International Labour Organization

Fifth Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended

Geneva, 7-11 April 2025

▶ Consolidated proposal 12/13 sub-amending proposals 12 and 13 on violence and harassment for amendment to the Code of the Maritime Labour Convention, 2006, as amended, in accordance with Article XV

Following the initial submission of proposals 12[1] and 13[2] on violence and harassment for amendment to the Code of the Maritime Labour Convention, 2006, as amended (MLC, 2006), in accordance with Article XV, the respective authors agreed on sub-amending their proposals so as to present a consolidated text which is reproduced below.

To facilitate the discussion, the consolidated proposal 12/13 will replace proposals 12 and 13 and will be the basis for the submission of any amendments and for discussion at the Special Tripartite Committee.

Standard	Guideline	Proposed text – Amendments in track changes
	Guideline B1.4.1 – Organizational and operational guidelines	In paragraph 2, add a new subparagraph (l): 2. [...] These operational practices for private seafarer recruitment and placement services and, to the extent that they are applicable, for public seafarer recruitment and placement services should address the following matters: [...] (l) measures to prevent and address violence and harassment in recruitment and placement processes.

[1] Submitted by Australia, Canada, Marshall Islands, Norway, South Africa, United Kingdom.

[2] Submitted by Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

Standard	Guideline	Proposed text – Amendments in track changes
	Guideline B3.1.10 – Bedding, mess utensils and miscellaneous provisions	In paragraph 1, add a new subparagraph (d): 1. Each Member should consider applying the following principles: […] (b) bedding should be of good quality, and plates, cups and other mess utensils should be of approved material which can be easily cleaned; ~~and~~ (c) towels, soap and toilet paper for all seafarers should be provided by the shipowner~~.~~; and (d) menstrual hygiene products and disposal should be available for seafarers.
Standard A4.3 – Health and safety protection and accident prevention		In paragraph 1, add a new subparagraph (e): 1. The laws and regulations and other measures to be adopted in accordance with Regulation 4.3, paragraph 3, shall include the following subjects: […] (d) requirements for inspecting, reporting and correcting unsafe conditions and for investigating and reporting on-board occupational accidents~~.~~; and (e) prohibition and prevention of shipboard violence and harassment, including sexual harassment, bullying, and sexual assault.
Standard A4.3 – Health and safety protection and accident prevention		In paragraph 2, add new subparagraphs (e) to (h): 2. The provisions referred to in paragraph 1 of this Standard shall: […] (e) define shipboard violence and harassment, including sexual harassment, bullying and sexual assault, after consultation with shipowners' and seafarers' organizations. For the purpose of this Code, the term violence and harassment has the same meaning as Article 1 of the Violence and Harassment Convention, 2019 (No. 190).[1] *Footnote 1: For the purposes of the Violence and Harassment Convention, 2019, the term "violence and harassment" in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.* (f) require shipowners to adopt and implement relevant policies and measures to prevent and address shipboard violence and harassment, including sexual harassment, bullying and sexual assault;

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		(g) require shipowners to report to the appropriate flag State authorities unresolved and serious incidents of violence and harassment, including sexual harassment, bullying and sexual assault. Such reports shall be handled in accordance with national regulations and procedures. (h) require seafarers and others concerned, to comply with the applicable standards and measures implemented to prevent and address shipboard violence and harassment, including sexual harassment, bullying and sexual assault.
	Guideline B4.3.1 – Provisions on occupational accidents, injuries and diseases	Paragraph 1, amend as follows: 1. The provisions required under Standard A4.3 should take into account the ILO code of practice entitled Accident prevention on board ship at sea and in port, 1996, and subsequent versions and other related ILO and other international standards and guidelines and codes of practice regarding occupational safety and health protection, including any exposure levels that they may identify. Account should also be taken of the Violence and Harassment Recommendation, 2019 (No. 206), and the latest version of the Guidance on eliminating shipboard harassment and bullying jointly published by the International Chamber of Shipping and the International Transport Workers' Federation.
	Guideline B4.3.1 – Provisions on occupational accidents, injuries and diseases	Paragraph 2, subparagraph (m), amend as follows: 2. The competent authority should ensure that the national guidelines for the management of occupational safety and health address the following matters, in particular: [...] (m) appropriately-sized personal protective equipment for all seafarers on board; [...]
	Guideline B4.3.1 – Provisions on occupational accidents, injuries and diseases	Paragraph 4, subparagraph (d), amend as follows: 4. In addition, the competent authority should ensure that the implications for health and safety are taken into account, particularly in the following areas: [...] (d) violence and harassment, including sexual harassment, and bullying and sexual assault.
	Guideline B4.3.1 – Provisions on occupational accidents, injuries and diseases	Add new paragraphs 5 and 6: 5. Each Member should give due consideration to participating in international cooperation in the area of assistance, programmes and research on issues pertaining to preventing and addressing violence and harassment, including sexual harassment, bullying and sexual assault. International

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		cooperation should be based on bilateral or multilateral agreements or consultations among Members. 6. Members should cooperate in managing on-board incidents involving violations to seafarer welfare or incidents of violence and harassment, including sexual harassment, bullying and sexual assault. In particular, labour-supplying States should be notified as a substantially interested State when reported incidents are investigated.
Standard A5.1.5 – On-board complaint procedures		Amend paragraph 2 as follows: 2. Each Member shall ensure that, in its laws or regulations, appropriate onboard complaint procedures are in place to meet the requirements of Regulation 5.1.5. Such procedures shall seek to resolve complaints at the lowest level possible. However, in all cases, and in particular for the reporting of incidents of violence and harassment, including sexual harassment, bullying and sexual assault, seafarers shall have a right to complain directly to the master or the shipboard chain of command and, where they consider it necessary, to designated shoreside personnel or to appropriate external authorities, as the seafarer deems more appropriate. Amend paragraph 3 as follows: 3. The on-board complaint procedures shall include the right of the seafarer to be accompanied or represented during the complaints procedure, as well as safeguards against the possibility of victimization of seafarers for filing complaints. The term "victimization" covers any adverse action taken by any person with respect to ~~a~~ seafarers ~~for lodging a complaint which is not~~ involved in the complaint process, with due regard for situations where a complaint is manifestly vexatious or maliciously made.
Standard A5.1.5 – On-board complaint procedures		Add a new paragraph at the end: 5. Appropriate steps shall be taken to safeguard, at all stages, the confidentiality of complaints made by seafarers.
	Guideline B5.1.5 – On-board complaint procedures	In paragraph 2, add a new subparagraph (h): 2. At a minimum the procedures discussed during the consultative process referred to in paragraph 1 of this Guideline should include the following: [...]

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		(g) in all cases seafarers should have a right to file their complaints directly with the master and the shipowner and competent authorities~~.~~; and (h) unencumbered access to appropriate remedies for victims of violence and harassment, including sexual harassment, bullying and sexual assault.