



Delivering on seafarers' rights

2023 Progress Report



TABLE OF CONTENTS



About the SSI and IHRB _____ **3**

The Sustainable Shipping Initiative

The Institute for Human Rights and Business

Roundtable Summary _____ **4**

Industry insights _____ **5**

LIFE AT SEA:

ISWAN on supporting seafarers

TURTLE on corruption beyond illegal requirement fees

INDUSTRY ACTION:

Oldendorff on improving seafarers' welfare and wellbeing

RioTinto on incorporating the Code of Conduct to drive change

A look at the RightShip Crew Welfare Self-Assessment Data _____ **11**

What does the data tell us?

RightShip on data and developments to address transparency, verification, and assurance

Call to action _____ **20**

Nautilus on securing future talent

Appendix _____ **22**

Definition of completed and acceptable submissions

RightShip Crew Welfare Self-Assessment Tool Aggregated Responses

About the SSI and IHRB



The Sustainable Shipping Initiative

The Sustainable Shipping Initiative (SSI) is a multi-stakeholder collective catalysing change during this crucial decade of action for an environmentally, socially and economically sustainable shipping sector. Since 2010, SSI has brought together leaders across the maritime ecosystem to act on issues such as circular economy in shipping, seafarers' rights, and defining sustainability criteria for marine fuels. SSI's members include shipowners, operators and managers; cargo owners; classification societies; environmental and social non-profits; and service providers.

www.sustainableshipping.org



The Institute for Human Rights and Business

The Institute for Human Rights and Business (IHRB) is an international think-and-do tank with the mission to shape policy, advance practice, and strengthen accountability in order to make respect for human rights part of everyday business. IHRB works in various areas including Commodities, the Built Environment, Migrant Workers, Just Transition, and Oceans. IHRB's [Ocean and Human Rights Platform](#) works specifically on [shipping, ports and shipyards](#), [coastal wind energy](#), [aquaculture](#) and [fishing](#). The Ocean Platform focuses on the impacts of business activities on livelihoods and working conditions.

www.ihrb.org



IN COLLABORATION

IHRB and SSI, in collaboration with the [Rafto Foundation](#), developed and published an industry [Code of Conduct for Delivering on Seafarers' Rights](#) in 2021 with the aim of improving the human rights and welfare of the world's seafarers.

The Code of Conduct can be used by shipowners and operators to learn if their current operations meet their seafarers' rights and welfare obligations. It is supplemented by a practical [self-assessment questionnaire](#) developed by IHRB and SSI, which provides guidance for companies on concrete ways to adopt the commitments outlined in the Code of Conduct and track progress against them.

Roundtable Summary

AUTHORS: Frances House, IHRB; Steven Jones, SSI

The **second SEAFAIRER Roundtable***, established to reflect on industry progress since the launch of the Delivering on Seafarers' Rights Code of Conduct in 2021, once more proved to be a valuable platform for seafarers, ship operators, and others to engage in meaningful dialogue around improving conditions and safety at sea.



Frances House
IHRB



Steven Jones
SSI

The opening panel granted seafarers an opportunity to share their candid perspectives. Their eloquent testimonies highlighted alarming realities. While issues like fatigue, excessive workload, and lack of shore leave persist, discussions also covered abandonment, and the predatory and illegal charging of fees for recruitment and promotion.

The seafarers' input provided even greater impetus to enact positive change through collective action. Their rallying call urged the industry to listen to their voices, uphold its commitment to seafarer wellbeing, and further develop tangible, real-world welfare solutions.

Subsequent sessions at the roundtable provided further grounds for cautious optimism. Representatives reviewed

progress made on the Delivering on seafarers' rights Code of Conduct and Self-Assessment Questionnaire (SAQ) in promoting higher standards and accountability. Although translating self-evaluations into demonstrable improvements remains a challenge, their increasing adoption marks a significant step toward gathering data to drive reform. Charterers acknowledged their duties around ensuring safe, humane working conditions for vessel crews.

Powerful interventions stressed that responsible companies alone cannot bring about broad transformation without addressing "bad actors." The recent, tragic loss of Raptor weighed heavily as emblematic of why policies and deterrent actions must carry consequences from regulators and industry for both exemplary and subpar owners.

Effecting change where the worst offences occur is imperative, and the means of endangering seafarers must be dismantled.

Much work lies ahead, but cause for hope emerged too. Witnessing seafarers' experiences motivated leaders toward actionable ideas for organisational improvements. Candid examinations of strengths, weaknesses, and peer efforts yielded vital learning opportunities. Above all, the event served as a reminder that behind policies lie human beings entrusting their lives to global commerce and in need of support. Profound thanks to all who selflessly gave their time and insights toward that end.

*The second annual 'SEAFAIRER' roundtable was hosted in Singapore on 28th November 2023. This event brought together over 60 shipping stakeholders – shipowners and operators, charterers (including commodity companies and traders), seafarers and seafarers' rights organisations – to discuss how to tackle the most pressing seafarer welfare challenges, and to review developments in the Code of Conduct implementation.

Industry insights

The [Code of Conduct](#) establishes a baseline understanding of a company's operations and their delivery of seafarers' rights. Seafarers continue to face uncertainties, and it remains pertinent to provide the tools and guidance needed for more stakeholders to acknowledge and begin assessing their obligations to seafarers.

Two years after its initial publication, the following presents a set of reflections from seafarers rights' organisations, shipowners, and cargo owners on how the situation has changed in the past twelve months, how the Code of Conduct has assisted companies in their due diligence work, and a reminder to continue raising awareness of and working toward solutions to the issues faced by seafarers worldwide.



LIFE AT SEA

International Seafarers' Welfare and Assistance Network

AUTHOR: Simon Grainge, Chief Executive, International Seafarers' Welfare and Assistance Network



The International Seafarers' Welfare and Assistance Network (ISWAN) is only too aware of the impact on seafarers of the failure to uphold their rights. Every day our helpline operators hear from seafarers about the impact of being required to work beyond permitted working time limits, about being denied shore leave, or seeking our support to cope with experiences of abuse, bullying, harassment, discrimination, or violence at sea.

The maritime sector is, however, beginning to face up to some of the long-standing, structural issues. Encouragingly, we are seeing an increasing number of owners and managers approaching us to find out more about our work and how our services can help them improve crew welfare.

As the recruitment crisis continues to develop, owners and managers will be compelled to take welfare more seriously if they want to compete for the seafarers of the future who will need to be ever more technologically competent and resilient to the commercial and regulatory pressures placed upon them. The Code of Conduct is a useful tool in this respect in that it sets out a pathway for responsible managers to follow. But what about those who still regard seafarers as a commodity?

Culture change is a long and difficult journey and will ultimately require both carrot and stick. It needs progressive companies to lead the way, being open about what they are doing and helping others to learn from their experiences,

but it also needs greater willingness on the part of regulators to take action when the basic human rights of seafarers are ignored. In the meantime, ISWAN will continue our support to seafarers and use the experience we gain from doing so to help develop the structural solutions needed in the future.

Corruption beyond illegal recruitment fees calls for action

AUTHOR: Alexander Held, Head of Commercial, TURTLE

TURTLE

At TURTLE, over 150,000 seafarers have signed up on our recruitment platform to connect with over 40 leading international shipping companies. Earlier this year the research briefing “[Seafarers and recruitment fees](#)” was published by IHRB and SSI. The research brief was based on almost 5,000 survey responses from seafarers using TURTLE, highlighting the still existing problem of illegal recruitment fees.

Around 1,000 seafarers shared further details on their negative experiences during the recruitment process or while working. 70% of these reported cases are related to recruitment fees to manning agencies or fake job offers after advance payment.

At the same time, it also became obvious that there are several other areas where corruption is still widely spread. Overall, 50%* also reported corruption outside recruitment related to the following areas: Onboard (28%), Education/ Training (19%), Promotion (13%) and Medical Check (11%).

*multiple answers possible.

“ I have noticed in one specific training center that in almost every training (for certificate renewal), the instructors are requesting additional money, apart from the cost of the training, under the pretext that we will pass exams faster and easier. ”

Chief Officer from Romania

We can therefore conclude that, among the seafarers registered on our platform, corruption issues relate to several key areas of the seafarers’ professional lives and careers. This can consequently be considered as an overarching pattern, calling for further action and attention. As a result, we strongly support SSI’s and IHRB’s initiative to put further focus on illegal practices that go beyond illegal recruitment fees.

Needless to say, attention and action from all stakeholders involved is needed to ensure that no fees are charged for seafarer employment and that there are penalties and remedies in place for violations. This must be complemented by active help for the affected seafarers, such as by providing concrete guidance on where actual cases can be reported.

INDUSTRY ACTION

Improving seafarers' welfare and wellbeing

AUTHOR: Bartek Marcinkiewicz, Head of Crew Development, Oldendorff Carriers



Over the past year, Oldendorff Carriers has been dedicated to enhancing seafarers' welfare and wellbeing, in many aspects also by going above and beyond the requirements. Our commitment to this is reflected in the various initiatives in place to improve the wellbeing of our crew.

Improving life onboard is crucial to improving crew welfare. One significant advancement we have made is the installation of Starlink systems on all our inhouse managed vessels. This technology not only ensures reliable connectivity for seafarers but also offers a lifeline to their families ashore, allowing stable video calls, sharing pictures of good quality, etc. Our vessels have advanced water dispensers that provide seafarers with access to high quality drinking water throughout the vessel, and each crew member receives ceramic thermoses to ensure access to refreshing beverages throughout their shifts. Recognizing

the demanding nature of cargo hold preparation, we have continued the cargo hold cleaning robots project. These devices not only reduce the physical strain on our crew but also optimise their rest hours, contributing to their overall wellbeing.

Supporting our crew is key to improving seafarer wellbeing. We have supported our employees affected by the conflict in Ukraine by providing extended assistance covering many areas, including financial support, unlimited internet connection, flexible line-up planning, etc. Additionally, our company has been actively involved in aiding employees affected by the earthquake in Turkey, offering support during these challenging circumstances.

Our commitment to the development of seafarers is evident in the implementation of an extended cadet program. This

program offers aspiring masters, officers, engineers, and ETOs a comprehensive pathway to career growth. By adding additional officer trainee ranks, we allow cadets to gain more valuable experience before being promoted to 3rd Officer, 3rd Engineer, and ETO ranks. At present, we are proud to employ approximately 150 cadets and 150 officer trainees, investing in the competence of our maritime professionals for the long term.

In conclusion, our Company's actions in the past year show our dedication to the international pool of Oldendorff seafarers. We are proud of the strides we have made and remain committed to these ideals in the years to come.

Incorporating the Code of Conduct to Drive Change

AUTHOR: Hollie Scoon, General Manager, Marine Operations & Performance | Commercial, Rio Tinto

Rio Tinto

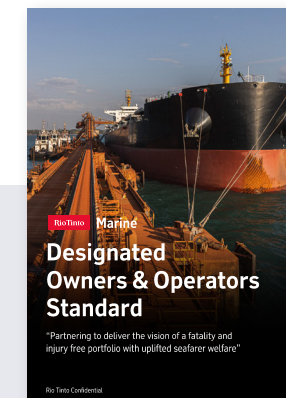
The dry bulk shipping industry is a highly fragmented industry characterised by complex ownership and chartering structures, where vessels operate with varying levels of management and safety standards. In 2022, the European Maritime Safety Agency reported that 25% of port state control inspection deficiencies found were related to the Marine Labour Convention¹. Seafarers remain susceptible to systemic challenges related to human rights risks, including the rights to working and living conditions that are safe and healthy.

Rio Tinto is the world’s largest dry bulk shipper by cargo volume and a leading charterer, completing about 2,700 voyages and carrying over 300 million tonnes of cargo annually. Recognising its unique position to significantly influence seafarer safety and welfare outcomes, Rio Tinto is committed to positively shape the industry through its vision for a fatality- and injury-free portfolio with improved seafarer welfare.

The Designated Owners and Operators Standard (DOOS) is a flagship programme by Rio Tinto to further serve its sustained commitment to enhance everyday practices together with like-minded partners – to address crew welfare standards, safety, and fatality prevention.

Riding on its established processes of vetting, assurance and incident management, and insights gathered from working with more than 170 owners and operators and 230 chartered vessels at any one time, the DOOS programme draws on industry-recognised best practices to uplift safety and crew welfare standards.

This includes the Code of Conduct – which has been adopted in Rio Tinto’s vetting regime since 2022 through RightShip’s self-assessment tool and subsequently as one of three pillars of the DOOS to drive awareness and upliftment of crew welfare.



THE DESIGNATED OWNERS AND OPERATORS STANDARD

As a comprehensive and sustainable programme, the DOOS works alongside owners and operators through self-assessments, Master Coach vessel visits, office audits and desktop audits to verify the implementation and effectiveness of established procedures, and propose recommendations on finding better ways for continued safety and crew welfare uplift.

¹ European Maritime Safety Agency, Annual Overview of Marine Casualties and Incidents 2022.

Launched in February 2023, the DOOS programme has gained traction in the industry and its partnerships are on track to represent 35% in voyages of Rio Tinto's chartered portfolio by end 2023. As the DOOS continues to mature, thousands of seafarers on board Rio Tinto's own and chartered fleet are already benefiting from the uplifted safety and crew welfare standards, supported by the Code of Conduct as a key programme pillar.

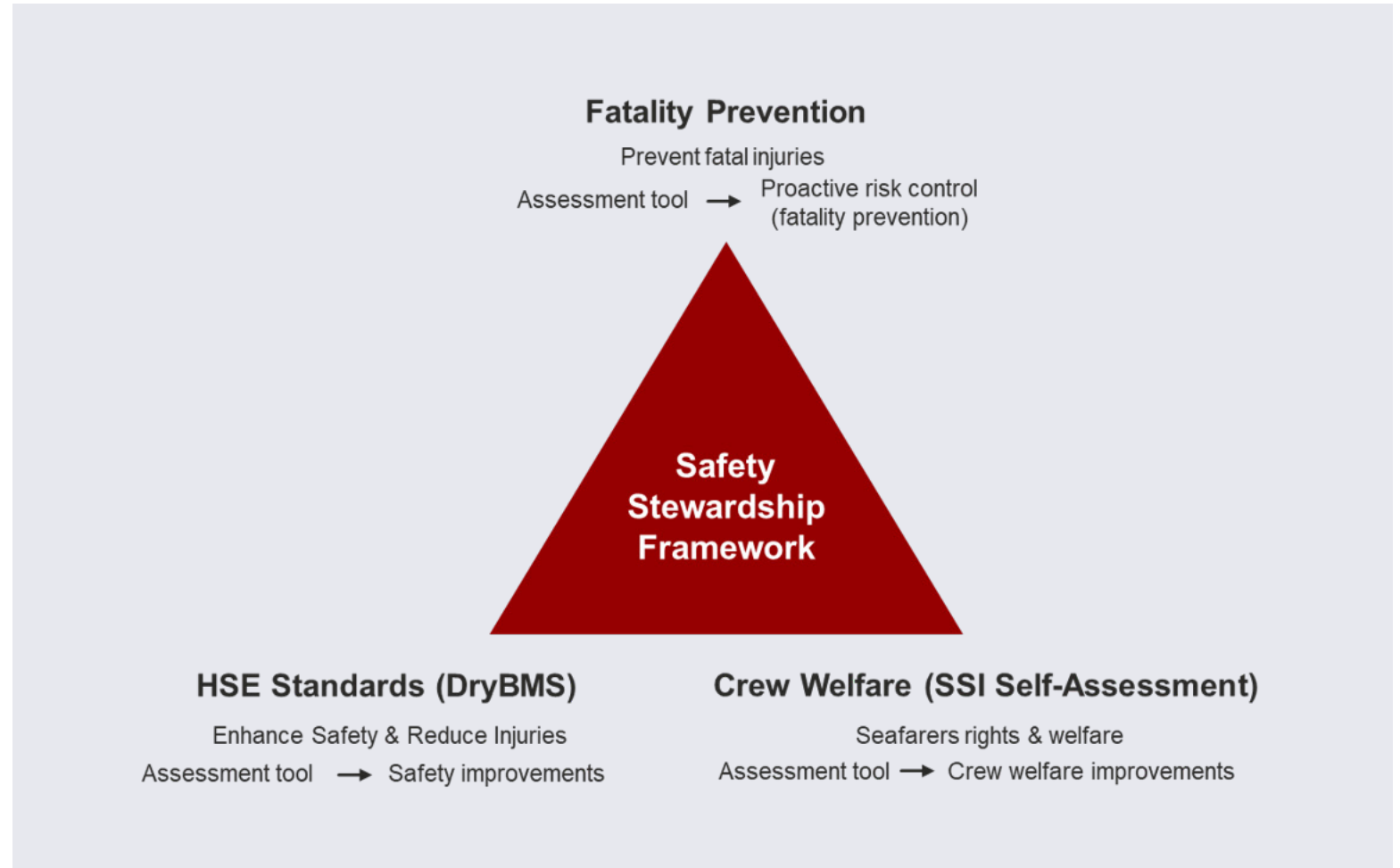


FIGURE 1: Rio Tinto's Safety Stewardship Framework

A look at the RightShip Crew Welfare Self-Assessment Data

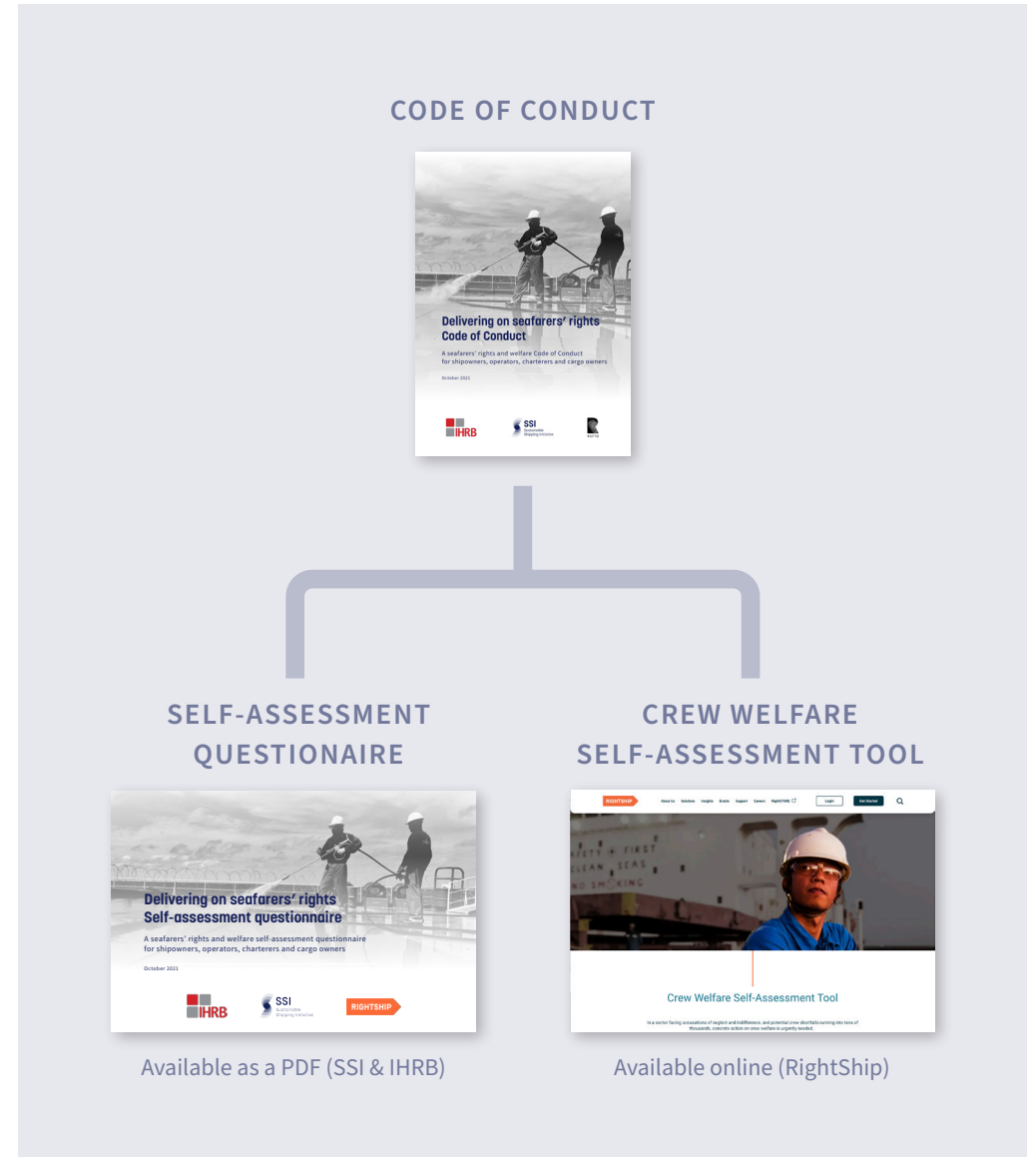
AUTHOR: Marco Sumitra, Product Manager, RightShip

RIGHTSHIP

Introduced in October 2021 along with the ‘Code of Conduct – Delivering on Seafarers Rights’, the **Crew Welfare Self-Assessment Tool*** empowers shipowners, managers, and operators to better understand their responsibilities towards seafarers and evaluate their operational practices.

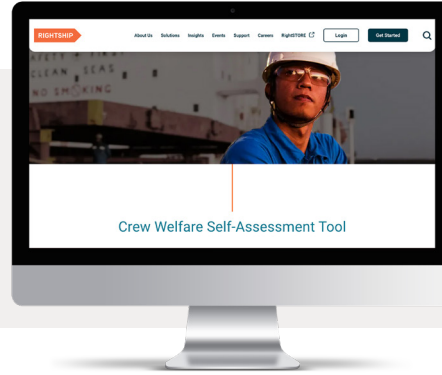
It was enthusiastically embraced at launch, with 122 companies and 3,564 vessels swiftly adopting it. Since then, we have continued to refine the tool, introducing enhancements like documentation verification requirements and justification comment sections.

* The Crew Welfare Self-Assessment Tool, intended for Document of Compliance (DOC) holders, is a self-regulated and confidential evaluation. Being a self-assessment, the submissions are not subjected to external / 3rd party verification. Therefore, completing the assessment does not automatically ensure the highest standards of crew welfare practices, as it relies on the truthful and careful self-reporting of the DOC holders.



As of January 2nd, 2024, 483 DOC companies, representing over 10,588 vessels, have completed the self-assessment. This number highlights companies' commitment to going beyond compliance and ensuring the wellbeing of the seafarers who call their vessels home for large parts of the year. This is especially important in an industry that is continually accused of neglect and where there is the looming prospect of crew shortages.

Since 2021, we have also conducted a total of 19 crew welfare audits, to verify and uphold the highest standards of seafarer welfare. These audits play a crucial role in evaluating compliance, promoting transparency, and improving accountability – which is essential to creating a more responsible and compassionate maritime industry in 2024 and beyond.

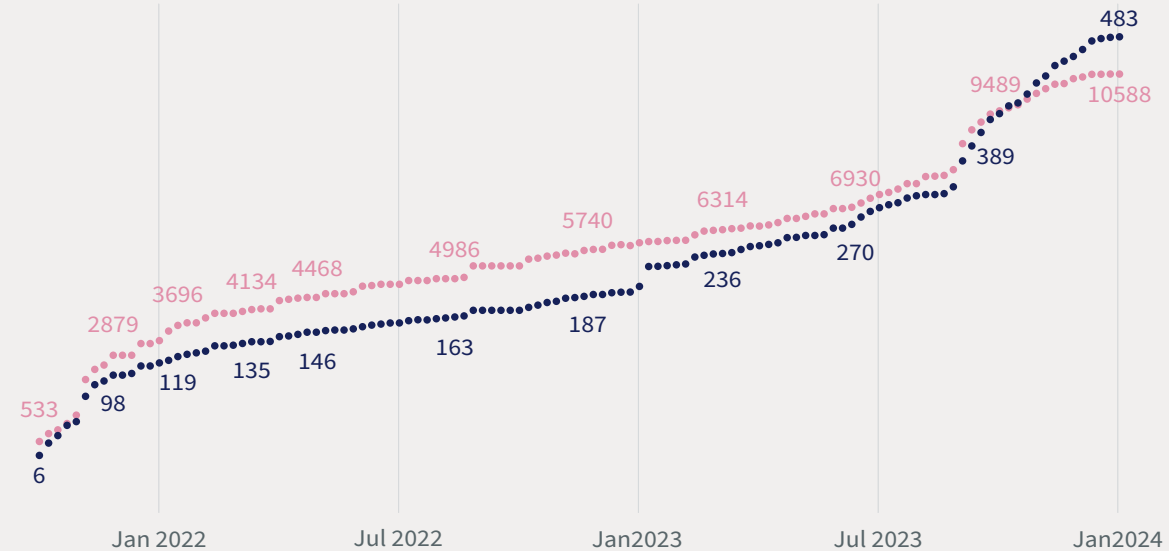


702
Total forms

483
Number of DOC companies

10588
Number of vessels

Total completed and acceptable submissions by month

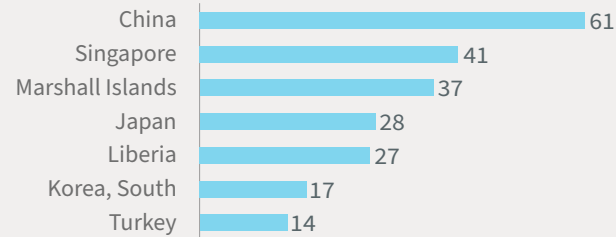


● Number of companies ● Total vessels

See [Appendix](#) for definition of completed and acceptable submissions

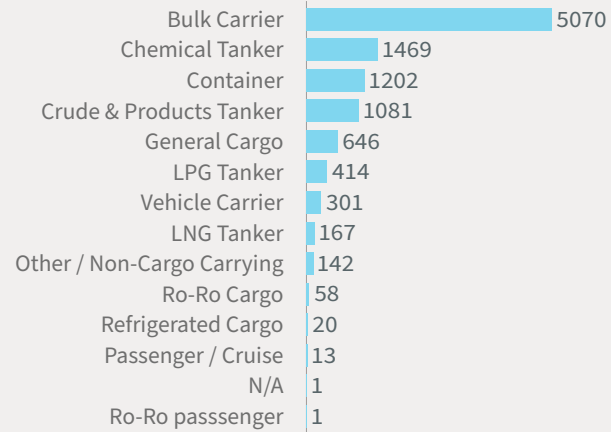
Companies by country of registration (top 7)

Number of DOC companies



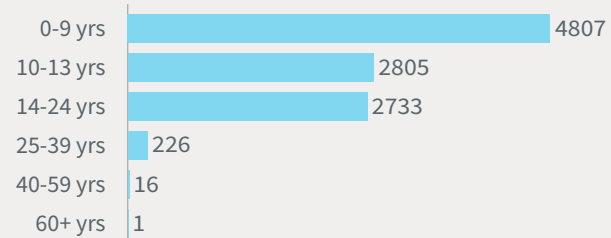
Vessel breakdown by type

Number of vessels (in trading or repair)



Vessel breakdown by age group

Number of vessels (in trading or repair)



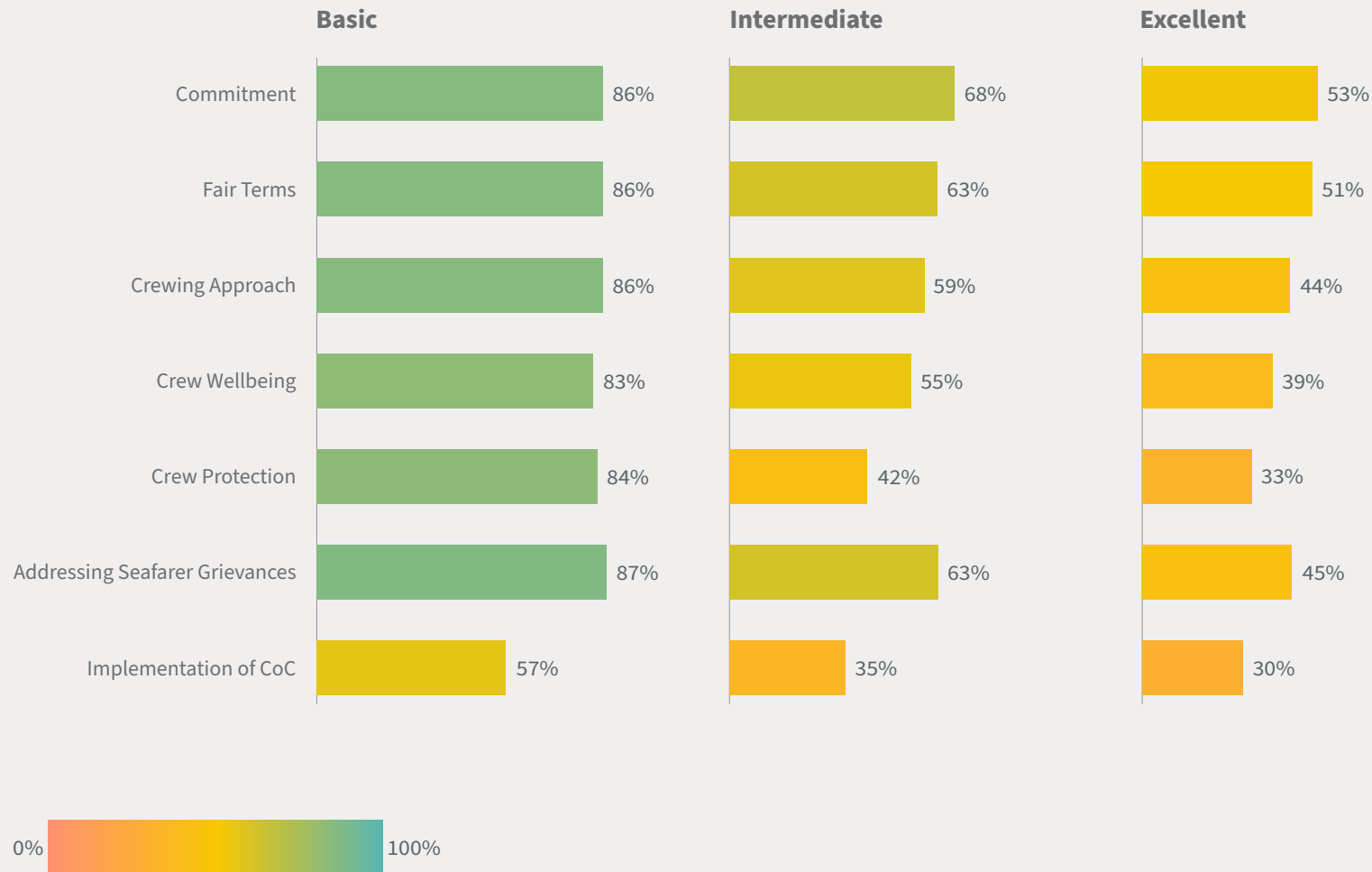
Percentage of Yes answers for Yes/No questions

MAIN SECTION	QUESTION (SUMMARY)	% OF ANSWERS WITH YES
Commitment	1.1 Has Written Commitment	98%
	1.2 Has Management System	99%
	1.8 Has Not Circumvent Rules	90%
Fair Terms	2.1 Has Forced Labour Prohibited	97%
	2.2 Has Verification No Fraud	96%
	2.3 Has Other Costs Prohibited	99%
	2.5 Has All Destination Paid	100%
	2.7 Join Workers Union	87%
Crewing Approach	3.4 Has No Operation Short Handed	93%
Crew Protection	5.1 Has Security Management System	98%
	5.3 Has Armed Private Security	89%
	5.4 Has Rights Protected	85%
	5.5 Has MLC Compliance	96%
Addressing Seafarer Grievances	6.3 Has Protection Against Retaliation	95%
Implementation of CoC	7.1 Has Access To Information	87%
	7.2 Has Code Of Conduct Communicated	87%
	7.3 Has Yearly Self-certification	74%
	7.4 Has Demonstrated Compliance	80%
	7.5 Has Easy Access For Audits	87%
	7.7 Has Best Practices Shared	81%

● 90 – 100% ● 80 – 89% ● 70 – 79%

See [Appendix](#) for table containing full question text

Percentage of boxes ticked by level and section



THREE DIFFERING LEVELS OF ACHIEVEMENT:

Basic

requires fulfilling all requirements at the basic level.

Intermediate

requires fulfilling all requirements at the basic and intermediate levels.

Excellent

requires fulfilling all requirements at all three levels.

Overall average percentage across all levels and sections

63%

What does the data tell us?

The RightShip Crew Welfare Tool has experienced a notable increase in submissions over the past few months, reflecting an increasing commitment among shipowners, managers, and operators.

As of January 2nd, 2024, the submissions represent approximately 10% of ocean-going capacity, indicating a

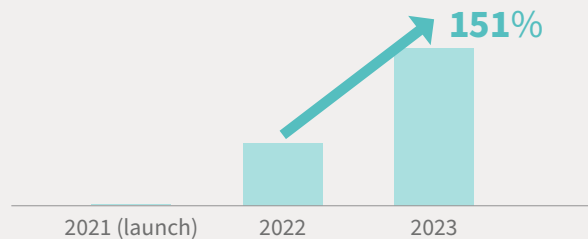
substantial and steadily growing global footprint. To put this growth into perspective, the number of participating companies has more than doubled from 192 to 483, and the number of vessels has risen from 5,887 to 10,588. These trends provide valuable insights into the expanding reach and impact of the Crew Welfare Self-Assessment Tool, highlighting its growing significance in the maritime industry.

A FEW NOTABLE TRENDS IN THE SUBMISSIONS:

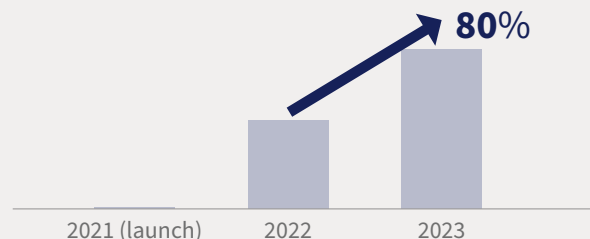
- Bulk carriers represent nearly 48% of the total vessels covered. Chemical tankers are the second-largest group, comprising approximately 14% of the submissions.
- About 45% of participating vessels are within the 0-9 years range, and 72% are under 14 years old.
- Shipowners, managers, and operators using the Crew Welfare Self-Assessment Tool primarily come from Asian or European countries. Greece takes the lead with 18% of total submissions, closely followed by China at 17%. Japan comes in at 10%, while Singapore and Germany follow with 7% and 6% respectively.
- China leads the way in vessel count with 23% of the total ships, followed by Japan at 11% while Greece and Singapore each account for 10% of the fleet. Germany comes in next, contributing 8% to the total vessel count.
- On average, each company using the Crew Welfare Self-Assessment Tool manages approximately 22 vessels.

Growth of submissions (between 2022 & 2023)

Number of participating companies



Number of vessels



Of the 42 questions in sections 1-7 of the Crew Welfare Self-Assessment Tool, 20 were yes/no questions with an average 92% positive response rate.

However, responses varied, with 97% affirming setting crewing levels based on crew wellbeing and safety (Clause 3.3 “Goes beyond the minimum crewing level legally required, and plans crewing levels based on realistic assessments of tasks that respects the value and ensures the wellbeing of seafarers.”) and only 27% supported providing recreational facilities and Wi-Fi coverage (Clause 4.4 “Provides recreational facilities and encourages social interaction among and between fellow crew members and provides internet access for private, personal use (including access to email, social media and communications), onboard for seafarers free of charge, that is limited only for justified reasons of safety, (cyber)security, and responsible use when off duty.”).

In section 2 (Fair Terms of Employment), sub-section 2.4, which reads “Ensures that seafarers are paid in full, correctly (including for all time worked, for overtime and at the previously agreed upon rates), on time and at the official published rate or prevailing market rate not unfavourable to seafarers in accordance with seafarer instructions.” had relatively high scores: 94% met the basic level, 79% the intermediate, and 71% the excellent.

2.4.	Ensures that seafarers are paid in full, correctly (including for all time worked, for overtime and at the previously agreed upon rates), on time and at the official published rate or prevailing market rate not unfavourable to seafarers in accordance with seafarer instructions.	
	Basic	<ul style="list-style-type: none"> • Provides or, if using a Seafarer Recruitment and Placement Service, ensures that it provides Seafarer Employment Agreements in accordance with the Maritime Labour Convention. • Ensures the vessel holds an ITF-approved collective agreement or demonstrable equivalent setting the wages and working conditions for all crew. [See 6.1. and 6.2.] • Ensures the operator holds a transparent, efficient, and verifiable timekeeping system with a documented process to assure the recording of actual hours worked, including overtime specifications. • Pays at least monthly and with a payment statement detailing wages and any deductions. Does not make any unauthorised deductions the seafarer has not agreed to.
	Intermediate	<ul style="list-style-type: none"> • Sets up a mechanism to track and evaluate gaps between times recorded and work actually delivered to identify and address any under- and/or misreporting of hours worked. • Has a checklist to ensure records exist for each seafarer and for each contract. • Ensures that, if payments are made in a different currency than they are issued, no currency exchange fees or other unauthorised or unagreed fees are charged to seafarers.
	Excellent	<ul style="list-style-type: none"> • Has a zero-tolerance policy for flawed, falsified or shammed logged work/rest hours. Makes each rank responsible for the correctness and accuracy of the logged-in data for the workers they supervise, and higher ranks are responsible for all reporting under them to be accurate. Increases severity of admonition and/or penalties for supervisors who misreport their subordinates' work data. Master provides information, guidance and training for new (stricter) policy and expectations. • Ensures compensation is paid correctly at first instance and according to the conditions agreed. • Performs periodic checks to assure rates are not unfavourable to seafarers. Findings are classified according to importance and resolved in a timely manner.

94%

79%

71%

FIGURE 2: Question 2.4 from the self-assessment questionnaire, and percentage of scores achieved for each level

In contrast, section 4 (Crew Wellbeing), sub-section 4.3, which reads “Provides Seafarer Assistance Programmes”, had lower scores: 61% basic, 38% intermediate, and 32% excellent.

In conclusion, the data gives us a greater understanding of the current landscape surrounding seafarers’ wellbeing. Crucially, it highlights the broad areas that require further attention and improvement, such as ensuring shore leave is supported and crew has access to Seafarer Assistance Programs. Every stakeholder involved has a role to play in improving seafarer wellbeing, from sharing best practices with other organisations to ensuring that seafarers are aware of their rights as well as any resources and grievance mechanisms available to them.

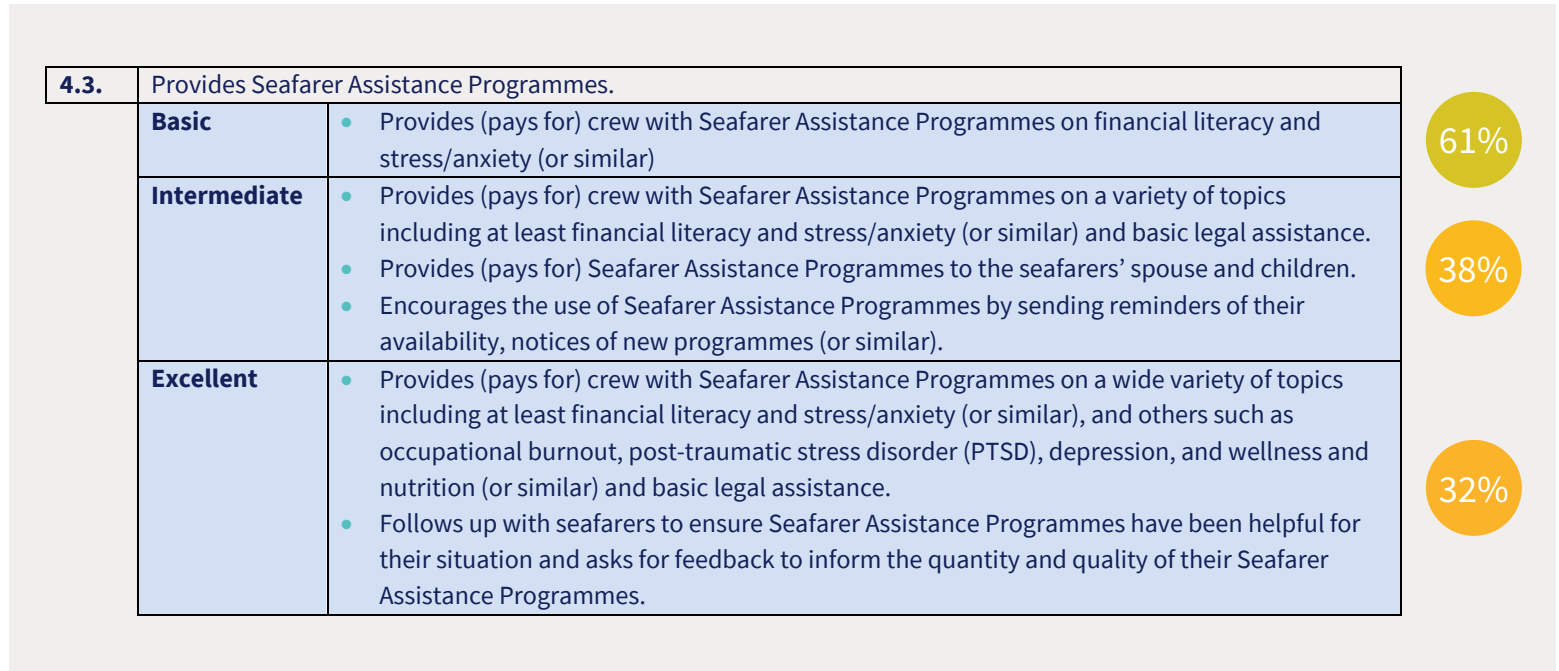


FIGURE 3: Question 4.3 from the self-assessment questionnaire, and percentage of scores achieved for each level

“ The data highlights the areas that require further attention and improvement ”

Developments in flow to address transparency, verification, and assurance

In our commitment to the maritime industry, we emphasise the importance of seafarers' rights and welfare, striving for zero harm. Transparency, verification, and assurance form the foundational trio that establishes trust and accountability, vital for maritime operations and seafarers' wellbeing. This year, we have focused on meeting the needs of demand-side stakeholders who are increasingly concerned about supply chain risk management and who wish to build strong partnerships with shipowners, managers, and operators.

Valuable feedback has highlighted the need to refine the Crew Welfare Self-Assessment Questionnaire. Its current complexity could deter participation. We are now revising the questionnaire to be more user-friendly and intuitive, enhancing its value and the guidance provided to stakeholders, encouraging wider participation.

Since introducing the Crew Welfare Self-Assessment tool, only 19 verification audits have been performed, signalling

a need for increased engagement. These audits, typically prompted by Code of Conduct breaches (irrespective of whether the self-assessment has been completed) or charterer requirements, reveal the power of commercial incentives in driving compliance and verification efforts. In response, we are focusing on simplifying the self-assessment process, aiming to make it more straightforward and accessible, thereby encouraging shipowners and managers to more readily embrace and adhere to industry best practices, thereby elevating their operational standards.

We also encourage ship owners and managers to undertake the RightShip crew welfare audit, an important verification process promoting transparency, accountability, and high standards in crew welfare.

Looking ahead, the role of charterers will be pivotal in propelling the maritime industry forward. Their active engagement and strong support for comprehensive crew Code of Conduct requirements can serve as a powerful

catalyst, inspiring and motivating ship owners and managers to adopt and implement these standards. Such a unified and collaborative effort is crucial in nurturing a culture of ongoing improvement and accountability throughout the maritime sector.

In conclusion, our ongoing efforts to refine the self-assessment process, with the aim of increasing industry participation, and urging ship owners and managers to undertake the RightShip crew welfare audit, is pivotal to our commitment to ensuring the safety and wellbeing of seafarers. Through these optimised tools, we strive to enhance compliance, transparency, and accountability throughout the maritime industry. Our overarching goal is the achievement of zero harm in maritime industry safety, ensuring that every seafarer benefits from the highest standards of care and operational excellence.

Call to action

How to secure skilled, motivated and dedicated talent for the future

AUTHOR: Mark Dickinson, General Secretary, Nautilus International



Safe manning levels; a decent wage; adequate training; internationally acceptable employment and social conditions; sufficient time off; ability to connect with home; not having to pay for a job.

These are not unreasonable expectations for someone planning or hoping to have a career at sea. Such expectations, or rights, are enshrined in, among other instruments, the ILO Maritime Labour Convention, 2006 (MLC, 2006) as amended² – often referred to as the Seafarers' Bill of Rights.

² The MLC has been amended four times by the ILO Special Tripartite Committee (STC) since its entry into force ten years ago. The most recent changes, which featured in last year's update, are due to enter into force in December 2024.



The MLC was conceived both as a level playing field for shipowners and crucially as a passport for seafarers on a journey of continuous improvement to achieve, not minimum standards but Decent Work³.

However, despite the achievements of the Bill of Rights, and its amendments, we still have much more to do to advance that journey. Not least because flag states are not challenging shipowners to demonstrate continuous improvement, and some shipowners have conveniently forgotten that the MLC was not a destination but the start of a journey.

Initiatives such as the Delivering on Seafarers' Rights Code of Conduct, and the self-assessment questionnaire that goes alongside it, help to chart the path and ensure progress on that journey.

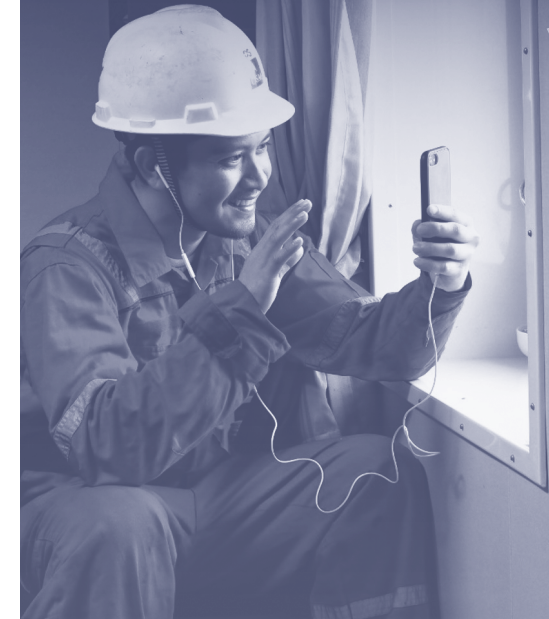
In addition, the 'just transition' and the recent calls for a New Social Contract for all workers, who deserve and need

a fairer share of the proceeds of their labour will also help. These concepts are as true for seafarers as they are to any other worker. Perhaps even more so given that without seafarers the global economy will falter.

We have all become accustomed to the statistic that shipping carry 90% of everything we need to sustain or lives. As the saying goes, 'no seafarers, no shipping, no shopping'. From the seafarers' perspective, when it comes to securing skilled, motivated and dedicated talent now and for the future, it is crucial that the safety, employment and social conditions of seafarers continuously improve.

Progress must happen on the answerability of the shipping industry to the conditions of their employees and the responsibility of states to ensure laws are implemented and enforced. The importance of the "social" in ESG and human rights due diligence in supply chains is also critical to ensuring that Decent Work for all seafarers is delivered to them just as they continue to deliver for us.

“ Safe manning levels; a decent wage; adequate training; sufficient time off; ability to connect with home. ”



³ The ILO considers Decent Work to represent the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.



Appendix

Definition of completed and acceptable submissions

A “completed submission” is one where the self-assessment is completed without any of the following issues:

- The Document of Compliance (DOC) company submitting the Crew Welfare Self-Assessment should not be on the Abandonment of Seafarers list, whether currently open or closed. If the listing is closed, it must not have been effective within the past five years from the present date.
- Any affiliated vessel under the DOC should not be on the Abandonment of Seafarers list, whether the listing is open or closed. Similar to the DOC company, if the listing is closed, it must not have been effective within the past five years from the present date.
- Any other associated company for the vessel under the DOC submitting the assessment should not be on the Abandonment of Seafarers list, whether open or closed. Again, if the listing is closed, it must not have been effective within the past five years from the present date.
- The vessel should not be on the Vessel Crew Welfare Watch List.
- The company should not be on the Company Crew Welfare Watch List.
- The email domain used for the submission should match the domain associated with the DOC company or vessel.

IN SUMMARY

In summary, a completed submission is one that is free from associations with any form of seafarer abandonment, is not flagged on welfare watch lists, and maintains consistent email domain use.

An “acceptable submission”, conversely, denotes a submission that does not meet one or more of the above criteria. These submissions require manual intervention by the RightShip Marine Governance Team to determine if they can be classified as “acceptable.”

Ultimately, both ‘Completed’ and ‘Acceptable’ submissions are included in the overall count.

[Back to relevant page](#)

RightShip Crew Welfare Self-Assessment Tool Aggregated Responses

Percentage of Yes answers for Yes/No questions (Full questions shown)

MAIN SECTION	QUESTION (FULL)	% YES
Commitment	1.1 Has a written commitment to valuing seafarers, including by respecting their human rights, and to complying with the MLC which reinforces seafarers' human rights.	● 98%
	1.2 Has a management system, supported by appropriate staffing and procedures, to manage compliance with the MLC, other relevant health and safety requirements and this Code of Conduct.	● 99%
	1.8 Avoids seeking further exemptions over and above those already provided for in the statutory or regulatory framework related to human rights, including labour rights, environmental, health, safety or security, recognising that these rules are in place to protect seafarers, the public, the marine environment and the industry.	● 90%
Fair Terms	2.1 Prohibits forced labour, including through practices that can lead to forced labour situations, such as through debt bondage due to the payment of recruitment fees and related recruitment costs, by verifying that seafarers have not paid fees or other charges for recruitment or placement to a seafarer recruitment and placement service and includes this requirement in the shipowner's contracts with seafarer recruitment and placement service.	● 97%
	2.2 Verifies that seafarers have not been subject to fraud, substitution of contracts, or retention of passports.	● 96%
	2.3 Verifies that seafarers are not charged other costs that are prohibited by the MLC such as repatriation costs.	● 99%
	2.5 Pays seafarers from the time and destination of departure to join the ship to the time of return to the destination selected for repatriation.	● 100%
	2.7 Under contract agreements, all seafarers are free to join a workers' union of their choice.	● 87%
Crewing Approach	3.4 Does not operate short-handed (except in exceptional emergencies for the shortest time possible).	● 93%
Crew Protection	5.1 Has a security management system to protect seafarers from piracy and other criminal activity. The system provides appropriate preparatory training for seafarers and for armed security personnel, and it includes anti-piracy non-lethal weapons.	● 98%
	5.3 Ensures any armed private security providers on board have received training on the rules on the use of force and on respecting the human rights of those affected by security operations, including seafarers.	● 89%
	5.4 Commits to protecting the rights of their crews during any criminal investigations following accidents, including the seafarers' rights to avoid self-incrimination, to fair treatment, and to payment of wages, subsistence, accommodation and medical care.	● 85%
	5.5 Ensures that seafarers are not abandoned and complies with the MLC requirements on abandonment, including maintaining continuous financial security to cover abandonment of seafarers, and cooperates to resolve any relevant claims concerning abandonment.	● 96%
Addressing Seafarer Grievances	6.3 Ensures there is protection against retaliation, including no blacklisting by the shipowner, vessel operator or the seafarer recruitment and placement service for raising grievances.	● 95%
Implementation of CoC	7.1 Acknowledges that the charterer/cargo owner counterparty requires access to information about conditions for seafarers on its ships, subject to data privacy and confidentiality as relevant, to address the issues covered in this Code of Conduct.	● 87%
	7.2 Communicates the requirements of this Code of Conduct to its workers, and to any other entity responsible for the operation of its ships and recruitment and placement of seafarers, and ensures that it has the legal mechanisms to require compliance by them with this Code of Conduct.	● 87%
	7.3 Conducts an annual self-assessment against the requirements of this Code of Conduct	● 74%
	7.4 Maintains relevant documentation required to demonstrate compliance with this Code of Conduct and required laws and agrees to make such documentation available to the charterer/cargo owner counterparty and its designated auditor evidence of compliance if requested.	● 80%
	7.5 Facilitates access to its ships to conduct audits in line with this Code of Conduct if requested.	● 87%
	7.7 Agrees to share with the charter party, and across their value chain, cases of best practice and solutions derived from this Code of Conduct, for learning, knowledge exchange and continuous improvement in the industry.	● 81%

● 90 – 100% ● 80 – 89% ● 70 – 79%

[Back to relevant page](#)

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Thank you to those who provided insights, reflections and content for this report:

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