Lemarchand, Arnaud (Université du Havre ULR IDEES), *New Rules in the Maritime Labor Market*

The maritime labor market has achieved a globalization process since the 90‘s, with the end of socialist economies of Eastern Europe. From the point of view of institutionalism, this is a very important phenomenon. This global maritime labour market, because of the skill of seafarers, remains a professional market. Industrial relations in this case of markets are supposed to be very unstable. Because formation of seafarers is a non protected public good, it need rules. There has been transnational bargaining to produce them on hiring and welfare of seafarer, summarized in the Maritime Labour Convention. But in the MLC, there is nothing about wage or payments. Nevertheless, the consequences of the subprime crisis on international trade,  like the fall of freight rates, provide evidences that, even in a global market,  the wage is rather a rule than a price. It is true in the maritime world because, by examples, it is very difficult to measure individual productivity of a crew member. During the crisis, the negotiated wage have not decreased, the adjustment have been made by the diminution of the job number. Even if the shore workers have accepted loss of wages, like in Latvia, it was not the case for Latvian seafarers. But there is no sign of return to the ancient internal markets for most of seafarers. It stays a casual labor market, with rules and discrimination, at national and regional levels. New rules of hiring are emerging, due to the new gender problematic: as the acceptation of married couple of seafarers in the Cruise Industry. So the maritime global labor market might be analysed as a new form of work system. We make the research by interviews with seafarers and crewing agencies, in Le Havre, Riga and Constantza.