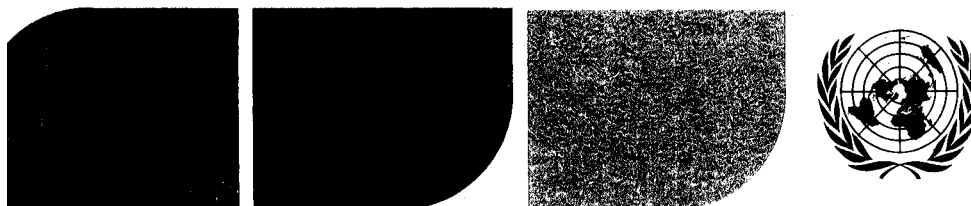


**LABOUR REFORM AND
PRIVATE PARTICIPATION
IN PUBLIC-SECTOR PORTS**

**CUADERNOS
DE LA CEPAL**



UNITED NATIONS

CUADERNOS DE LA CEPAL

**LABOUR REFORM AND
PRIVATE PARTICIPATION
IN PUBLIC-SECTOR PORTS**



UNITED NATIONS
ECONOMIC COMMISSION FOR LATIN AMERICA AND THE CARIBBEAN
Santiago, Chile, 1996

LC/G.1880-P
August 1996

This work was prepared by the Transport Unit of the International Trade, Finance and Transport Division of ECLAC.

Copyright © United Nations 1996
All rights reserved
Printed in Chile

Applications for the right to reproduce this work or parts thereof are welcomed and should be sent to the Secretary of the Publications Board, United Nations Headquarters, New York, N.Y. 10017, U.S.A. Member States and their governmental institutions may reproduce this work without application, but are requested to mention the source and inform the United Nations of such reproduction.

UNITED NATIONS PUBLICATION

Sales No. E.96.II.G.7

ISSN 0252-2195
ISBN 92-1-121211-1

CONTENTS

	<i>Page</i>
ABSTRACT	9
PREFACE	11
I. HISTORICAL SETTING	13
II. A COMPOSITE PORT LABOUR MOVEMENT	21
A. COLLECTIVE BARGAINING	22
B. THE NEED FOR MARKET-BASED PORT LABOUR REFORM	26
C. A BASIS FOR CHANGE	33
III. THE MARKET PARAMETERS OF PORT LABOUR REFORM	35
A. MACROECONOMIC POLICIES	36
B. THE PORT LABOUR MARKET	41
1. The supply of port labour	43
2. The demand for port labour	47
C. LABOUR DISPUTES	52
D. JOB SECURITY	59
E. THE RE-ENTRY OF REDUNDANT PORT LABOUR INTO THE WORKFORCE	63
IV. THE OPERATIONAL PARAMETERS OF PORT LABOUR REFORM	69
A. THE REQUIREMENTS OF PORT USERS	70
B. DOCK-WORKER PARTICIPATION IN EARNINGS, WORKPLACE DECISIONS AND OWNERSHIP	74
C. THE ACQUISITION OF MODERN TECHNOLOGIES AND DOCK-WORKER SKILLS	80
D. THE IMPROVEMENT OF PORT EFFICIENCY	86

V. THE INSTITUTIONAL FRAMEWORK OF PORT LABOUR REFORM	91
A. THE ROLE OF MARKET MECHANISMS	92
B. THE ROLE OF GOVERNMENTS	97
C. THE ROLE OF LABOUR REGIMES	101
D. THE ROLE OF COLLECTIVE NEGOTIATIONS	106
E. THE ROLE OF THE PORT LABOUR MOVEMENT	111
F. THE ROLE OF MARITIME EMPLOYERS	116
VI. THE IMPLICATIONS OF PORT LABOUR REFORM	121
A. ECONOMIC IMPLICATIONS	122
B. POLITICAL IMPLICATIONS	126
C. SOCIAL IMPLICATIONS	130
VII. CONCLUSIONS AND RECOMMENDATIONS	137
A. NEW ROLES FOR GOVERNMENTS	138
B. THE PROCESS OF PORT LABOUR REFORM	142
C. DEVELOPMENT OF A MARKET-RESPONSIVE INSTITUTIONAL FRAMEWORK	146
D. AN IMPLEMENTATION STRATEGY	149
BIBLIOGRAPHY	153
BOXES AND TABLES	
Box 1: Japanese rice imports	40
Box 2: Casual workers at the port of Rotterdam	45
Box 3: The demand for dock worker services and water depths	53
Box 4: Royal arbitration	56
Box 5: Job security in Brazil	62
Box 6: Ecuador: Public-sector modernization	66
Box 7: A comprehensive, quality charter for the port of Barcelona	73
Box 8: Labour-management decisions in Germany	76
Box 9: Labour-management collaboration	77
Box 10: A labour-management joint venture	78
Box 11: "Shifting" at the ports of Israel	79
Box 12: Multi-skilling at the port of Rotterdam	82
Box 13: Labour reform in Chile	105

		<i>Page</i>
Box 14:	Union subsidies from foreign organizations . . .	108
Box 15:	Medical benefits	129
Table 1:	Average port productivity	30
Table 2:	The impact of containers on dock-worker productivity	84
Table 3:	Union membership in the United States	114
Table 4:	Estimated distribution of savings following deregulation of the commercial port environment in Chile	125

ABSTRACT

For centuries, employment conditions for port labour were set unilaterally by maritime employers. For the last few decades, however, in Latin America and the Caribbean they have been determined by Governments (acting as employers) and unions. The existing labour regimes support port workers' desire for an adequate livelihood but also isolate them from market signals and thus give rise to inefficient and grossly overstaffed cargo-handling monopolies. In today's global economy, however, the elimination of such inefficiencies and costs is imperative.

International trade has transformed competition. Competition no longer takes place between final products but instead among all the inputs that go to make up those final products, and port labour is but one of those inputs, with its own demanding market requirements. The commercial objectives of maritime employers and users and the social goals of port labour have become complementary and interdependent, and cannot be attained without a collective, collaborative effort. Thus, there is a social base for commercial success which is important for users and employers as well as for port labour.

Market mechanisms and antitrust laws provide an independent, unbiased standard by which the commercial and social objectives of employers and labour can be brought into equilibrium. In a global economy, social equity is an opportunity-oriented phenomenon, and the workforce it engenders is highly motivated by its participation in profit-sharing schemes, ownership and management decisions and is backed up by training programmes, job placement services, compensation and early retirement schemes. In order to reform labour regimes successfully, Governments need to overcome their deep-seated tendency to resolve commercial problems by political means. For the design of market-based port labour regimes, Governments should form teams composed of persons from various ministries, users groups, port labour unions, maritime employers and port administrations and should remove regulatory impediments to the free interplay of market mechanisms decentralize the labour market, utilize antitrust laws to prevent the misuse of market mechanisms, and uphold the principles of opportunity-oriented

social equity in the award of worker benefits. They should not require maritime employers to pay for the political value of port labour services or to employ unnecessary workers. Maritime employers and users should regard port labour as a unique service delivery instrument, and port workers need to understand that their fate is bound up with the commercial viability of those employers and users. These regimes will require frequent updating to respond to changing market conditions and will need to be monitored to ensure compliance.

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_3498

