



# ILO News Brief

## STC 5



**5th meeting of the Special Tripartite Committee (STC) was held from 07 to 11 April 2025 by hybrid format.**

**This News Flash includes the result of main issues for the 5<sup>th</sup> STC.**

### 1. Violence and Harassment [Proposal No. 1, 12, 13]

In order to establish a new definition of sexual harassment, bullying, and sexual assault on board, and measures and programs to address these issues, the Shipowner/Seafarer group submitted proposal No.1, and the Government group submitted proposal No.1 12 & 13.

Agreed to discuss merged proposal No.12 & 13 on violence and harassment on board, with proposal No.1 withdrawn.

The working group was formed among Seafarers, Shipowners and Government groups to request Shipowners and Governments to take relevant measures to prevent and address sexual harassment, bullying and sexual assault on board, and to adopt new provisions for the Maritime Labour Convention including protection of victims and confidentiality as following parts in the table;

Standard A4.3 - Health and safety protection and accident prevention	Standard A5.1.5 - On-board complaint procedures
Guideline B1.4.1- Organizational and operational guidelines	Guideline B4.3.1 - Provisions on occupational accidents, injuries and diseases
Guideline B4.3.6 - Investigations	Guideline B4.3.11 - International cooperation

### 2. Repatriation [Proposal No. 2 & 10]

#### *[Proposal No. 2]*

Each Member is required to establish a mandatory provision requiring seafarers not to hold a visa or special permit when disembarking for the purpose of repatriation, and proposes new provisions to ensure non-discriminatory repatriation regardless of the ship's flag.

The majority of government groups, including the Republic of Korea, opposed the position that visas or special permits fall into the realm of public safety, such as security, legal affairs, and immigration control, and therefore it would be inappropriate to include them in the Maritime Labor Convention. As a result, the Seafarers/Shipowners group withdrew their proposal.

It was decided to submit a new proposal as a joint agenda of Seafarers/Shipowners at the next 6th STC, and the proposal to urge non-discriminatory repatriation of seafarers was adopted as a new Paragraph 10 of A 2.5.1.

### ***[Proposal No. 10]***

Compared to the repatriation of abandoned seafarers, the rights guaranteed in the case of the normal repatriation of seafarers are weakly guaranteed, so in order to resolve the inconsistency in rights, it is proposed to change the scope of the minimum repatriation cost that the shipowner shall bear from the existing Guidelines B to the Standard A.

The original proposal to include all of the provisions as mandatory regulations was revised based on agreements between the Seafarers and Shipowners, and the pay and allowance was agreed upon as Guidelines B, and the following was finally adopted.

### ***Standard A2.5.1 paragraph 3***

The costs to be borne by the shipowner for repatriation under subparagraph 2(c) shall include at least the following:

- (a) passage to the destination selected for repatriation;
- (b) accommodation and food from the moment the seafarers leave the ship until they reach the repatriation destination;
- (c) transportation of up to 30 kg of the seafarer's personal luggage to the repatriation destination; and
- (d) medical treatment when necessary until the seafarers are medically fit to travel to the repatriation destination.

### ***Guideline B2.5.1 paragraph 3***

The costs to be borne by the shipowner for repatriation under Standard A2.5.1, paragraph 3, should also include pay and allowances from the moment the seafarers leave the ship until they reach the repatriation destination, if provided for by national laws or regulations or collective agreements.

## **3. Key workers [Proposal No. 4]**

Seafarers were designated as key workers, thereby granting them rights related to disembarkation, repatriation, crew changes, and, where necessary, access to shore-based medical services, including during public health emergencies. This also included the recognition of the right of return for home.

In response to significant concerns raised by the Government group, the Seafarer/Shipowner group withdrew the original proposal that the adopted revised text be incorporated as mandatory provisions.

However, the government group opposed this approach and proposed that the provisions be included as non-binding guidelines instead. Following deliberations, it was agreed and adopted that the provisions be incorporated as guidelines.

## **4. Hours of work and rest [Proposal No. 6 & 7]**

### ***[Proposal No. 6]***

Under the existing Maritime Labour Convention, compliance is required with either the maximum weekly working hours (72 hours) or the minimum weekly rest hours (77 hours).

To ensure that an appropriate level of minimum rest corresponds with the maximum working hours, a proposal was made to extend the minimum weekly rest period from 77 hours to 96 hours.

**[Proposal No. 7]**

While the provisions on hours of work and rest allow for exceptions through Collective Bargaining Agreements, concerns were raised that such clauses contribute to increased fatigue among seafarers.

A proposal was made to amend the Convention by removing the provisions permitting exceptions through Collective Bargaining Agreements, in order to ensure adequate protection of seafarers' working and rest hours.

However, due to differences in views between the Seafarers group and the Shipowners group, consensus could not be reached, and the proposal was not adopted. It was agreed that the matter would be revisited in future discussions following the adoption of a resolution\*.

\* Resolution concerning the convening of a meeting of the Joint ILO-IMO Tripartite Working Group to identify and address Seafarers' Issues and the Human Element on hours of work and hours of rest

## **5. Career and skill development [Proposal No. 8]**

A proposal was made to ensure that seafarers receive training and education required to perform their duties on board without charge.

However, due to differing views among the Government, Seafarers, and Shipowners groups, the proposal was withdrawn by the Seafarers group and was not adopted. It was agreed that the issue would be revisited in future discussions.

## **6. Maximum period of service on board [Proposal No. 16]**

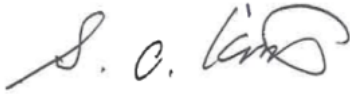
The provision regarding the maximum period of service on board was revised from "less than 12 months" to a clear limit of "11 months," with the possibility of an extension of up to 20 days when necessary.

The European Union sought to clarify the maximum service period for seafarers and to incorporate this requirement into the Declaration of Maritime Labour Compliance (DMLC) to ensure enforceability.

However, despite various views expressed by Member States, including the Republic of Korea, consensus could not be reached due to time constraints, and the proposal was not adopted.

The outcomes of the 5th Meeting of the Special Tripartite Committee are expected to be adopted at the International Labour Conference scheduled for 2-13 June 2025, with entry into force anticipated in December 2027.

Should you have any inquiries, please contact P.I.C. Thank you.



**General Manager**  
**Statutory System Certification Team**

P.I.C: KIM Seoyul (Mr.) / Principal surveyor  
Tel: +82 70 8799 8344  
E-mail: kr-dmlc@krs.co.kr

**Disclaimer**

Although all possible efforts have been made to ensure correctness and completeness of the contents contained in this information service, the Korean Register is not responsible for any errors or omissions made herein, nor held liable for any actions taken by any party as a result of information retrieved from this information service