

## Project on the eradication of harassment and bullying in shipping

### EXECUTIVE SUMMARY

In the framework of the Sectoral Social Dialogue Committee for Maritime Transport, the recognised European Social Partners – ETF and ECSA<sup>1</sup> – have been carrying out a joint project aimed at eliminating workplace harassment and bullying in the shipping sector.

This project builds on the outcomes of a first joint initiative conducted in 2004 which developed a training package for use by EU shipping companies, with a view to tackle this intolerable acts of aggression and train onboard personnel on how to deal with it. However, both ETF and ECSA felt that there was a need to follow up on the original project as bullying and harassment continued to be a significant problem in the sector. Furthermore, in view of the insufficient dissemination of the outcomes of the initial project, the European Social Partners decided to update their training toolkit and make any efforts to raise maximum awareness amongst the European shipping community on how to identify and effectively fight against bullying and harassment practices, while making sure all seafarers serving onboard EU-flagged vessels would be made aware of the need to adopt a principle of zero tolerance towards these unwanted behaviours, thus creating a total cultural shift in the sector.

#### Update of the training material

With the support of Videotel International<sup>2</sup>, a comprehensive updating of the training toolkit – including **Guidelines**, a **Video** and associated **Workbook** – was conducted.

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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).

<sup>2</sup> Videotel International is one of the leading supplier of Maritime Training and Education products.

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The training video it was given a more modern look, revising the existing scenarios and also including new scenarios, notably on the issue of cyber-bullying and harassment. As far as the associated Workbook is concerned, this material aimed at “training the trainers” was updated consistently.

In order to ensure that the video would be understandable by the largest number of seafarers serving onboard EU-flagged vessels, the video had been subtitled in the following languages: English, French, Polish, Spanish, Italian, Portuguese, Turkish, German, Croatian, Estonian and Romanian.

As for the Guidelines to the attention of shipping companies, the concept of **cyber-bullying and harassment** was included, a non-existent problem at the time when the first version of the Guidelines was produced. The Guidelines provide information as to how identifying incidents of harassment and bullying: reporting, launching a special grievance procedure, responding to a complaint of bullying and/or harassment, implement formal/informal process of resolution of the case. They focus on how important training, communication and awareness are when addressing the problem, set out the steps to be taken to eliminate harassment and bullying, and provide some useful case studies that could be used as inspiration for those companies who would like to promote a zero tolerance culture towards harassment and bullying onboard their vessels. The Guidelines have been translated into 23 languages, namely: Bulgarian, Croatian, Czech, Danish, Dutch, Estonian, Finnish, French, German, Greek, Hungarian, Italian, Lithuanian, Latvian, Maltese, Polish, Romanian, Slovakian, Slovenian, Spanish and Swedish.

The revised training toolkit has been made available for free on the project partners’ websites.

It can also be accessed on YouTube at the following link:

<http://www.youtube.com/watch?v=sqAJuE32cc&feature=youtu.be>

## Dissemination of the project outcomes

### National Focus Group meetings

National Focus Group (NFGs) meetings have been organised in London, Tallinn, Helsinki, Rijeka and Marseille.

During the NFG meetings, the British, Estonian, Finish, Croatian and French social partners in maritime transport provided valuable information on harassment and bullying cases with the view of fuelling the training toolkit scenarios. More importantly, the latter were offered the

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opportunity to debate the best ways to tackle the problem and exchange views on how to get the message through within the European shipping industry when it comes to eradicate these intolerable acts of violence that are too often taking occurring at the workplace.

### Final Conference

The Final Conference of the project (to be held 29 January 2014, Brussels) will be a unique opportunity to discuss the need for identifying harassment and bullying practices when they occur and what are the means at the disposal of the companies to effectively address such wrong behaviours. The Conference will present the outcomes of the project and the ways to disseminate as best as possible the updated training toolkit, and focus on how to get the message through. The Conference will bring together experts from the ILO (Transport and Maritime Sectors Unit), the European Parliament (Employment Committee), Commission's officials from both DG EMPL and DG MOVE, ETUC Confederal Secretary Claudia Menne, the Head of the UK Merchant Navy Training Board: Ms Glenys Jackson, as well as European Social Partners' representatives speaking on behalf of the two sides of the industry.

### Follow-up

**At European level**, the European social Partners have decided to monitor the good implementation of the project and reflect on a proper follow-up, notably on the idea of setting-up a 24/7 support hotline.

**At national level**, the ETF and ECSA memberships will commit to share, as widely as possible, the outcomes of the project. They will also be invited to make the training toolkit available for free on their own websites and reflect on the way to integrate the training material into their national training curricula for seafarers, in collaboration with national maritime training institutes, and prompt changes in their national legislation if deemed necessary.

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