



Appendix C —Maritime Labour Convention Minimum Working Conditions for Seafarers¹

Minimum requirements for seafarers to work on a ship

The minimum requirements for working on a ship are:

- no under-age persons work on a ship;
- all seafarers shall hold medical certificates attesting that they are medically fit to perform their duties at sea;
- seafarers are trained or qualified to carry out their duties on board ship; and
- seafarers have access to an efficient well regulated seafarers recruitment and placement system

Conditions of employment

Seafarers will:

- be employed under written, legally enforceable employment agreements that contain prescribed details and particulars;
- be paid for their services in accordance with their employment agreements;
- have regulated hours of work and hours of rest;
- have adequate annual and shore leave entitlements;
- be able to return home at no cost to themselves in prescribed circumstances;
- be compensated for injury, loss or unemployment when a ship is lost or has foundered; and
- work on board ships with sufficient personnel for the safe, efficient and secure operation of the ship.

¹ Information for Appendix C had been obtained from Annexure 3 of the Maritime Labour Convention *National Interest Analysis*.

Seafarers should also have access to career and skill development and employment opportunities for seafarers.

Accommodation, recreational facilities, food and catering

Seafarers will:

- have decent accommodation and recreational facilities on board; and
- have access to good quality food and drinking water provided under regulated hygienic conditions.

Health protection, medical care, welfare and social security protection

Seafarers will:

- have prompt access to adequate medical care on board ship and ashore;
- have the right to material assistance from shipowners for the financial consequences of sickness, injury or death while they are serving under an employment agreement;
- are provided with occupational health and safety protection;
- have access to shore-based welfare facilities where they exist; and
- have access to social security protection.

Compliance and enforcement

Signatory states must:

- implement their responsibilities under the Maritime Labour Convention with respect to ships that fly their flags;
- implement their responsibilities under the Maritime Labour Convention regarding international cooperation in the implementation and enforcement of Maritime Labour Convention standards on foreign ships; and
- implement their responsibilities under the Maritime Labour Convention pertaining to seafarers' recruitment and placement and the social protection of seafarers.