of Norway)**



CONCLUSION

How will Inland Navigation react in this context ?

- **Concentration / diversification => threats for the survival of the independents**
- **Social dumping => What perspectives for the European crews?**
- **International crews and the legal control (River States Control?)**
- **Apply adapted analysis tool: Socio-economic Observatory of labour market**



THANK YOU
FOR YOUR ATTENTION

