



The
International
Shipping
Federation

*Representing Maritime Employers
for 100 Years*

1909-2009





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**Representing Maritime
Employers for 100 Years**



The International Shipping Federation is the international employers' organisation for merchant shipowners, with a membership comprising national shipowners' associations from over 30 countries.

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ISF would also like to thank the archivists at the ILO who helped to source some of the historical material.

“Decent work is the most widely shared aspiration of people and their families in all countries.”

Juan Somavia

Director-General, International Labour Organization

“Without ships and seafarers, one half of the world would freeze and the other half would starve.”

Efthimios Mitropoulos

Secretary-General, International Maritime Organization

ISF Members travel to Geneva 1929



B. PETROVIĆ
Geneva 1929



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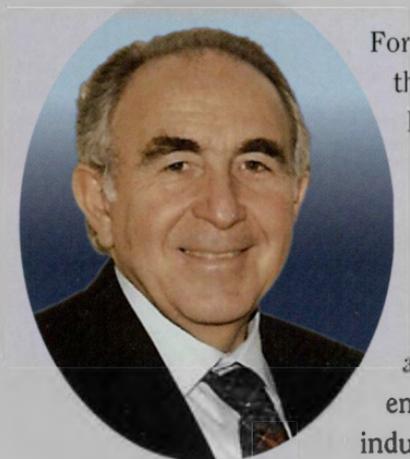
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A Word from the President

Spyros M Polemis



For the past three years I have had the honour to be President of the International Shipping Federation (ISF), and it is with great pleasure that I introduce this special publication commemorating our Centenary.

Since its formation in 1909, ISF has acted as the principal international employers' organisation for the shipping industry, representing the interests of maritime employers at a global level, not least with the International Labour Organization (ILO), the United Nations' body in Geneva concerned with worldwide employment standards, and the International Maritime Organization (IMO), the specialist UN agency in London with responsibility for maritime safety, including seafarers' training standards.

It is therefore most fitting that the current ILO Director-General, Mr Juan Somavia, and the present IMO Secretary-General, Mr Efthimios Mitropoulos, have kindly contributed to this modest publication, as have my two most recent predecessors, Mr Juan Kelly and Mr Rolf Westfal-Larsen. I am also pleased to see the recollections of other senior colleagues, many now retired, who have led the representation of ISF and its member national shipowners' associations at various important inter-governmental meetings.

Since the early 1920s, ISF has been proud to be an official 'social partner' at ILO, where shipping enjoys a unique maritime legislative process for developing international employment standards. Interestingly, ILO is the only surviving agency from the original League of Nations, the predecessor of the United Nations, and many

of the ILO Conferences in which ISF has participated over the years have been held in the spectacular Palais des Nations, the original League of Nations headquarters. As a part of the League of Nations, ILO was established in the aftermath of the Great War, when the world embarked on a new course of international co-operation. The ILO in particular was largely established in response to the perceived threat at that time of the Bolshevik revolution, but also to provide a forum where governments, employers and trade unions could resolve labour issues together, meeting on equal terms. The unique tripartite structure at ILO, whereby employers and trade unions enjoy voting rights with governments, still exists today.

While the International Organisation of Employers has overall responsibility for presenting the views of business at ILO, maritime labour issues have always been dealt with separately, with ISF having the task of co-ordinating the Shipowners' Group at ILO meetings. Because of shipping's inherently global nature, about a quarter of the various Conventions and recommendations that have been developed by ILO during the last 90 years have been developed specifically for the shipping industry. ISF organised the representation of maritime employers at the first special Maritime Labour Conference in 1920 and still continues in this role, similarly co-ordinating shipowner representation at the ground breaking ILO Maritime Labour Conference of 2006, which adopted the ILO Maritime Labour Convention.

ISF is also a member of a unique ILO institution, the bipartite Joint Maritime Commission (JMC), which comprises employer members co-ordinated by ISF and seafarers' representatives organised by the International Transport Workers' Federation (ITF), and which for the last 50 years has determined the level of the ILO Minimum Wage for Able Seafarers, a recommendation applied globally.

ISF was also amongst the very first shipping industry organisations to gain consultative status with IMO in 1961. In more recent years, ISF has also been very closely engaged with training

standards, and has represented maritime employers at the major Diplomatic Conferences which adopted, and then radically revised, the IMO Convention on Standards of Training Certification and Watchkeeping for Seafarers (STCW) in 1978 and 1995. ISF is deeply involved with the current IMO review of STCW standards which will culminate with a Diplomatic Conference in the Philippines in 2010, which will adopt changes to the current global regime governing crew training and certification.

The membership of ISF today comprises national shipowners' associations from over 30 countries, which represent all sectors and trades of the shipping industry and about 75% of the world merchant fleet. Our primary interests in 2009 continue to be labour affairs and industrial relations as well as manpower and training, and seafarers' welfare.

The occasion of the ISF Centenary gives me the opportunity to thank all those individuals and organisations whose help and good intent have been so important to the success of ISF in its contribution to international maritime decision making on those issues that affect maritime employers.

The world has changed dramatically in the last 100 years, and the working conditions enjoyed by the seafarers employed by the industry then, bear little comparison with those that exist on our modern ships today. However, the issues that confront the industry in 2009, such as the importance of good industrial relations and the maintenance of an adequate supply of highly trained seafarers, are not so dissimilar to those confronting shipowners at the beginning of the last century and will, I am sure, be the key issues for ISF in the years to come.

Spyros M Polemis

President

Key Events in ISF History

 1909	ISF established as an international employers' organisation in response to growth of organised labour and increased co-ordination among seafarers' unions
 1919	Foundation of ILO by League of Nations
 1920	ISF co-ordinates representation of maritime employers at first ILO Maritime Labour Conference in Genoa
 1948	Launch of ITF 'Flag of Convenience' Campaign against open registers
 1948	Foundation of IMO by United Nations
 1958	ILO Joint Maritime Commission (comprising ISF and ITF) establishes ILO Minimum Wage for Able Seamen
 1961	ISF granted consultative status at IMO
 1976	ILO Merchant Seamen (Minimum Standards) Convention, ILO 147, adopted

 1978	IMO STCW (training) Convention adopted
 1982	ISF (and ICS) publish Code of Good Ship Management Practice
 1990	First ISF/BIMCO global manpower survey
 1991	ISF and ICS Secretariats combined as Maritime International Secretariat Services (Marisec)
 1993	IMO adopts International Safety Management (ISM) Code
 1993	ISF launches first international training record books for trainee ship's officers
 1995	IMO STCW Convention radically revised
 2001	ISF Guidelines on Good Employment Practice published
 2006	ILO Maritime Labour Convention adopted

Promoting Decent Work at ILO

Juan Somavia

Director-General, International Labour Organization



I would like to congratulate the International Shipping Federation (ISF) on reaching its centenary. I also congratulate individual shipowners, members of the ISF's national shipowner affiliates, who bring their own strength and commitment to the Federation.

From its inception in 1919, the ILO's founders insisted that the international nature of the shipping industry justified a special status for it within the Organization. Since that time, the ILO and the ISF have had a long and rich collaboration centred on promoting decent work for all women and men aboard ships while sustaining productivity and competitiveness in a dynamic global industry. From the first Maritime Session of the International Labour Conference, the establishment of the Joint Maritime Commission and adoption of the first maritime instruments of the ILO in 1920, to the adoption of the landmark Maritime Labour Convention in 2006, we have a record of notable achievements and the ISF has made its mark in the pages of the ILO's 90 year history.

ISF has played a key role in the Joint Maritime Commission set up in 1920 to "assist the technical maritime services of the International Labour Office" and "to be consulted on questions of maritime labour". Composed of equal numbers of representatives of shipowners and seafarers, this Commission has been the only bipartite body in the tripartite ILO. When it was decided that "the very special questions concerning the minimum conditions to be

accorded to seamen would be dealt with at a special meeting of the International Labour Conference”, the Commission continued to have the responsibility of previously considering all questions on maritime affairs to be pursued by those conferences.

This Commission has been an important vehicle for progress. The direct participation, engagement and leadership of shipowners and seafarers in the development of maritime labour standards, have been critical in charting a balanced approach to meeting the needs of stakeholders. The ISF has helped to build the capacity for consensus-building when addressing the often difficult issues of this sector.

The ISF has also been present as the ILO has embarked on the process of modernizing its approaches, applying its core values to 21st Century realities. Shipping, the earliest of global industries, was an innovator with the adoption of the Maritime Labour Convention, 2006 which effectively established a “Seafarers’ Bill of Rights” and a level playing field for shipowners. It was the first Convention to pursue a comprehensive approach, with effectively implemented and enforced standards. To date, with five ratifications covering over 40 percent of the world fleet by gross tonnage, we look forward to its entry into force in the next two years.

Now, as we face the challenges of these turbulent times, our organisations must draw on the depth of our respective experience and on the capacity to lead and innovate. Today the elements of the Decent Work Agenda - promoting employment and enterprise development, extending social protection, strengthening social dialogue and respecting rights at work - are key to charting a course out of crisis and towards a fair and sustainable globalisation.

We look forward to continuing and reinforcing our collaboration with the ISF.

Again let me express my sincerest congratulations on this important anniversary.

Representing Good Employers at IMO

Efthimios E Mitropoulos

Secretary-General, International Maritime Organization



It gives me great pleasure to offer my warmest congratulations to the International Shipping Federation as it celebrates, this year, its 100th anniversary. When ISF was founded, in 1909, labour affairs, manning, training and seafarers' welfare were not generally high on many governments' agenda. That shipowners should form a body to represent their interests in such matters reveals how

prescient they were, given that it is only relatively recently that the importance of human resources in shipping has received the widespread recognition it deserves. In this respect, ISF can truly claim to have been considerably ahead of its time.

ISF has long been an active participant in international efforts to address employment standards for seafarers. As the official 'social partner' responsible for co-ordinating national shipowners' associations at the International Labour Organization (ILO), ISF was, for example, at the centre of the development of the ILO Maritime Labour Convention, 2006, and has subsequently worked assiduously to promote its ratification and implementation.

ISF was also among the very first industry organisations to gain consultative status with IMO, back in 1961. In this capacity, it has been closely engaged with the development of training standards for seafarers, representing maritime employers at IMO's major Diplomatic Conferences of 1978 and 1995, which adopted, and then

radically revised, the STCW Convention. I am particularly pleased to see that, keeping with tradition, ISF is still leading employers' input into the latest review of that treaty instrument and its associated Code before the matter is brought to another major Conference scheduled to take place in Manila in June 2010.

ISF's participation in joint IMO/ILO working groups on seafarer issues; the development of ISF training record books for deck cadets (used by tens of thousands of trainees worldwide and which are referenced in the footnotes to the STCW Convention); ISF support for IMO model courses; its work on manpower planning; its active promotion of IMO and ILO conventions; and its current support for the "Go to Sea!" campaign are all further examples of ISF's worthy initiatives and of its practical and effective commitment to the causes it espouses and are to be strongly commended.

Today's ships are high-value assets and must be entrusted to professionals of a similarly high quality. If the global pool of competent, properly qualified, certified and efficient seafarers is to meet the predicted demand, then seafaring must be seen as a viable career choice for people of the right calibre. The employment conditions for seafarers must be at least comparable to those found in other industries. ISF's commitment to the development and promotion of best employment practices, applied internationally, serves to foster the level playing field that both shipowners and seafarers require.

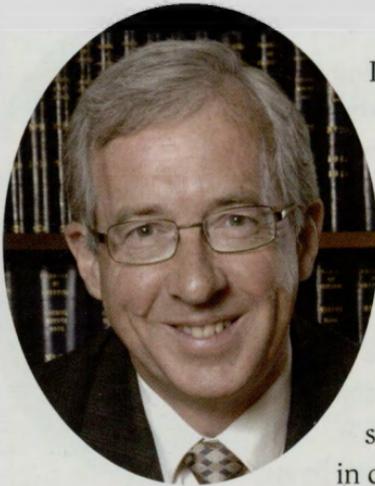
While preparing for ISF's Centenary celebrations, we turn our minds to its leaders and staff with fond memories and in full recognition of their services to shipping and the international seaborne trade. We owe them a lot.

Once again, congratulations to ISF on a century of achievement; I have no doubt that it will continue to rise to the challenges that will come its way in the future, as it has done so successfully in the past.

Looking To The Future

Tony Mason

ISF Secretary General



I have greatly enjoyed the challenge and the privilege of being the Secretary General of ISF - although, so far at least, for only three out of the first hundred years. So I am somewhat diffident about predicting the organisation's future. It is clear however that, so long as there are shipping companies employing seafarers, ISF will have an important role in championing responsible employment practices and first class training standards for the benefit of the dedicated and high calibre people whom our vital industry employs.

I would suggest that the biggest challenge for the next hundred years will be ensuring we have sufficient well trained and motivated seafarers to crew the increasing number of ships which will be required as world trade continues its inexorable growth - notwithstanding the deviation to the long term trend caused by the present global financial problems.

In the past we have relied on economic forces to persuade the youth of developing countries to pursue a career at sea, while for others it has been the opportunity to travel to far off places. With increasing standards of living in emerging economies, and the spread of low cost airlines, we will no longer be able to rely on these factors to motivate our crews of the future. We will therefore have to ensure that not only are seafarers paid appropriate remuneration but that they have a good quality of life on (and off) the ship to compensate

for the long months away from friends and family, and for the unsocial hours worked.

We will also need to ensure that seafarers are treated with the respect they deserve, no matter where in the world their ship may happen to call.

ISF will continue to play its part in achieving these goals, through its principal areas of activity: maritime labour standards, manpower supply and training, and seafarers' welfare. Relations with trade unions, predominantly the International Transport Workers' Federation (ITF), are likely to continue to dominate our agenda, as they have done for the last 100 years. ISF and ITF are currently co-operating in the promotion and implementation of the ILO Maritime Labour Convention, and work together on issues, as occasion demands, such as safety and the unwarranted detention of seafarers. But differences of principle still remain concerning ITF's campaign against so called 'Flags of Convenience', notwithstanding the fact that many of the largest open ship registers are actually amongst the very best performing flags. When it comes to the enforcement of maritime labour standards, ISF believes it is far more productive to focus on continuing to improve the performance of all maritime administrations, and our aim should be a situation where flags are judged on objective standards rather than arbitrary labels.

The relationship between ISF and ITF is of course enshrined in their status as 'social partners' representing employers and seafarers respectively at ILO. With the maritime industry having led the way since 1920 in agreeing international labour standards under the auspices of ILO, I have no doubt that this important work will continue through the next one hundred years. ISF has already supported a number of resolutions which will result in further development of standards and guidelines for the industry at ILO, one of which is focused specifically on Crew welfare.

Seafarers will increasingly expect fair and consistent employment

standards, irrespective of vessel flag or crew nationality. The entry into force of the ILO Maritime Labour Convention (MLC), expected in 2011, should help to ensure that high standards are maintained. Moreover, it contains a mechanism for allowing international labour standards to be updated progressively to deal with changing circumstances, or where gaps may be found. For example, principles for later incorporation have already been developed since the 2006 ILO Conference, by governments, unions and employers, to address situations such as bankruptcy, to ensure that crew can always be repatriated.

The seagoing workforce has always been international. The shipping companies of 1909, although largely based in Europe, recruited seafarers far and wide, from Asia, Africa and the Middle East. However, since the 1980s there has been an explosion in the employment of seafarers from emerging economies. The majority of the world's seafarers now live in Asia, including increasing numbers of senior officers. The revisions to the IMO STCW Convention in 1995 were focused on ensuring that standards of training, and hence the validity of certificates, were consistent irrespective of the country involved. Since then, dramatic improvements in training facilities, and methods of assessment, will mean that the nationality of seafarers should have far less relevance to issues such as quality.

The STCW Convention is currently being updated, with the amendments expected to be adopted at a Diplomatic Conference in 2010. Thereafter the onus will be on the industry and its regulators to ensure that standards of competency and training continue to be updated in line with technological development and the evolution of best practice.

Manpower planning at a company, national and international level will continue to be vital. The industry will need to be proactive in seeking out new sources of seafarers, and ensure that they can be trained to the required standards. ISF will continue to provide an international perspective on the supply and demand for trained seafarers.

We should not forget that shipping was the very first globalised industry, although the industry can no longer claim a monopoly when it comes to global co-operation. However, other industrial sectors might find much to learn from the shipping industry, which is unique in terms of having globally enforceable employment standards, and from the bodies such as ISF which represent it.



ISF Secretary General, Tony Mason (right) and ITF General Secretary, David Cockroft, sign a joint letter to the IMO Secretary-General and ILO Director-General, concerning fair treatment of seafarers in the event of maritime accidents.



Early History of ISF 1909-1950

*Reproduced from a History of the British
Shipping Federation published in 1950.*



Mr Cuthbert Laws, the first ISF General Manager

Early History of ISF 1909-1950

Even a rabid isolationist could hardly deny that shipping is an international industry. It is natural, therefore, that the international organisation of shipping should have been begun quite early after the establishment of national bodies. In various places on the Continent of Europe - Amsterdam, Antwerp, Copenhagen, Marseilles, Naples, Paris and Dunkirk - maritime federations or unions of employers had been formed to resist the "workmen's syndicates." These wanted to link up with the British Shipping Federation (BSF) in 1902, but the BSF did not think the time was yet ripe.

Again the pressure of events forced it into action. The leaders of the seafarers' unions were threatening an international strike a few years later and in 1907 the BSF invited various shipowners' federations in Europe to meet in London to discuss "the maritime labour problem both in England and abroad in all its bearings, more especially with a view to arranging a scheme of co-operation between the various organisations for the mutual support of their members at any time the trade unions should attempt to give effect to their declared intention of themselves concerting attacks upon an international basis."

The Conference appointed an international committee consisting of two representatives of the shipowners' associations of the principal maritime countries for the purpose of "further discussing and formulating a scheme of international co-operation in dealing with

labour disputes.” The first meeting was held in London on 22nd and 23rd January 1908. Eleven countries were represented: Belgium, Denmark, France, Germany, Holland, Hungary, Italy, Norway, Spain, Sweden, United Kingdom. Suggestions for the formation of an international federation were considered, certain principles were agreed to, and a sub-committee was appointed to draft a formal constitution. A photograph of this meeting was taken. It may be that the individualists of those days were more rugged than they are now; it may be that the standard of pulchritude among shipowners of all nations has markedly improved; or it may be that there was simply something wrong with the lens. But whatever caused the recorded result it has been felt, as this is a serious volume and the amity of nations should be preserved, that the photograph should not be reproduced!

The constitution as finally revised is dated 3rd March 1909. The first meeting of the General Council of the International Shipping Federation was held at the British Federation offices in London on 24th May, and the birth of the ISF was formally registered on 20th October.

There is a clear parallel between the British Shipping Federation and its international counterpart. Each came into existence with a certain reluctance; each felt its interests threatened by the growing power of the “new unionism” which was spreading among seafarers; each considered that it was really acting in self-defence. But in point of fact both bodies were essential parts of the structure of industrial relations which was painfully to be built up in the years to follow. It soon became clear that internationalism was a necessity and not a virtue of the business of shipowning.

The original Articles of Association of the International Shipping Federation would be remarkable but for the fact, as Mr. Basil Sanderson, the President (*in 1950*) once put it, that “The beauty of any Articles of Association is that in the long run they never have any relation to facts.” The ISF had taken powers:

1. To consider all questions affecting the interests of the shipping trade and other trades connected therewith(!);
2. To indemnify shipowners against losses, liabilities and contingencies; and
3. To maintain employment bureaux throughout the world for supplying seamen and dock labour.

In fact, the work of the ISF before the 1914 war, though much more modest than might have been expected from the above rather grandiose objectives, was very important both in itself and in getting the national associations accustomed to working together on a practical job.

The newly-formed organisation concentrated at the outset upon dealing with strikes both of seafarers and of dock labour - but mostly the latter. Too often in the past, while the national employers in a port might be determined to resist what they considered to be unjustifiable demands, the front was broken - often in ignorance - by a foreign shipmaster anxious to get his ship to sea again.

The ISF, in the general interest of shipowners as a whole, determined to put a stop to this and achieved a great measure of success. This involved knowing - and knowing quickly - what a local strike was about, determining whether any general principle was involved, and collecting funds adequate to indemnify owners for taking the long view and delaying their ships. All this was done, and local offices of the ISF were set up in Belgium, Denmark, Germany, Holland and Sweden. When the Federation "adopted" a strike it meant that the new organisation recognised that some general principle was at stake, and that the shipowners of all the countries which were members of the ISF were prepared to dip into their pockets to defend it. Inevitably, therefore, the constituent members of the Federation got to know a good deal about employment conditions in other countries and this was unconsciously paving the way for the

future development of the Federation.

Even in these early days the ISF was considering action on more constructive matters. It was worried about the question of desertions and the ease with which they were permitted, or even encouraged, in the USA. It was also at one time considering - though with some doubts as to whether the matter was quite within its competence - a laying-up scheme in times of bad trade.

But all this strike machinery went overboard when the First World War broke out in August 1914, and in fact it was never salvaged. The ISF had other things to do.

During the 1914-18 war, in significant contrast to the Second World War, the ISF went into cold storage. When it emerged in 1919 the world of industrial relations in which it had to operate wore an entirely new aspect. This was due to the creation of the International Labour Organization. Almost at once the membership and practical scope of the ISF were altered.

The International Labour Organization is a remarkable institution. It is the only part of the League of Nations which has survived the Second World War virtually unchanged. It has a tripartite basis - employers, workers, and Government - and it is unique in that employers and workers are present in the organization of their own right. That, it may be suggested, is the real reason why it has continued and developed while so many other international bodies have faded away. It was, and is, a forum where all can speak and no one is gagged.

The fundamental purpose of the ILO is to ensure that more backward nations shall not, by depressed labour conditions, compete unfairly with the more advanced countries or seriously retard their further advance. With this purpose shipowners are in complete agreement. This is not to say that they have not at times profoundly disagreed with the methods suggested or adopted.

To carry out its objectives the ILO holds an annual Conference. A complete national delegation consists of four delegates - 2 government, 1 employers' and 1 workers' - and these may be accompanied by advisers. The Conference may make decisions in three forms - Conventions, recommendations, or resolutions. Conventions and recommendations require a two-thirds majority; resolutions only a simple majority. The delegates are not plenipotentiaries and no country is bound to ratify a Convention or adopt a recommendation, whether or not its government, or other delegates, have voted for it at the Conference. There is, of course, a considerable moral obligation upon a government which votes for a Convention to see that it is put into practice. But the sole treaty obligation resting upon each government is, within 18 months of the end of the Conference, to bring the Convention or recommendation before its legislative authority, and if it decides against ratification to give the reasons to the ILO.

The Governing Body of the ILO is also tripartite. In effect it fixes the Conference agenda and carries on the work between Conferences.

In national legislation every country in practice appreciates that there are fundamental differences between shipping and shore industries. In some cases those differences have not been recognised without a struggle. This national struggle had its international counterpart in the ILO. The constitution of the ILO recognised from the outset the possibility of a Special Maritime Conference, but it was silent upon the question of how it was to be selected.

At Genoa, in June 1920, the first ILO Maritime Conference was held. Its successes were out-topped by one signal failure - the Convention on hours of work did not secure the necessary two-thirds majority. For a short time this bedevilled the outlook and there were those who would have sought a short-sighted "solution" of this difficulty by referring shipping questions to the general land conference.

In the early days of the ILO there was a real danger that the shipping

industry would not be recognised as having special problems. The seafarers were no less keenly alive to this danger than the shipowners and, indeed, in 1919 were pressing strongly for a separate International Labour Organization. On both the employers' and workers' sides the land industries viewed these claims with some apprehension. For one thing, shipowners and seamen had their international organisations in being long before corresponding bodies were set up for shore industries. The shore organisations were only just finding their feet, and if shipping kept apart, why not coal, agriculture, textiles, engineering, docks, rail and road transport? These fears have died and there is no real danger now that the shipping industry will be denied the right to settle its own questions internationally in its own way, so far as the constitution of the ILO will allow. This qualifying phrase is necessary because it is still the right of any member of the ILO to send a delegation to a maritime Conference even if it has no seamen, no ships and no coastline. It is to the credit of the non-maritime countries that in later years most of them have not sent delegates to maritime conferences. But it was not always so.

Maritime sessions of the conference were held in 1920, 1926, 1929, 1936 and 1946, with preparatory meetings in 1935 and 1945. (*They were subsequently held in 1949, 1958, 1970, 1976 1987, 1996 and, most recently, 2006.*)

Clearly some body was required to prepare the agenda and deal with maritime matters in between conferences. Hence the Joint Maritime Commission. It was appointed in March, 1920, only a few months after the International Labour Organization was set up. It was, and remains, bipartite; that is to say, it represents shipowners and seafarers, and not Governments. In this respect it differs from any other part of the ILO machinery. The Commission advises the ILO Governing Body on all maritime questions, and it must be consulted in advance on any which it is proposed to put on the agenda of an International Labour Conference.

The Commission is now much more representative than it used to be. Both sides have very large overseas membership; full membership on each side has been increased from five to twelve; and whereas there were no deputies when the Commission was instituted, now there are five per group. The Commission has been trebled in numbers, and when it meets it is a Maritime Conference in miniature but, of course, without Government representation.

The questions brought before the Commission have become more varied and extensive. A large number of technical reports are submitted to it, and the members, being for the most part experts, are able to give sound technical advice. Apart from technical questions the Commission devotes a great deal of time - and necessarily - to what may be called "industrial politics." The part to be played by the International Labour Office in the general international setting is of very great importance to shipping. Moreover, shipowners and seafarers, having been so long accustomed to international work, have practical experience which is of help to the ILO, and experience has taught that while they are frequently highly critical of the ILO it is an organisation which has stood the test of time and on the whole has played a worthwhile part in developing industrial relations. Neither shipowners nor seafarers are likely to rush off with their troubles to one of the multitude of new organisations created or projected since 1945. In the Joint Maritime Commission they are given a fair chance to work out their own salvation. The Commission itself has developed greatly in stature and in responsibility, and the International Labour Organization could not do useful work in maritime affairs without it.

It will now be clear why and how the creation of the ILO radically altered the work and membership of ISF. In general the ISF provides a forum in which the national shipowners' associations can consult together on any question of industrial relations or employment conditions generally. This it does regularly at its own annual conferences.

But in addition to this general duty it now has the specific and onerous tasks of organising the Shipowners' Group at Maritime Conferences and at meetings of the Joint Maritime Commission and - what is often even more important - ensuring that there is adequate preparation beforehand.

These tasks are not easy, but a remarkable measure of success is achieved. This would be readily - and sometimes with exasperation - admitted by members of the government and seafarers' groups. Defence works which seem so impregnable from in front, usually seem all too vulnerable to those sheltering behind them. And each group no doubt is prone to believe that the others have an easier task than they. But the Shipowners' Group is well organised.

It is difficult for those who have not attended an International Maritime Conference to appreciate what is involved in organising a group. The group system has obvious disadvantages but, as in the House of Commons, if the decisions of the Conference are to have any authority at all and are to be carried into effect, it is essential for the groups, as far as possible, to have some measure of coherent and common policy. It is easy for critics to say - as with some justification they often do - that one result of the group system is that delegates do not always vote on an international proposal in the same way as they would if they were at home. That is quite true, but it is true of all the groups, including the government group, and if every delegate voted as he nationally listed and never reached accommodation with anybody else, the Conference could come to no decision that would be carried out. It is bad enough in all conscience that every vote should count equally, no matter what the maritime responsibilities involved, but the chaos that would result if there were no groups and no group discipline is appalling to contemplate.

In 1929 when the shipowners arrived at Geneva they found a cuckoo in the nest - a self-styled "shipowner" representative appointed by the USSR. Important votes are taken by roll-call. On one occasion

the USSR shipowner was out of the hall when the roll-call started and therefore had no idea what the vote was about. With great presence of mind, however, and true to his general policy, he solved the difficulty when his name was reached by saying neither “Yes” nor “No” “Oui” nor “Non”, but “I vote against the shipowners!”

Throughout the history of the International Shipping Federation (*until 1990*) its General Manager and Secretary have been the same as the chief executive officials of the British Federation.

The first director of the International Labour Organization and the man who more than any was responsible for ensuring that it did not go the way of so many other international bodies, was Albert Thomas. He was a French politician of the first rank and had been Minister of Munitions in the 1914 -18 war. Because of that, and his oratorical powers, he was often referred to as the “Lloyd George of France.” He loved a fight and found a worthy and joyous adversary in Cuthbert Laws, the first General Manager of the International Shipping Federation. There is little doubt that Albert Thomas started by being opposed to Special Maritime Conferences, partly because in shipping matters he was somewhat out of his depth and partly because of an understandable fear that too much separatism might disrupt the Organization. There is little doubt either that Cuthbert Laws at first regarded the ILO as a useless and probably short-lived body controlled by landlubbers. Gradually out of fierce exchanges and equal determination on both sides, the present solution was evolved. Albert Thomas was a political orator of the highest order. He could get passionate and emotional on little or no provocation, and when it was known that he was going to make one of his major speeches his household always arranged for a fresh set of underwear to be laid out for his comfort afterwards for he would be soaked with perspiration.

He met his match in Cuthbert Laws, who was an orator in the grand and classic style and, true to that style, drew many of his analogies and many of his phrases from the Bible. His choice of language was

impeccable and he had the voice to carry it off. The duel between these two men was something to be seen and enjoyed. Each had a healthy respect for the other's abilities. Both were short and rather burly, but there the physical resemblance ended. Thomas had a mass of black hair and a picturesque black beard at which he would tug when excited, and from which he plucked what spectators used to aver were "handfuls of hair".

Their duels were in the classic style - rapiers not cutlasses. Thomas always seemed to be aiming for ideals, and Laws to be striving to bring him back to the practical sphere. Thomas looked upon an adopted Convention as an achievement. Laws always looked further ahead, and tried to see what was going to happen after the Convention was signed. Thomas was happy if he could see an ideal enshrined on paper, whereas Laws, with his practical mind, wanted to see it translated into practice.

Even when silent both Thomas and Laws were striking figures in any assembly, but when it was known at any sitting that there was likely to be a clash between them, delegates willingly left the adjacent bars and tearooms, and lobbying in the corridors, for the conference hall.

When the ILO finally became convinced that maritime matters must not be dealt with at the General Conference, and as the Joint Maritime Commission developed, there was not the same occasion for the leaders of either the seafarers' or the shipowners' groups to be in regular collision with the director. The limelight therefore switched to the struggles between the spokesmen of the two groups, Mr. J. H. Oldenbroek, general secretary of the International Transport Workers' Federation, and Mr. Richard Snedden, chairman of the Shipowners' Group. Without inside knowledge, no observer would guess that English was not Oldenbroek's native tongue. He was normally quiet in delivery but very insistent, and it is fitting that his determined stand against Communism was recognised by his appointment as General Secretary of the newly-formed International Confederation of Free Trade Unions.

Mr. Snedden was also normally a quiet speaker. But when need be his speeches and delivery were so devastating that they justify the nickname given him by the USA press in 1946 of "the blockbuster." But this is in plenary session. High explosive is not his only weapon and in sub-committee he would usually be found striving calmly and without heat for a workable solution.

This chapter would not be complete without recording that the ILO has been fortunate in having been able to appoint in succession as officers-in-charge of maritime affairs Mr T T Scott, Mr R J P Mortished, and now Mr James L Mowat. They have all three had rough handling from all groups and they have done a bit of rough handling themselves, but the saving feature of the situation is that differences are brought out into the open and a genuine attempt is made to reach workable solutions. In short, the handling of maritime matters is comparatively free from the intrigue which bring so many international bodies into disrepute.

And finally, as far as the Shipowners' Group is concerned, it must be grateful for the ready assistance given to it by the general employers' group and by the International Organization of Employers. Relations have throughout been happy, when they could so easily have been strained. It would be fair to add that while the shipowners' group feels that the general employers' group has never let it down, that feeling is reciprocal.



(from left to right): Messrs Lecocq, Deckers, Robb, Albert Thomas (ILO Director-General), Nordborg, Cuthbert Laws, de Bosschère, Randall, Hori - Geneva, November 1920



First session of the Joint Maritime Commission

(from left to right): Messrs Döring, Rivelli, Haroldsson, Damm, Havelock Wilson, Oudegeest, J. Phelan, Albert Thomas, Arthur Fontaine, Lecocq, Cuthbert Laws, Robb, Deckers, Hori, Nordborg, de Bosschère - Geneva, November 1920



First ILO Maritime Conference, Genoa, 15 June-10 July 1920



Plenary 1st Sitting, Genoa 1920



**Working with ISF
1969-2009**



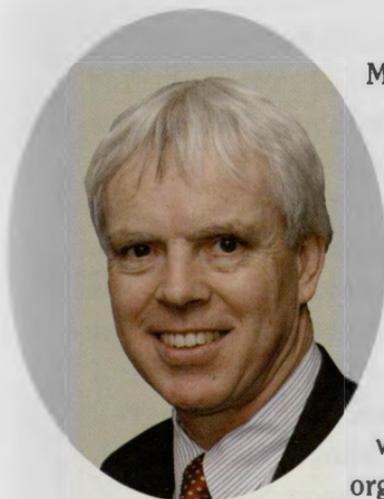
*ILO Director-General, Juan Somavia (centre) meeting with ITF
General Secretary, David Cockroft (left) and
former ISF Secretary General, Chris Horrocks, in 2006*

Stepping Stones in Regulation

Mark Brownrigg

Managing Director, UK Chamber of Shipping

ISF Secretary 1976-1983



My time as ISF Secretary spanned 6½ years. Although I didn't know it then, or even by the time I moved back to the UK Chamber mainstream, this was a period of prime importance for labour regulation in international shipping. Not just for what was achieved directly during those years, but for what was to be built later on the foundations stones that were laid. All I knew was that it was one of the best jobs in our organisation.

When I started, the ISF Director was Jim Rice-Oxley - a man of keen intellect, highly articulate and persistent in debate, and very 'human' in his style. To this day, I count Jim and his successor, John Whitworth, among my main mentors. I took over from John Lusted in November 1976, just after the 62nd International (Maritime) Labour Conference in Geneva. So this cameo cheats a little and starts from that. It was also a period when the International Maritime Organization was deepening its involvement in labour related affairs from the viewpoint of safety.

Through this fascinating period, ISF protected and promoted the interests of the international shipping industry during the development of a raft of instruments which are now widely supported. And these trails are still being built on and refined today.

The ILO's Merchant Shipping (Minimum Standards) Convention 1976 (ILO 147) was remarkable in bringing a wide range of safety and labour standards together in a single text. It required adherent states to ratify, or apply 'substantially equivalent' standards to, a list of ILO Conventions covering safety standards, seafarers' social security, and shipboard employment and living conditions. It would later stand alongside the prominent safety and anti-pollution Conventions developed by IMO, and was in many ways a precursor to the ILO Maritime Labour Convention of 2006. A major advance in ILO 147 was the emphasis placed not just on its implementation by flag states, but also on port state control, which - for the first time - validated extraterritorial reach in the interest of safety.

ILO 147 was also a key element in the international industry's strategy to move from the subjective and emotive focus on so called 'Flags of Convenience' to the wider and more objective concept of 'sub-standard ships' - through the development of a comprehensive set of widely endorsed international Conventions setting standards (which could be applied in an agreed and consistent way to all ships on all registers) across all aspects of safety and responsible ship operation, including the conditions of serving seafarers.

The second area of attention was the training of seafarers. The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978 provided the first detailed definition of minimum standards for watchkeepers, training of deck and engineer officers, basic safety and survival training, and specialist training for the crews of oil, chemical and gas tankers. ISF led strongly for the industry, both through its observer status in IMO's STW Sub-Committee and through leadership of the ILO Employers' Group at the Diplomatic Conference, which was organised by IMO in association with ILO.

As work on training standards drew to a close, attention turned to crew numbers and in 1981 the IMO Assembly adopted its Resolution

A.481(XII) on Principles of Safe Manning, which urged governments to ensure that ships carried minimum safe manning certificates and spelt out in detail principles governing their issue. These principles have been subject to revisions since then and are now required to be taken into account by companies.

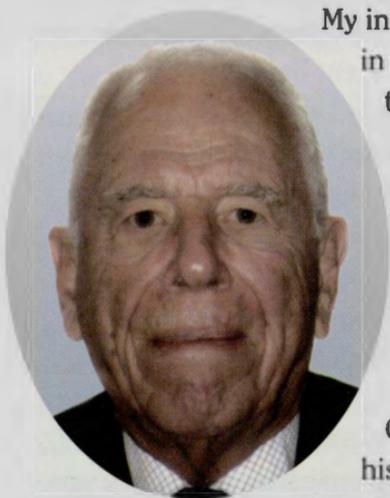
Around the same time, following an approach by the then IMO Secretary-General, ISF developed industry guidance, together with ICS, to ensure that shipping management lived up to its practical responsibilities in ship operations. A Code of Good Ship Management Practice in Safe Ship Operation was published in 1982, which provided the first recommended framework of 'best practice' and companies were urged to review their procedures against it. This highlighted the responsibilities of shore-based management for all technical operations, the needs of shipboard personnel, proper emergency procedures, and proper communications between ship and shore. It was to lead to the development, in 1993, by IMO of the International Management Code for the Safe Operation of Ships and for Pollution Prevention (the ISM Code), compliance with which was made mandatory under SOLAS in 1998.

Add into this mix the nascent coverage of piracy (then called 'armed robbery' and focused mainly on Nigeria), highly technical areas such as medical guides for ships, and relations with the international trade unions and you can appreciate that life then was both varied and lively!

Reminiscences of ISF

John Whitworth, OBE

ISF Director 1980-1988



My initial involvement with the ISF was in the late 1960s when, as a member of the British Shipping Federation (BSF) Executive Council, I attended a dinner at Gleneagles, Scotland, which the BSF hosted for that year's ISF Annual Meeting. Subsequently, I attended the 1970 ILO Maritime Conference as a member of the Employers' Group. Jim Rice-Oxley chaired the Group and we all worked together under his direction. My main involvement was in the preparation of a new ILO Crew

Accommodation Convention. Little did I think at the time that at a future ILO Conference it would fall to me to chair the Employers' Group.

Having joined the BSF in 1972 as Director, Industrial Relations, I succeeded Jim Rice-Oxley as ISF Director, on his retirement in August 1980. It was clear that a very effective pattern of operation had been established by Jim and his distinguished predecessor, Sir Richard Snedden. Almost immediately I was pitched into a meeting of the ILO Joint Maritime Commission; this was the first of a sequence of many meetings in Geneva and elsewhere, culminating in the 1987 ILO Maritime Conference.

The burning issue throughout the 1970s and 1980s was the continued onslaught by the ITF on 'Flags of Convenience' - or Open Registers as we preferred to call them. ISF consistently argued

that the ITF should abandon their unilateral demands, enforced by strikes and boycotts of ships by dockers, in favour of establishing international labour standards, enforced by port state control, through properly structured negotiation and discussion on a tripartite basis in the appropriate international organisations.

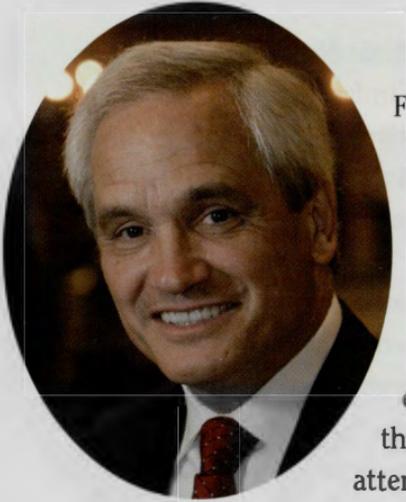
This necessitated a more positive approach in the ILO (and IMO) than some of our member associations would have wished. At the same time, progress on this basis was inevitably slow and many of the union delegates felt that radical action would be more productive. Fortunately, from our point of view, the union side was led throughout my time by experienced negotiators who knew too well that persistently extravagant demands would lead only to a failure to agree; in the final analysis they were able to persuade their more militant members accordingly.

My time as Director culminated in the 1987 ILO Maritime Conference which eventually adopted four Conventions, two Recommendations and eight Resolutions. The final texts were generally not unsatisfactory from the employers' viewpoint, this being largely due to the excellent work done by ISF members in the various Committees. While our colleagues were in a numerical minority among the 64 employers' delegates, they strongly influenced the outcome. Their cohesion was due in no small measure to their awareness of the issues at stake brought about by the activities of the ISF in the run-up to the Conference, and not least the corporate spirit arising from successive Annual Meetings. In those days these were hosted in rotation by ISF member associations and were very happy occasions.

Lessons Learned as a Shipowner Spokesman

Joe Cox

President, Chamber of Shipping of America



From 1984 until now, I have had the privilege (and the unparalleled learning experience) to be the Shipowners' Spokesmen at ten ILO meetings under the ISF banner. These include various deliberations on ILO Conventions, guidelines on compliance and enforcement, and negotiations on the ILO Minimum Wage. I have also attended innumerable meetings of the

Joint Maritime Commission and other officer meetings called by the ILO. While the Spokesman role has been interesting, enervating, exciting and seemingly desultory at times, all have one common aspect; the butterfly stomach prior to that opening speech by the ILO person who officially opens the meeting.

To set the stage, the ILO Conference room has three sections: the centre section seats for the government representatives; the left side, looking forward to the Chairman, is the seafarer side and the right side (now you know why I chose the forward view to the chair) is the shipowner side. After opening administrative tasks, including the selection of a government representative as Chair, the fun begins and starts with the long standing ILO practice of the shipowners' spokesman ("employers" in other ILO meetings) leading off with the general views of the shipowners. The practice continues throughout the meeting of having the shipowner representative speaking first.

I have learned three main lessons through these experiences. At

my first ILO session, I recall having to make a statement about our side of the room not representing the fishing industry. I thought it obvious and without question until my counterparts on the seafarer side started accusing me (and, through me, my colleagues on the shipowner side) of not caring for the safety and health of fisherman. What I wanted to say in rebuttal was that I do not know any fishermen, don't know who represents them, and could be more concerned as to their safety and health if they were here to advance their own lot. What I did say was something along more diplomatic lines about caring about all hardworking persons, dangers must be avoided, liking to eat fish, etc. Lesson learned: Don't let emotions rule what you say!

At another meeting, I was leading the negotiations on the ILO Minimum Wage. For those not aware of this ILO activity, there is a Convention that refers to a recommended international minimum wage for seafarers that is subject to a detailed formula and is updated periodically. As I did my homework on the language of the Convention and reviewed the calculations of the ILO office, I was struck by the bizarre aspect of an American negotiating on a minimum wage that, at the time, was between \$350-400 per month, far, far below the United States' minimum. It was a detailed negotiation and I had experts with me. At one point, on a tedious issue that I frankly did not fully understand although I knew the position the shipowners wanted me to hold, one of my experts leaned over and said quietly, "Joe, connect this issue up with this other one". I did and to my astonishment that connection was the linchpin for the rest of the negotiations. Lesson learned: Trust the experts!

My final lesson is more of a lesson in life. Many years ago I led the shipowner team - seven persons as I remember - on developing an inspection document for a major Convention. I had on the team a woman who I decided would be good as our representative in a working group we sent out to solve a problem. When they returned (equal members from us and the seafarers) she presented

the solution. The Spokesman for the seafarers would not accept it. He told the government Chairman that he and “Cox”, pointing at me, would go out and solve it. As we talked outside the room, I kept offering various solutions and combinations of solutions. He kept saying “no”. Finally, without realising it, I proposed a combination that the working group had come in with; he said, “It’s a deal”. When we went back into the room, the female shipowner representative who had worked the same deal was more than a bit surprised. Lesson learned: We will continue to have Neanderthals among us but we have to go forward nonetheless.

Working with my shipowner colleagues over the years has been a truly rewarding experience. I guess there is one further lesson in that when we stand with one view, sometimes even joined by our seafarer colleagues on some issues, we are a force to be respected. The International Shipping Federation has provided that coordinating opportunity for one hundred years: here’s one person’s toast to the next hundred.

How I Survived the ILO

Jerry Smith

General Secretary, Liberian Shipowners' Council 1977-1998



My first appointment as a Shipowner Spokesman at ILO was clearly a preemptive strike by an experienced hand over a new-boy. I am sure the ISF Director, John Whitworth, had turned down a dozen alternatives and I must have been the last resort as a Committee Chairman.

On arrival in Geneva at ILO Conferences, the ISF meets and formally elects its Spokesmen for each Committee - usually three. Each ISF delegate is assigned a Committee and each Committee then elects ("appoints" might be a better word) two key helpers: a Secretary to keep track of the debate and provide the Spokesman with prose to trounce the opposition, and a Whip to ensure the Shipowners' Group always has enough delegates present to win votes.

It was quite early on in the meeting that the first problem became evident. A vote on an amendment proposed by the ITF was about to be taken, and I turned to check with our Whip... nowhere to be seen! First amendment lost. "Find him," I snarled to the Secretary. Only a few minutes later a second vote was taken and this time no Whip and no Secretary. Second amendment lost. Tea break and the ISF Director was not happy. "The ISF never loses a vote", he informed.

Back to the negotiating table with both Secretary and Whip present.

Next amendment and I whispered to the Whip to check our attendance. As the vote was being held I turned to see the Whip desperately trying to assign delegates to his ten fingers. "Never could count", he cheerfully told me. Third amendment lost.

I think we lost the first twenty votes before the Chairman took pity on us and offered to assume all ISF delegates were present for all votes. I leapt at this generous offer, not realising this effectively gave the ISF team leave to go shopping.

The next day we were embroiled in a particularly difficult amendment and I asked my Secretary to draft a compromise text. Minutes later I asked for the floor. The suggested text was pushed under my nose. I looked down and saw total gibberish, albeit in perfect handwriting. "What on earth is this?" I whispered, only to have whispered back: "I thought you knew I'm dyslectic."

Only the second day and I have a dyslectic Secretary, and a numerically challenged Whip! Things got a little better after David Dearsley (ISF Secretary) joined me on the third day, but by this time the new Convention was looking like a gift to the unions.

On the fifth day the only way ahead was to declare that the whole text was unsatisfactory and needed a total revision. Somehow my dear friend Leo Barnes (National Union of Seafarers India) agreed, as did the Committee Chairman. The ILO Secretariat, on the other hand, did not, as protocol only allows a Convention to be updated or amended by the process of formal negotiation! This was about the only battle we won that week as we dug our heels in and refused to negotiate.

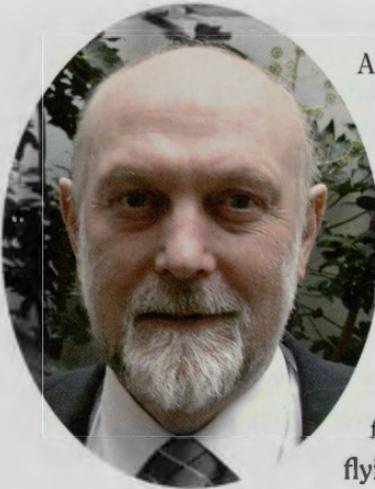
I remember the experience chiefly as two weeks of constant panic, through which I comforted myself with the sure knowledge that it was the first and last time I would be asked to act as a Shipowner Spokesman. But John Whitworth retired and Chris Horrocks, his subsequent replacement, knew naught of my history and I was

nominated a second time! By the third Conference I attended I was no longer an ISF delegate, instead representing the government of Liberia. I could hear the sigh of relief here in New York State.

The ISF Role in Union Affairs

David Dearsley

ISF Secretary and Deputy Secretary General 1984-2006



Almost uniquely among the international maritime organisations, ISF is virtually defined by its role with the maritime unions, particularly with its counterpart, the International Transport Workers' Federation (ITF).

Having, I imagined, passed in 1984 the formal part of the interview process for the position of ISF Secretary with flying colours, I was then invited to have lunch with the ISF Director and a prominent representative of an ISF member - the formidable John Whitworth and Jerry Smith (Liberian Shipowners' Council) respectively. During lunch I asked the innocent (to me) question why it was not possible for the ISF Secretariat to stitch up a deal with the ITF Secretariat and avoid all of these long and expensive ILO meetings. From the reaction, it was obvious to me that either the food was off, an atomic bomb had gone off somewhere close, or my question was absurd.

My first experience of ISF in action was to be sent to Geneva for one week at the end of the UNCTAD Convention on the Conditions for the Registration of Ships. This was an interesting learning experience at which I spent a full week sitting in the delegates lounge looking at Mont Blanc through the window, drinking vast quantities of coffee and wondering why I had joined.

Then, in the lead up to the ILO Maritime Conference in 1987, I began to discover what ISF life was really all about. Incredibly long hours of intense discussion, detailed preparation of papers and positions, early morning briefings, late evening de-briefings, occasional hilarity and euphoria at the end of a job done as well as we possibly could. The intensity of such events for the principal protagonists generated a camaraderie amongst the ISF delegates, and a respect between them and the ITF delegates in similar positions, that is almost unparalleled in the maritime world in my experience.

It would be unkind to name particular individuals who are memorable to me during in my time with ISF because virtually everyone was memorable. But the shipowner Klaus Oldendorff - the hammer of the ITF - Koichi Akatsuka, for so long the voice of Japan in London, and the three ISF Directors during my time, John Whitworth, John Lusted and Chris Horrocks, should have honourable mention because of their special qualities which helped make ISF what it is.

But if naming individuals is difficult, naming places is easy. The Pearl du Lac restaurant in Geneva, the Fountain restaurant in the same city - which is not really called the Fountain, but we always managed to find it - the New Fountain restaurant, which is not called the New Fountain either, and the Café de Paris, will be familiar names to all those involved. The Carlton Hotel where we always stayed in the early days - with our Director in an apartment on the 7th floor fully equipped for drinks parties - subsequently replaced by the Eden and then by the Epsom Hotel, remain fond in my memory.

But no reminiscence of these times can possibly be complete without a mention - nay a tribute - to the Pickwick Pub. More deals were done in my time in the Pickwick than in any second-hand car showroom. More contacts were made there and relationships cemented than in any dating agency. The noise, smoke, prices and

wall-to-wall television were appalling but, in its time, it was very close to the centre of the ILO maritime world, and it provided much appreciated R&R to those of us who needed it.

100 Years of Expertise

Juan Kelly, CBE

ISF President 1992-1998



A Centenary is a singular occasion in the story of any organisation. The International Shipping Federation, with over 30 members representing some 75% of the world's fleet, has much to celebrate. And there can be no better occasion on which to acknowledge those whose notable commitment and expertise have successfully furthered the interests of shipowner members since 1909.

The importance of shipping in world trade is common knowledge to those involved in the business. And we need no convincing that, whether in good times or bad, shipping remains an absorbing international industry embracing great nations, a host of organisations large and small, and all the business challenges that feisty ambition could desire. It is also axiomatic that few outside shipping give any thought to marine transportation at all. For them shipping, with the exception of the cruise sector, is a relatively unknown activity, emerging from obscurity only when major accidents hit the media headlines.

Unrecognised though it may be, it is of course by any standards a successful global enterprise, with its vast, unceasing, and for the most part happily uneventful, delivery of global goods to a myriad of ports worldwide. But as ISF members know well, this safe efficient

and low-cost service is not fortuitous, but rather the result of much hard grind on the part of all those seriously involved in the industry. In all of this, no part of shipping has a greater need for the highest levels of competence than that relating to seafarers and their ability to man the ships safely and effectively. To the world outside the ISF remit - namely manning and training, labour affairs and seafarers' welfare - can seem rather dry. To those involved, however, it is a vital responsibility demanding the highest levels of commitment, qualification, and a cheerful willingness to meet any challenge, however Sisyphean it might seem.

ISF and its successive Presidents have, over the years, been fortunate enough to enjoy the support of singularly talented and dedicated teams in the form of the ISF Council, the Committees, Marisec, and the national shipping associations themselves. On this, their 100th anniversary, it is timely to pay tribute to all those throughout ISF who have contributed to its undoubted achievements; in particular to David Dearsley who, during his time in office, was an outstanding ISF Secretary, an exemplary promoter of ISF principles and practice.

The ISF task today has never been greater, the business environment never more complex or uncertain, nor operations more demanding. I congratulate the ISF of today on their successes to date, and wish them well for the future.

Life as a Non-Brit President

Rolf Westfal-Larsen

ISF President 1998-2006



I became President of ISF in 1998, being told (as a Norwegian) that I was the first 'non-Brit' to serve in that capacity. I was drafted from a shipping company, well aware of the excellent reputation of the organisation which was based on its competence in maritime labour relations. It was also evident that the individuals working for ISF possessed a keen interest and dedication that gave rise to its high standing. I recognised early on that the issues under discussion were important, although there was a great diversity of opinions expressed by the member associations, and the task of arriving at agreements that could be supported by all was not always plain sailing.

There was a steady stream of ongoing business. The revision of the IMO Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) had recently been worked out by the regulators, and the implementation of the changes was underway. The plethora of terms and acronyms under which the shipping industry guises itself was at times very confusing. Thus it was rather reassuring to relate to the IMO STCW "white list", on the surface quite easy to comprehend? It appeared, though, that the list was not of the required length and "white" was a rather misplaced synonym since the reality was not one of surrender and peace, rather

to the contrary. And the success of the revised STCW standards was meant to be dependent on the completion of the “white list”. However, compromises were sought and solutions found, and I came to regard the process as an excellent manifestation of the efficiency of ISF when representing the international shipping industry, and its ability to muster alliances and recruit competent individuals, with relevant skill, to address the issues at hand.

My involvement with ISF brought a new perception of the importance of labour relations and human resources issues. Technological advances in ship design, construction and operation had peaked, and now was the time to make sure that the human interface, when applied to the shipboard profession, could keep pace; both in numbers required and the skills needed. That ‘Man pollutes not Machines’ became the mantra, and unfortunate incidents became the verification. ISF, being a prime tool for shipowners, was engaged in most of the aspects that dealt with the advancement of seafarers’ employment. The consolidation of the many international standards governing maritime employment ranked high on the agenda, and tested the time and effort of those that were asked to participate. Prolonged discussions and meetings between ISF and the international unions, in tripartite sessions with governments, resulted in a common platform and the adoption of the ILO Maritime Labour Convention. In hindsight the new Convention looks logical and rational, but when taking into account the diverse national interests as well as strong views of individuals that continue to make their presence felt in matters of shipping policy, the role of ISF as a forum for frank deliberations, combined with meticulous preparations and diligent execution, proved invaluable.

I stepped down as President in 2006 with fond memories and high regard for the service that ISF offers the member national shipowners’ associations, to the benefit of all individual shipowning companies.

The ILO Maritime Labour Convention

Dr Dierk Lindemann

Shipowners' Group Spokesman,

ILO Joint Maritime Commission 1991-2006



The count down for the implementation of the ILO Maritime Labour Convention (MLC), the “fourth pillar” of international quality shipping complementing the IMO SOLAS, MARPOL and STCW Conventions, is moving forward.

From its early days, the ILO and its government, employer and worker constituents realised that, in the world of work, the situation of seafarers and shipowners, operating in one of the very first globalised sectors, was special. It was therefore a historic moment when, on 23 February 2006, ILO adopted the Maritime Labour Convention (MLC, 2006). The ILO MLC is a “one stop shop” Convention. It brings together and modernises the majority of 66 maritime labour instruments relating to seafarers’ conditions of work that have been adopted by ILO in its 90 years of existence, to serve as a basis for the first international seafarers’ code. It was specifically designed to help achieve a “level playing field” for quality shipowners and at the same time help ensure worldwide protection for more than 1.2 million seafarers. The MLC covers the minimum requirements for seafarers to work on a ship, including conditions of employment, hours of work and rest, wages, leave, repatriation, accommodation, recreational facilities, food and catering, occupational safety and health protection,

medical care, welfare and social security protection.

The ILO MLC encourages inspections for compliance with its requirements on all foreign ships visiting a ratifying country's ports, even ships from countries that have not ratified the Convention. However, in line with other major Conventions in this sector, if a ship flying the flag of a country that has ratified the MLC produces the required certification, port state control officials must normally accept these documents as evidence of compliance.

Recent ratifications by ILO member states have brought the entry into force of the MLC within reach. It requires ratification by at least 30 governments with a total share of the world's gross tonnage of ships of at least 33 per cent. To date, the Convention has been ratified by Liberia, the Republic of Marshall Islands, the Bahamas, and recently by Panama and Norway. These five States represent a share of the world gross tonnage of ships that already surpasses by far the tonnage threshold required by the Convention to enter into force.

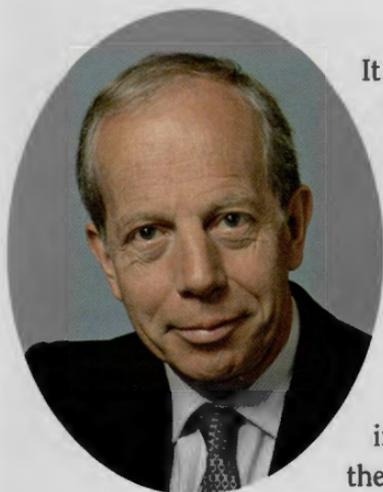
A large number of other countries in all regions have already taken steps toward ratification. In June 2007, the EU Council adopted a decision requiring all EU Member States to ratify the MLC by the end of 2010, following an agreement concluded by the European Community Shipowners' Associations (ECSA) and the European Transport Workers' Federation (ETF). The International Labour Office therefore fully expects that the MLC will enter into force by 2011.

After having served as Spokesperson of the Shipowners' Group in the long process of nearly six years of preparatory work for the Maritime Labour Convention, in which David Dearsley (ISF Deputy Secretary General), Natalie Shaw (ISF Secretary) and Chris Horrocks (ISF Secretary General) played a crucial role, I can personally express my satisfaction with the results achieved following its consensual adoption in 2006. It is my sincere wish that these positive developments will continue, and that they will lead to the early entry into force of this key global agreement.

The Marisec Years

Chris Horrocks, CBE

ISF Director and Secretary General, 1991-2006



It is easy to forget today that it is less than 20 years since both ISF (and ICS) were run as offshoots of their British member, the then General Council of British Shipping (GCBS). There was nothing sinister about that arrangement.

The United Kingdom had long been the dominant maritime nation, and the responsibility for running the international organisations had come with the territory. But time moves on. Once the

two bodies had ceased to be financially dependent

on the UK, the argument for formal independence became stronger, and by the late 1980s there was general, if not universal, agreement that they must become self-standing.

But what form should independence take? There were calls to combine ISF and ICS, but the memberships, though similar, were not identical. ISF was a long-standing company, while ICS was an unincorporated association; ICS had a well-developed committee structure, whereas ISF relied heavily on an oligarchy of industrial relations experts; and most important, ISF dealt with one single, crucial subject - maritime personnel questions - while ICS was a more catholic church. In addition, all staff working for ISF and ICS at that time were GCBS employees.

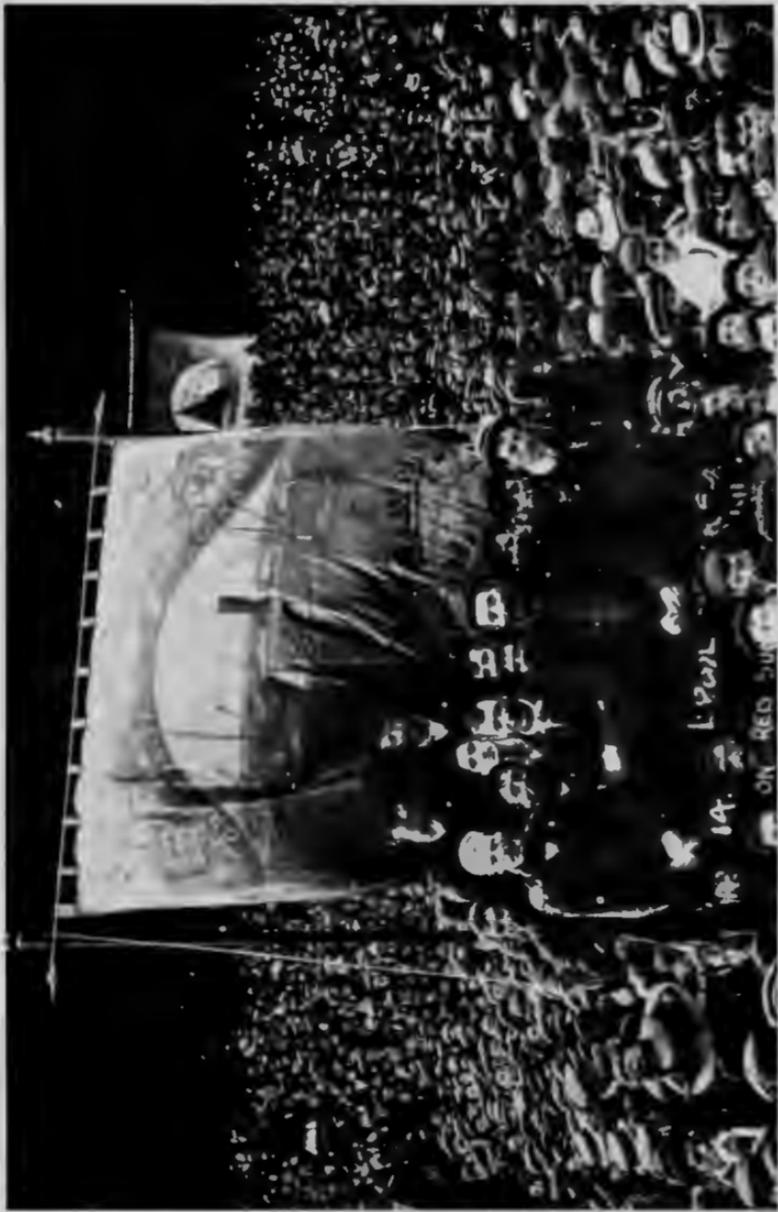
In the event consensus was reached on an arrangement that I believe has stood the test of time. ISF and ICS retained their separate identities, while Maritime International Secretariat Services Ltd, or Marisec, was created to run the two bodies and to provide employment opportunities for their staff, initially four of us. To bridge the gap I, as Secretary General of ICS, was invited also to become Secretary General of ISF (or Director as it was originally known). Essential to the success of the plan was the support of David Dearsley, already the ISF Secretary, who also transferred to Marisec and so maintained the degree of expertise in personnel issues so essential to ISF. The following year Juan Kelly, already ISF President, was elected ICS Chairman, thus confirming the membership's support and providing a necessary degree of joint oversight.

Other contributors comment on the highlights for ISF of recent years, but to my mind two predominate: the role the organisation played in developing the 1995 STCW Convention, and of course the leadership displayed by ISF in promoting and achieving what became the ILO Maritime Labour Convention (MLC 2006). The industry is sometimes accused, perhaps with justification, of a lack of long-term planning with regard to seafarer employment, but the vision and farsightedness that characterised the approach of both employers and unions to seafarers' working and living conditions in the MLC discussions represented the industry at its best.

There will no doubt be more structural changes in the years ahead. Whatever form they take, it will be important to remember that ISF has achieved its Centenary not by being the largest international shipping industry body, but by having developed an unequalled expertise in matters relating to what is arguably the industry's most important single asset, its seagoing personnel.



Appendices



Strike in Liverpool, 1911

Scheme for Constitution of an International Shipping Federation as finally revised, 3rd March 1909

1. The International Shipping Federation is hereby constituted (as a company limited by guarantee under British law) for the purpose of mutual support and protection of its members in all questions affecting their industry.
2. The International Shipping Federation shall consist of the Federations or Associations named in the Schedule annexed hereto (hereinafter called Associated Federations) and such other Federations or Associations either in the countries mentioned in the said Schedule or others as the General Council may hereafter accept as members, subject, nevertheless, to the provisions of Paragraphs 3 and 10 hereof.
3. In a country where there is more than one Associated Federation already existing, such Federations shall forthwith elect a Joint Board, and such Joint Board shall alone be recognised as representing the Associated Federations of that country for the purposes of Paragraph 5 hereof. If and when further Federations are formed in any country already possessing an Associated Federation, such new Federation or Federations, if it or they seek to be admitted to the International Shipping Federation, shall forthwith ally itself or themselves with the existing Associated Federation or Federations in the manner already provided, the intention in all cases being that there shall be only one Joint Board for each country represented on the International Shipping Federation.
4. The International Shipping Federation shall have its chief office in London.
5. The policy and business of the International Shipping Federation

shall be under the control of a General Council, which shall be appointed before the first of January in each year and shall consist of the President of the British Shipping Federation ex officio and five delegates appointed to represent the United Kingdom and two delegates from each other country represented on the International Shipping Federation. The General Council shall meet at least once in each year at such place in Europe as may be determined, and may also be summoned by the President at any time. The General Council shall be summoned by the President at the request of two or more countries represented on the International Shipping Federation, and may be summoned by him at the request of any one such country, (which request may in either case be made by telegraph if necessary) if in his opinion the request is reasonable and proper, the place of meeting being in either event left in the discretion of the President. A quorum shall consist of five members representing not less than four countries.

6. The General Council shall elect yearly from amongst its members a President and Vice-President and an Executive committee, consisting of three members from the United Kingdom and one member from each of the other countries represented on the International Shipping Federation. The General Council may delegate to the Executive Committee such of its functions as it may think proper, including the immediate control of the Chief Office. A quorum shall consist of five members, representing not less than three countries.

7. Each member of the General Council and Executive Committee shall be entitled to one vote, but no proposal at the General Council shall be effective unless carried by a majority of two-thirds of those present at the meeting. No proposal at the Executive Committee shall be effective unless carried by a majority of those present, the Chairman to have a casting vote.

8. Each Associated Federation shall at the beginning of every year report to the Chief Office the names of its contributing members,

together with the names and gross tonnage of the vessels entered in such Federation, and also the names of the Companies whose vessels belong to regular lines and are already entered as members of the Associated Federation in their country, and shall notify any additions or withdrawals every three months. Vessels so reported, other than vessels running on regular lines, shall be deemed to be entered in the International Shipping Federation. The General Council shall have the power to decide as to what vessels are to be classed as running on regular lines for the purposes of these Articles.

9. The owner of every ship (other than those running on regular lines) entered in the International Shipping Federation shall pay to, and at the request of, the Respective Associated Federations (unless such ship be entered in such Associated Federation) a contribution of a percentage, to be fixed from time to time by the General Council, upon the stevedoring account for every loading and/or discharge at any port in any country represented on the International Shipping Federation, which contribution shall be paid by the Associated Federation into the account of the International Shipping Federation, at its chief office. The owners of vessels running on regular lines and vessels belonging to the Federation of the country in which the port of loading or discharge is situated shall contribute to the funds of the Associated Federation upon such basis as may be arranged with that Federation.

10. Each Associated Federation shall maintain a local organisation out of funds which shall be raised by such Federation. Such contribution shall be in such proportion to the amount collected under Paragraph 9 hereof for payment into the account of the International Shipping Federation by such Associated Federation in any one year, as may be decided by the General Council.

11. Each Associated Federation shall, as a condition of membership of the International Shipping Federation, or of continuing membership, as the case may be, maintain to the satisfaction of the General Council, an organisation for supply and/or directing the

labour required to work regular liners, and/or vessels entered in such Associated Federation, when detained by strikes in a port of the country to which they belong.

12. Before and/or at the outbreak of a strike, or lock out in any port, the Associated Federation shall report to the Chief Office, forthwith, the cause and extent of the strike, or anticipated strike, the number of local labourers available and required, the names, nationality, and tonnage of vessels then in such port, the tonnage and nature of the cargoes to be handled, and the measures which are recommended to be, or have been, taken in connection therewith. The Associated Federation shall also state whether the employment of men imported from other countries is practicable, and if so, what preparations have been made for their protection and working, and what numbers will be required.

13. The Executive Committee shall then forthwith be summoned to consider such report and to determine whether or not the Associated Federation shall have the support of the International Shipping Federation.

14. In the event of an owner of a ship (other than the owner of a ship running on a regular line or a Member of the Associated Federation of the Country in which the strike occurs) suffering loss by adopting any course of conduct at the request of the International Shipping Federation, that Federation will indemnify him upon such basis as may be decided by the General Council, but the indemnity (if any) to be paid to the owners of ships running on regular Lines and members of such Associated Federation in the country where the strike occurs, shall be a matter of arrangement with the Associated Federation immediately concerned, and shall be paid out of the funds of such Federation only, if it is the object of such Federation to grant Indemnity.

15. The International Shipping Federation shall not be liable to pay any indemnity to owners of ships who suffer loss through acting

in concert with an Associated Federation, unless the support of the International Shipping Federation, be granted by the Executive Committee under Paragraph 13 hereof.

16. Any Associated Federation which refuses or neglects to comply with the Articles or Rules of the International Shipping Federation or with any Resolution of the General Council shall be liable to be expelled from membership by the General Council. Provided, notwithstanding, that such Associated Federation shall remain liable for their due proportion of all charges incurred during their membership, and for payment of all contributions collected by them on behalf of the International Shipping Federation.

17. Any Associated Federation may withdraw from membership of the International Shipping Federation on giving to the General Council twelve months' notice of its intention to withdraw, but shall remain liable for its due proportion of all charges incurred during its membership and for payment of all contributions collected by it on behalf of the International Shipping Federation.

NOTE: An amendment, which was approved, providing that in the event of the International Shipping Federation being dissolved, the funds should be divided among the Associated Federations in proportion to the tonnage entered by such Federations in the International Shipping Federation, is unnecessary, since it was decided to incorporate the International Shipping Federation under British Law.

Minutes of the First Meeting of Representatives appointed on the General Council of the International Shipping Federation

Held at the Offices of the International Shipping Federation, 24 St Mary Axe, E.C., on Monday 24th May, 1909, at 11.30 a.m.

Present

Messrs. L. Devitt, Esq. (The Shipping Federation) in the Chair, Messrs. Henry Radcliffe, R Milbanke Hudson and T. F. Harrison (the Shipping Federation), J. Langlois and M. Ortmans (Federation Maritime d'Anvers), A. O. Wilson and E. Indebetou (Sveriges Redareforening), Chr. Kronman (Dansk Dampskibsrhederi-Foreningen), J. Vink (Amsterdam), V. Visser (Rotterdam), Dr. Paul Ehlers and Dr. Fritz Leo (Zentralverein Deutscher Rheder), Cuthbert Laws and Michael Brett.

Election of President

On the motion of Mr. H. Radcliffe, seconded by Mr. F. S. Watts, it was resolved - "That Mr. Thos. L. Devitt be elected President of the International Shipping Federation." On the motion of Mr. F. S. Watts, seconded by Mr. H. Radcliffe, it was further resolved - "That Herr. Ch. Leist be elected Vice-President of the International Shipping Federation."

Minutes

The Minutes of the last meeting of the International Committee were read and confirmed.

Memorandum and Articles of Association

The Memorandum of Association which had been prepared on the instructions of Messrs. Botterell & Roche, was submitted and accepted subject to the provision for the inclusion of Associations other than Shipowners, and for the collection of a cargo tax or other contribution under Section 3, s.s. 8. The draft Articles of Association

were then considered and various amendments were carried, which it was resolved should be put into legal form by Messrs. Botterell & Roche, and embodied in the Articles.

Amount of Contribution under Article 18

Resolved - "That the rate of levy upon stevedores' bills recommended by the International Committee at their meeting held on 3rd March, be adopted, together with the returns in respect of levies collected in certain ports, as set out in that recommendation."

Allowance to Local Associations

Resolved - "That the consideration of the amount of such allowances be deferred for a future occasion."

Scope of the International Shipping Federation

Resolved - "That Paragraphs 12, 13, 14 and 15 of the scheme for the Constitution of an International Shipping Federation, as finally revised on 3rd March, 1909, together with the Appendix to that Scheme, be adopted as resolutions governing the payment of indemnity, and the scope of action of the International Shipping Federation subject to the addition of the words "or lock-out" after the word "strike" in line 1 of paragraph 12, and of the words "and/or the conditions of labour" after the word "overtime" in paragraph (d) and after the words "rates of wages" in paragraph (e) of the Appendix."

Classification of Liners

Resolved - "That the classification of vessels running on regular lines, under Article 17, be remitted to the Executive Committee to determine."

Executive Committee

Resolved - "That the following gentlemen do constitute the Executive Committee of the International Shipping Federation, viz., Messrs. F. S. Watts, T. F. Harrison, R. M. Hudson, J. Langlois, Chr. Kroman, Paul Ehlers, J. Visser and E. Indebetou."

Staff and Local Managers

Resolved - "That the appointment of the Staff of the International Shipping Federation and local Managers be deferred and that in the meantime mutual suggestions be submitted."

Solicitors

Resolved - "That the appointment of Solicitors in each country represented on the International Shipping Federation be deferred."

Declaration of the Shipowners' Delegates on the Draft Convention concerning Hours of Work

(Extracted from the report of the First Special Maritime session of the International Labour Conference, 1920)

Whereas by virtue of the Annex to Article 426 of the Peace Treaty the High Contracting Parties were pleased to draw up the Agenda for the first meeting of the International Labour Conference;

And whereas the High Contracting Parties, in accordance with the General Principles which they laid down in Article 427, one of which is "the adoption of an eight hours' day or a forty-eight hours' week as a standard to be aimed at where it has not already been attained", have placed upon such Agenda the question of the "Application of principle of the 8-hours' day or of the 48-hours' week";

And whereas the High Contracting Parties, in accordance with that Annex to Article 426, determined to hold such first meeting at Washington and afterwards, before that Conference was held, in consequence of a Resolution adopted by the Commission on International Labour Legislation of the Peace Conference, it was decided that the "very special questions concerning the minimum conditions to be accorded to seamen might be dealt with at a special meeting of the International Labour Conference devoted exclusively to the affairs of seamen";

And whereas the High Contracting Parties, by expressly making such alterations of the original scheme, clearly recognised that the conditions of sea life are so peculiar that they could not and should not be dealt with at a General Conference and that great care should be taken in applying general principles to the very special case of seamen, at the same time recognising the paramount interest which the High Contracting Parties have in not injuring the shipping trade - so vital to the restoration of normal conditions of human life - by attempting to give effect to unproved theories;

And whereas the special Seamen's Conference called by the High Contracting Parties, which is now in session at Genoa, with the object of undertaking the difficult task of deciding how far the principle of the eight hours' day or the forty-eight hours' week can be applied to seamen, cannot legitimately be bound by any proceedings or resolutions previously adopted which are inconsistent with the will of the High Contracting Parties who suggested that the case of seamen should be dealt with separately and particularly;

Now the undersigned, inspired by a strong desire to bring the work of the Conference to a successful conclusion in all that appertains not only to their own interest but to the public welfare, hereby declare:

1. That in all cases where the conditions of seamen's work are analogous to those of the work of shore labourers, viz., for all the time spent in ports, they admit the claim of seamen to a forty-eight hours' week as a minimum condition, without prejudice to any cases where (as for instance in the United Kingdom of Great Britain) this time has already been reduced to a lesser period.
2. That for the time during which a vessel is at sea and therefore a continuous shift of service is unavoidable, the owners, when considering the minimum hours of labour to be fixed for seamen and having by virtue of Article 427 as well as of the Annex to Article 426 of the Peace Treaty the choice between an eight hours' day and a forty-eight hours' week, can only adopt the eight hours' day as the standard to be aimed at where it has not already been attained.
3. That within the meaning of the principles laid down in paragraph 2 the shortest hours of labour should be allotted to those engaged upon the heaviest work, i.e., three-watch system aggregating fifty-six hours weekly to the engine-room and stokehold staff.
4. That inasmuch as the number of the deck staff, whom it is

possible to employ, depends upon the accommodation available and compatible with the vessel's working, and as the deck staff, in consequence of being provided with accommodation on board, has the advantage over shore labourers of not being compelled to spend a substantial time daily in going to and from their place of work, the principle aimed at by the High Contracting Parties can equitably be met in the case of the deck staff by the adoption of a three-watch system which provides for each member at least one interval of rest of eight hours per day.

5. That in the very special case of the general staff, in particular of the stewards, the principle aimed at can most nearly be approached by the limitation of the hours of labour to seventy per week.

6. That for reasons consistent with the spirit of the Peace Treaty such proposals strictly based upon those principles cannot be rejected.

7. It is not within the meaning of the Treaty nor would it be economically sound to settle such questions of international and permanent legislation simply with a view of absorbing a temporary surplus of unemployed seamen now prevailing in some countries, which will inevitably decrease as normal conditions of economy return and for dealing with which only provisional and transitory measures are necessary.

8. It would be absolutely inconsistent with the real intentions which inspired the High Contracting Parties to allow an owner or master to indemnify a seaman in money beyond his stipulated wages for working within the period which may be necessary for the performance of his normal work, the object of the Peace Treaty being, in the interest of the general welfare, to avoid the burden of excessive work, and to set aside this benevolent intention by offering a monetary equivalent to the men would be an infringement of the guiding principle, as quoted in Article 427 of the Peace Treaty, that labour should not be regarded as a commodity or an article of commerce.

Fully convinced that it would be highly injudicious to lay down principles which cannot be brought into effect and which therefore the various nations concerned would apply by widely differing methods, the undersigned express their opinion that the conditions of labour indicated above are the only ones which are practically feasible and they cannot be described as other than humane conditions of labour the creation of which is the intention of Part XIII of the Peace Treaty.

The undersigned are impelled to earnestly warn the Conference not to disturb by adopting an unworkable policy the social peace of the shipping trade which at this juncture is vital to the re-establishment of tolerable conditions for human life.

Fr. ODEJELL (Norway)

N. HOST (Denmark)

Dr. Paul EHLERS (Germany)

B. RADON (Czecho-Slovakia)

Emile DECKERS (Belgium)

N. KYRIAKIDES (Greece)

Keijiro HORI (Japan)

D. BRUNELLI (Italy)

Thomas ROBB (Canada)

Cuthbert LAWS (Great Britain)

ILO Maritime Conventions Adopted (by session)

Second Session (Genoa) 1920

- 7 - Minimum Age (Sea) Convention, 1920
- 8 - Unemployment Indemnity (Shipwreck) Convention, 1920
- 9 - Placing of Seamen Convention, 1920

Third Session (Geneva) 1921

- 15 - Minimum Age (Trimmers and Stokers) Convention, 1921
- 16 - Medical Examination of Young Persons (Sea) Convention, 1921

Ninth Session (Geneva) 1926

- 22 - Seamen's Articles of Agreement Convention, 1926
- 23 - Repatriation of Seamen Convention, 1926

Twenty-first Session (Geneva) 1936

- 53 - Officers' Competency Certificates Convention, 1936
- 54 - Holidays with Pay (Sea) Convention, 1936
- 55 - Shipowners' Liability (Sick and Injured Seamen) Convention, 1936
- 56 - Sickness Insurance (Sea) Convention, 1936
- 57 - Hours of Work and Manning (Sea) Convention, 1936

Twenty-second Session (Geneva) 1936

- 58 - Minimum Age (Sea) Convention (Revised), 1936

Twenty-eighth Session (Seattle) 1946

- 68 - Food and Catering (Ships' Crews) Convention, 1946
- 69 - Certification of Ships' Cooks Convention, 1946
- 70 - Social Security (Seafarers) Convention, 1946
- 71 - Seafarers' Pensions Convention, 1946
- 72 - Paid Vacations (Seafarers) Convention, 1946
- 73 - Medical Examination (Seafarers) Convention, 1946

- 74 - Certification of Able Seamen Convention, 1946
- 75 - Accommodation of Crews Convention, 1946
- 76 - Wages, Hours of Work and Manning (Sea) Convention, 1946

Thirty-first Session (San Francisco) 1948

- 87 - Freedom of Association and Protection of the Right to Organise Convention, 1948*

Thirty-second Session (Geneva) 1949

- 91 - Paid Vacations (Seafarers) Convention (Revised), 1949
- 92 - Accommodation of Crews Convention (Revised), 1949
- 93 - Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949
- 98 - Right to Organise and Collective Bargaining Convention, 1949*

Forty-first Session (Geneva) 1958

- 108 - Seafarers' Identity Documents Convention, 1958
- 109 - Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958

Fifty-fifth Session (Geneva) 1970

- 133 - Accommodation of Crews (Supplementary Provisions) Convention, 1970
- 134 - Prevention of Accidents (Seafarers) Convention, 1970

Sixty-second Session (Geneva) 1976

- 145 - Continuity of Employment (Seafarers) Convention, 1976
- 146 - Seafarers' Annual Leave with Pay Convention, 1976
- 147 - Merchant Shipping (Minimum Standards) Convention, 1976

Seventy-fourth Session (Geneva) 1987

- 163 - Seafarers' Welfare Convention, 1987
- 164 - Health Protection and Medical Care (Seafarers) Convention, 1987
- 165 - Social Security (Seafarers) Convention (Revised), 1987
- 166 - Repatriation of Seafarers Convention (Revised), 1987

Eighty-fourth Session (Geneva) 1996

178 - Labour Inspection (Seafarers) Convention, 1996

179 - Recruitment and Placement of Seafarers Convention, 1996

180 - Seafarers' Hours of Work and the Manning of Ships
Convention, 1996

Protocol of 1996 to the Merchant Shipping (Minimum Standards)
Convention, 1976

Ninety-first Session (Geneva) 2003

185 - Seafarers' Identity Documents Convention (Revised), 2003

Ninety-fourth Session (Geneva) 2006

MLC - Maritime Labour Convention, 2006**

*International labour standards applying to all workers including
seafarers

**The MLC consolidates and updates all existing ILO Maritime
Conventions into a single instrument

ISF Member Shipowners' Associations 2009

Australian Shipowners Association
Fachverband der Schifffahrtsunternehmen (Austria)
Royal Belgian Shipowners' Association
Syndarma (Brazil)
Canadian Shipowners' Association
Chilean Shipowners' Association
China Ocean Shipping Group
Cyprus Shipping Chamber
Danish Shipowners' Association
Finnish Shipowners' Association
Armateurs de France
German Shipowners' Association
Union of Greek Shipowners
Hong Kong Shipowners' Association
Indian National Shipowners' Association
Irish Chamber of Shipping
Isle of Man Shipping Association
Confederazione Italiana Armatori (CONFITARMA)
Japanese Shipowners' Association
Korea Shipowners' Association
Kuwait Oil Tanker Co
Liberian Shipowners' Council
Grupo TMM S.A. (Mexico)
Royal Association of Netherlands Shipowners

Norwegian Shipowners' Association
New Zealand Shipping Federation
Filipino Shipowners' Association
Asociación de Navieros Españoles
Swedish Shipowners' Employer Association
United Kingdom Chamber of Shipping
Chamber of Shipping of America (United States)

Associate Members

Cruise Lines International Association
European Dredging Association

ILO Building Geneva





