



TECHNICAL CIRCULAR No. 508 of 08<sup>th</sup> September 2018

To: All Surveyors/Auditors

Applicable to flag: All Flags

**2016 Amendments to the Maritime Labour Convention**

Reference: Maritime Labour Convention, 2006

**2016 Amendments to the Maritime Labour Convention**

The 2016 amendments to the Maritime Labour Convention, 2006, will enter into force for the vast majority of signatory States on 8 January 2019. The MLC Guideline B4.3.1, concerning provisions on occupational accidents, injuries and diseases, is amended such that implications for health and safety will also include harassment and bullying. Additionally, a reference is provided to the latest Guidance on eliminating shipboard harassment and bullying, jointly published by the International Chamber of Shipping and the International Transport Workers Federation.

Ship owners should take into account the above when developing on board measures addressing harassment and bullying for compliance with the Maritime Labour Convention.

**Guidance on eliminating shipboard harassment and bullying. Content**

Foreword; Introduction; Aim of the guidance.

**What is harassment?**

Harassment is a form of discrimination which has the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment.

**What is bullying?**

Bullying is a form of harassment that includes hostile or vindictive behaviour, which can cause the recipient to feel threatened or intimidated. It results in a work environment in which a group of people or an individual may become threatened or intimidated because of the negative or hostile behaviour of another group of people or individual.

Bullying may involve a misuse of power or position and is often persistent and unpredictable. It may be vindictive, cruel or malicious. However, it can also arise when a person is unaware of the effect that their behaviour is having on other persons, or does not have any intention to bully.

**A company policy on harassment and bullying**

– Commitment from seafarers' organizations

**Identifying and reporting incidents of harassment and bullying**

- Reporting
- Shipowner complaints procedure
- Harassment and bullying grievance procedure
- Responding to a complaint of bullying and/or harassment
- Informal process

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- Formal process
- Confidentiality
- Hearings
- Resolution of case/action

**Measures to eliminate harassment and bullying**

Communication and awareness

- Awareness-raising activities

**Appendices**

1. Example company policy on harassment and bullying
2. Suggested text of leaflet for seafarers

REFERENCES:

- Maritime Labour Convention, 2006

- ATTACHMENTS: No.

Kindest Regards,

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