



ISWAN annual
Seminar

16-Nov-2023

Helsinki, Finland

Human side of shipping

Delivering on Seafarers' Rights

Sustainable Shipping Initiative (SSI)

in partnership with Institute for Human Rights and Business (IHRB)

together in collaboration with the Rafto Foundation and RightShip



About the SSI



Who we are

The Sustainable Shipping Initiative (SSI) is a multi-stakeholder collective that brings together leaders across the entire shipping ecosystem to catalyse change and contribute to a more sustainable maritime industry.



A holistic view of sustainability

We recognise that cross-cutting approaches are needed to enable an environmentally, socially, and socioeconomically sustainable shipping industry.



Partnering for impact

We seek to collaborate with others in the maritime space and beyond, identify emerging issues and deepen engagement with existing initiatives.



Evidence-based inquiry

We publish and share valuable insights on how the shipping industry can address its sustainability challenges; all our outputs are public and freely available.



Our members

SSI members operate across the maritime ecosystem, from shipowners and managers to charterers, ports, NGOs, etc.



Roadmap to a sustainable shipping industry



- The *Roadmap to a sustainable shipping industry* acts as a compass for SSI, SSI members, and the wider industry, by scanning for emerging issues as well as mapping long-term transformation.
- The *Roadmap* defines tangible milestones to be collectively achieved over the coming decades, across intersecting vision areas.
- As a practical toolkit for the industry and a call to action, the *Roadmap* offers stakeholders multiple pathways to navigate the sustainability transition.





03. PEOPLE

Provide safe, healthy and secure work environments so that people can enjoy rewarding careers and achieve their full potential



Objectives

Adopt labour and human rights standards across the shipping industry to improve safety, security, living conditions, and fair wages for people working in shipping

Employ best practice in leadership and employee development to attract people to rewarding shipping careers

Embrace diversity (including age, disability, ethnicity, gender identity, race, and sexual orientation) and facilitate equal, diverse and inclusive work environments

Theme

Labour & human rights regulation

Labour & human rights disclosure

Safety standards

Shipping careers

Diversity & inclusion

Milestones - 2020s

3-2020-1
International labour and human rights regulation related to onshore and offshore workers enters into force and is increasingly ratified

3-2020-2
Industry best practice, codes of conduct and contractual terms addressing labour and human rights risks across the ship lifecycle developed

3-2020-3
Framework for reporting on fatalities and their causes developed to drive improvements in safe processes on ships, as well as in ship building, repair and recycling yards

3-2020-4
Seafarers have access to high-quality training and career development support, including preparation for future impacts of autonomous ships

3-2020-5
Workers across all phases of the ship lifecycle, onboard and onshore, have access to union representation and their working and living standards are improved

3-2020-6
Best practices in diversity, equality and inclusivity shared and implemented for a maritime workforce where all workers are treated with respect and fairness

Milestones - 2030s

3-2030-1
Translation of international and human rights regulation into regional and national law(s) is achieved

3-2030-2
Labour and human rights issues publicly disclosed and incorporated in contractual terms and decision making across the ship lifecycle

3-2030-3
Reporting framework on fatalities and safety standards widely used across the industry

3-2030-4
Globally recognised minimum competence qualifications and career development paths onboard and onshore are adopted and implemented

3-2030-5
Companies actively enforce internal policies aligned with IMO minimum standards, eliminating discrimination, harassment and bullying, whilst safeguarding whistle blowers

3-2030-6
Equal access and entry to the shipping industry, regardless of age, disability, ethnicity, gender identity, race, and sexual orientation

Milestones - 2040s

3-2040-5
Onboard shipping careers rank equally with shore-based industries in terms of attractiveness and job satisfaction, career development, and impact on mental health and well-being



Our work



Our current programmes



Decarbonisation (est. 2018)

Objective: To ensure shipping's sustainable decarbonisation by shining a light on emerging issues and taking a holistic view of what is needed to secure a just transition shipping to a sustainable, zero emission future.

Projects:

[Sustainability criteria for marine fuels \(Ongoing\)](#)

[Shipping's transition to a circular industry \(Ongoing\)](#)

[Sustainable biofuels for shipping \(2018-2021\)](#)



Human side of shipping (est. 2020)

Objective: To support those impacted by shipping's activities (such as seafarers, shipyard and port workers, coastal communities) by developing knowledge and tools that enable a healthy, safe and secure work and living environment for all.

Projects:

[Delivering on seafarers' rights \(Ongoing\)](#)



Delivering on seafarers' rights



Delivering on seafarers' rights

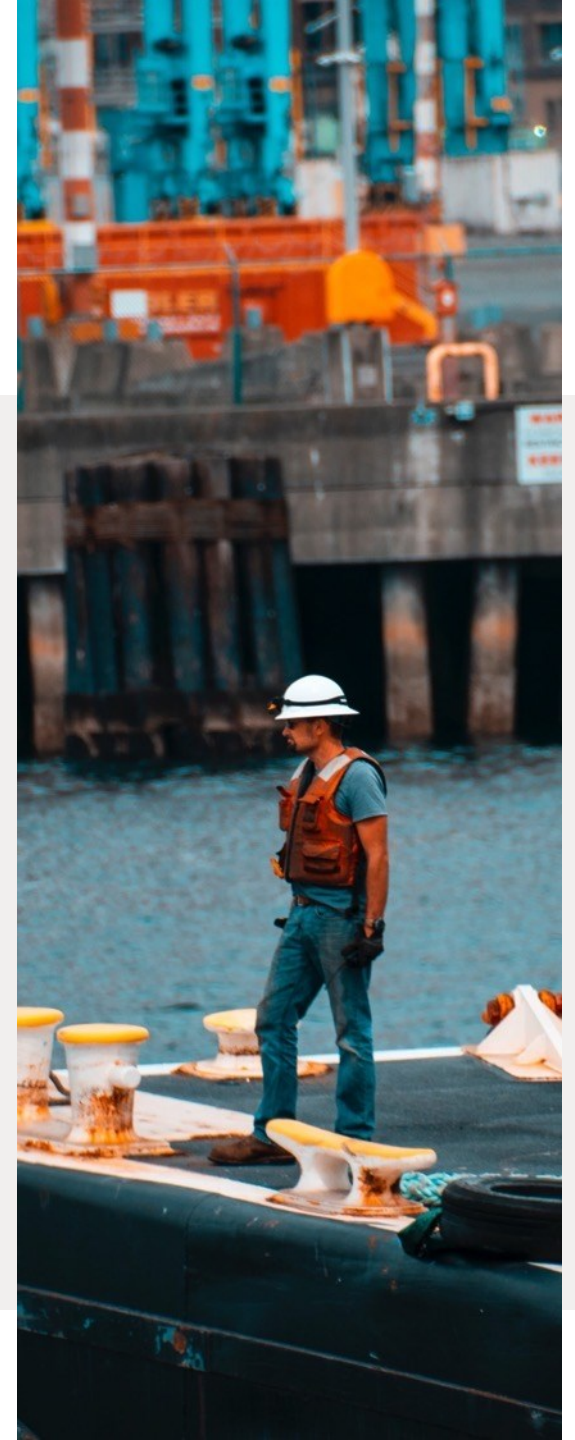
2020 - Present

Intended impact: Seafarers' rights are promoted and upheld, improving working conditions and ensuring equal treatment for workers at sea and ashore.

Objective: Actors across the maritime value chain better understand and comply with seafarers' rights, including and going beyond the Maritime Labour Convention (ILO MLC).

Outputs to date: [Code of Conduct](#), [Self-assessment questionnaire](#) (October 2021); [progress report](#) (October 2022).

Next steps: Engagement with seafarer organisations to increase awareness of Code of Conduct; work to improve verification and transparency; review of Code of Conduct and questionnaire.



Delivering on Seafarers' Rights

Co-chairs:

SSI & IHRB in collaboration with the Rafto Foundation and Rightship

SSI members:



RIGHTSHIP



Seafarers' rights – challenges & opportunities

- Complex industry processes have left many seafarers as workers, not employees, **lacking the protections and rights** of their onshore colleagues.
- **Lack of transparency** and **poor regulatory enforcement** at sea enables unacceptable practices such as forced labour, withholding wages, and recruitment fees.
- Seafaring has become less attractive, and organisations such as the International Chamber of Shipping predict a **global shortage of seafarers by 2026**.
- Addressing systemic challenges can bring benefits through:
 - **Improving conditions** for seafarers onboard and onshore to make seafaring a more attractive career
 - **Increased safety** and reduced risk of accidents due to poor physical or mental health, fatigue, etc.



Code of Conduct

The industry **Code of Conduct** reduces risks through:

- Improved compliance
- Helping shipowners and ship operators understand the extent to which current operations meet their human and labour rights and responsibilities
- Helping charterers and cargo owners strengthen due diligence and inform chartering-related decision-making



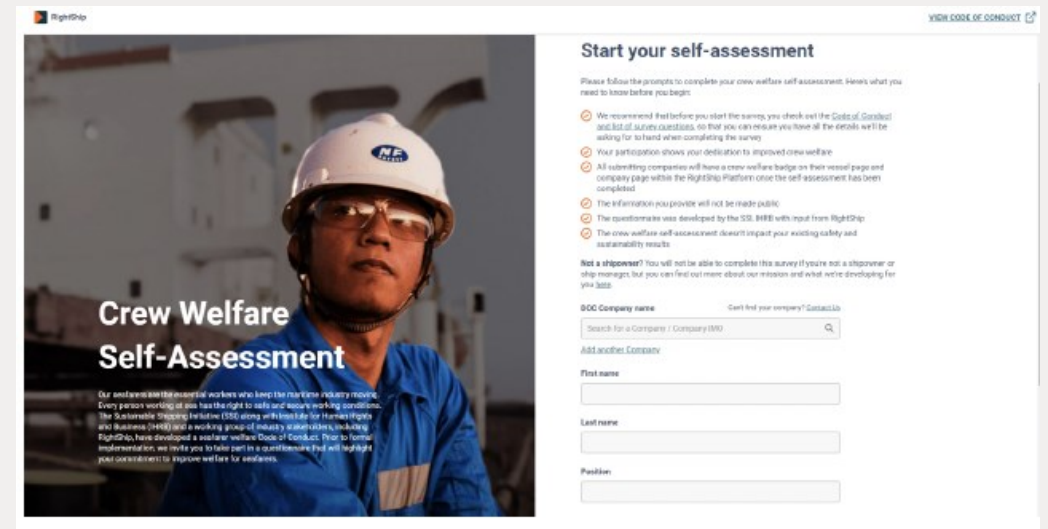


Topics covered

- **Shipowner/ship operator commitments:** The shipowner/ship operator commits to valuing seafarers and respecting their human rights; commits to an inclusive workforce; and does not seek on-going exemptions from rules protecting seafarers.
- **Fair terms of employment:** The shipowner/ship operator ensures seafarer recruitment is free from risks of forced labour; and provides fair terms of employment.
- **Crewing approach:** The shipowner/ship operator has a comprehensive crewing strategy to improve crew wellbeing and safety; and sets crewing levels based on crew wellbeing and safety.
- **Crew wellbeing:** The shipowner/ship operator prioritises crew wellbeing defined here as including physical, emotional, intellectual, spiritual and social wellbeing.
- **Crew protection:** The shipowner/ship operator has appropriate systems to keep crew safe and secure.
- **Addressing seafarer grievances:** The shipowner/ship operator has accessible and appropriate complaint/grievance handling processes on board and on shore.
- **Implementation of the Code of Conduct:** The shipowner/ship operator takes action to implement the Code of Conduct, including self-assessment and risk-based auditing; corrective action; and reporting on incidents.
- **Charterer and cargo owner requirements:** Charterers and cargo owners support the implementation of the Code of Conduct and progressively charter ships from shipowners and operators that meet this Code of Conduct.

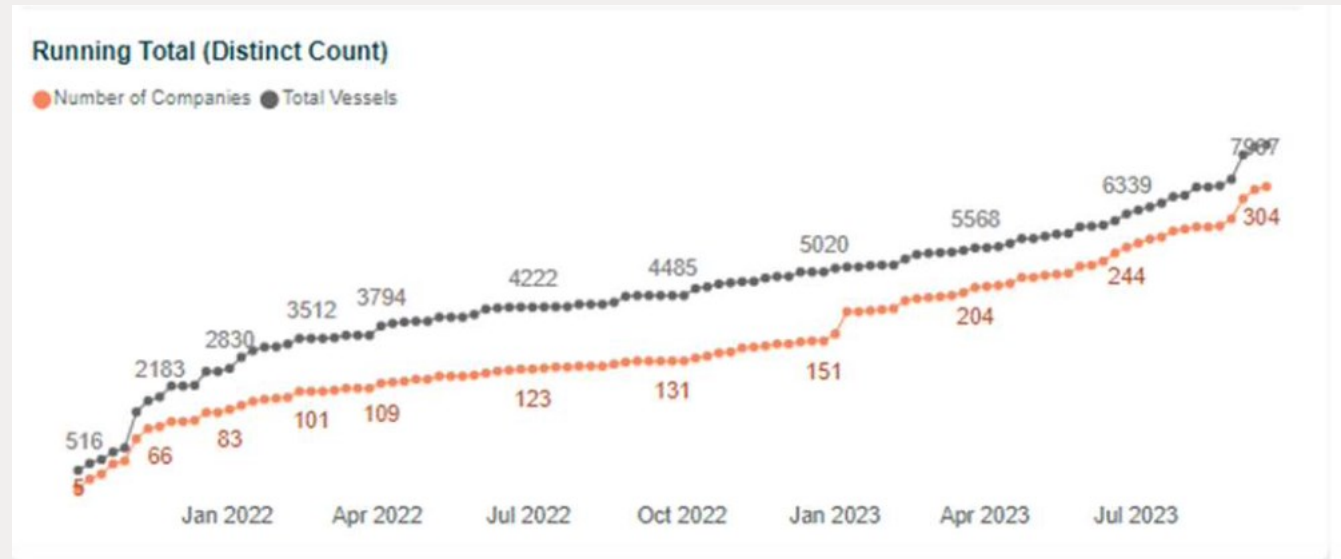
Self-assessment questionnaire

- The **Self-assessment questionnaire** provides guidance on **how to meet the Code of Conduct** as well as how to track progress. The questionnaire sets out three levels (basic, intermediate and excellent) to which a clause can be met and guides the user in achieving each level.



Progress so far

- as of early October 2023, **304 DOC Holders, representing over 7,900 vessels (~16% of ocean-going fleet & representing approx 200,000 or ~12% of the seafarer pool)**, have adopted the Code of Conduct and have submitted Self-Assessment Questionnaires via RightShip.
- Working to understand impact of Code of Conduct among industry and seafarers.
- Need for transparency to maintain momentum.
- **Shipowners and operators are encouraged to share their self-assessments publicly, on their websites and/or through annual and sustainability reporting.**





Successes and challenges

Successes

- **304 DOC Holders, representing over 7,900 vessels** (~16% of ocean-going fleet & representing approx 200,000 or ~12% of the seafarer pool), have **adopted the Code of Conduct** and submitted Self-Assessment Questionnaires via RightShip.
- Engagement with Responsible Shipping Dialogue and our SEAFAIRER Roundtables have **increased awareness among big brand cargo owners**.
- Brands and liner segment working to mitigate supply chain risks and begin to **embrace elements of the Code of Conduct into contracts**.

Challenges

- **Limited outreach** – many have still not heard, or are just now hearing, about the Code of Conduct and self-assessment.
- **Reaching** those not already in the RightShip database or in the SSI network (non-bulk, smaller companies with little public presence).
- Difficult **engaging directly with seafarers** to understand the impact of Code and self-assessment.
- Keeping up **with industry developments** and understanding how the Code and questionnaire should be **updated** to reflect changes.



Priorities

- Engagement with seafarer organisations **to increase awareness of the Code of Conduct.**
- Work ongoing to improve **verification and transparency.**
 - Encouraging shipowners and ship operators to share their self-assessment and help us track industry progress against the Code of Conduct.
- **Review and update the Code of Conduct and the self-assessment questionnaire to:**
 - reflect industry changes and improved understanding, such as from recent MLC updates and experience from those who have submitted the self-assessment.
 - Create indicators (scoring) and baseline to track progress, supporting other industry impact driven initiatives
- **Publishing progress reports** so that we can continue to collect data and experience from those implementing the Code of Conduct to better understand the impact.
- **Convene discussions** on best practices and emerging issues, through the “Seafairer” roundtables and beyond.





Thank you

How can you support
Delivering on seafarers' rights?

www.sustainableshipping.org | info@sustainableshipping.org
www.ihrb.org | info@ihrb.org

- Share the Code of Conduct and self-assessment with members
- Encourage the publishing self-assessments on own websites or inclusion in annual reporting and sharing of self-assessments with key stakeholders
- Raise awareness with Seafarers on **#SeafarersRights**