

# ITF SUPPLY CHAINS GLOBAL DEAL SOCIAL DIALOGUE AND HRDD

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22 JUNE 2021



WHO WE ARE


**THE INTERNATIONAL TRANSPORT  
WORKERS' FEDERATION** IS A GLOBAL  
UNION FEDERATION RECOGNISED AS THE  
WORLD'S LEADING TRANSPORT  
AUTHORITY.

WE ARE THE VOICE OF NEARLY  
**20 MILLION WORKING PEOPLE**  
ACROSS THE WORLD.



## THE PROBLEM

# TRANSPORT WORKERS ARE FACING LABOUR ABUSES EVERYWHERE



The Covid-19 pandemic has further exposed the fundamentally broken system of supply chain accountability.

**Across multiple countries and sectors, transport workers are paying the price.**



# THE PROBLEM: THE CREW CHANGE CRISIS



Ninety percent of everything

The  
Economist

## As the virus rages on shore, merchant seamen are stranded on board

News / More port restrictions from India's Covid  
wave exacerbate crew change crisis

## UN initiative calls on cargo owners to help safeguard seafarers



## The New York Times

### Trapped by Pandemic, Ships' Crews Fight **Exhaustion and Despair**

By Aurora Almendral



### Indian Seafarer Stranded in China Attempts Suicide



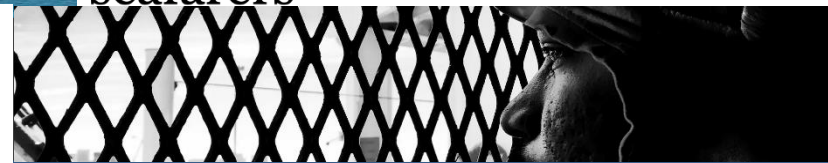
Business

### Essential, invisible: Covid has 200,000 merchant sailors stuck at sea

Global trade depends on maritime workers, but the  
pandemic has thrust them into 'humanitarian and economic  
crisis'

## Unilever, P&G push suppliers to rescue more than 300,000 seafarers

## ITF: Crew change crisis is at "breaking point"



# THE ITF IS READY TO WORK WITH ENTERPRISES TO IMPROVE LABOUR STANDARDS

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There are concrete steps that all companies can take to fulfil their human rights due diligence obligations and prevent labour abuses in their supply chains, including in crew change.



## A NEW TOOL TO SUPPORT OUR COMMON GOALS



## A QUICK GUIDE



**Ruwan Subasinghe** @RuwanSubasinghe · May 6

Thousands of seafarers are still trapped in forced labour situations due to the [#crewchange crisis](#).

Today four @UN orgs launch an [#HRDD](#) toolkit to help businesses respect seafarers' human rights during the pandemic. @ITFglobalunion is a proud partner.

📖 1/8

[#bizhumanrights](#)



**Ruwan Subasinghe** @RuwanSubasinghe · May 6

The tool is divided in 3 parts covering actions 'cargo owners' (lead firms) & charterers who use maritime transport can take to ensure respect for seafarers' labour rights and health and safety conditions in the context of the COVID-19 pandemic. Details on Pts 1 & 2 below.

2/8

### THE TOOL IS DIVIDED IN THREE PARTS:

1

Concerns actions cargo owners and charterers who use maritime transport can take to ensure respect for seafarers' labour rights and health and safety conditions in the context of the COVID-19 pandemic.

2

Concerns additional actions directed specifically to those cargo owners who use maritime transport providers.

3

Concerns additional actions directed specifically to charterers, who have contractual relations with shipping companies.

## PART ONE ACTIONS FOR CARGO OWNERS / CHARTERERS: ENSURE RESPECT FOR SEAFARERS' LABOUR RIGHTS, HEALTH & SAFETY

### ENGAGE WITH BUSINESS PARTNERS

- Business partners of cargo owners: Charterers, suppliers of services, logistics providers, maritime transport providers, other business partners who use maritime transport
- Business partners of charterers: Shipowners, ship operators

#### ACTION

Cascade the latest version of the IMO [Recommended Framework of Protocols for Ensuring Safe Ship Crew Changes and Travel during the Coronavirus \(COVID-19\) Pandemic](#) and use it as a basis for engaging in dialogue with your business partners.<sup>7</sup>

#### Outline expectations and verify that:

- No seafarers should be on board for a continuous period of more than the default 11 months maximum period of service (derived from the MLC, 2006).<sup>8</sup>
- Vessel operators are limiting any avoidable crew contract extensions.<sup>9</sup>
- Seafarers are not to work beyond the expiration of their contracts without their consent, highlighting that to do so may be grounds for considering such work as forced labour.<sup>10</sup>
- Vessel operators are upholding the right of seafarers to both fair and free repatriation (as required by MLC, 2006).<sup>11</sup>
- The cost of any quarantine obligations, before or after joining the ship are not borne directly or indirectly, in whole or in part, by the seafarer.<sup>12</sup>
- Vessel operators are providing seafarers with adequate provisions.

### PRACTICAL STEPS / FURTHER GUIDANCE

- Familiarize yourself with the IMO Protocols which outline general measures to be implemented by governments and shipping companies to facilitate safe ship crew changes during the COVID-19 pandemic and share them with your business partners.
- Seek a written assurance that your company's expectations are being met, and make this public when appropriate.<sup>13</sup> See [ANNEX E](#) for an example letter to business partners.
- Make your company's responsibility reports, enterprise annual corporate responsibility forms of disclosure,<sup>17</sup> website, or other relevant forms of disclosure, in particular the
- Engage with relevant stakeholders, in particular the International Transport Workers' Federation (ITF) and the International Chamber of Shipping (ICS). See a list of relevant stakeholders/email addresses in [ANNEX B](#).
- Engage with third parties (e.g. NGOs, research consultancies) to help with the verification of commitments. See [ANNEX B](#).
- Review suppliers' company reports for statements of their policy and practice.

### UTILIZE YOUR LEVERAGE

#### ACTION

Call on government authorities to implement coordinated and consistent policies and legal measures designed to alleviate the situation of seafarers during the COVID-19 pandemic, such as designating seafarers as "key workers"<sup>18</sup> and implementing the IMO [recommended framework of protocols](#).

Call on government to prioritize seafarers in their national COVID-19 vaccination programmes, together with other essential workers.<sup>19</sup>

Support the efforts of other actors (e.g. other COVID-19 vaccination programmes, NGOs, UN agencies) and associations, unions, NGOs, UN agencies) and support the efforts of other actors to increase

### PRACTICAL STEPS / FURTHER GUIDANCE

- See [ANNEX G](#) for a list of statements and resources on seafarers and COVID-19 from UN bodies and agencies.
- See [Vaccination for Seafarers and Shipping Companies: A Practical Guide](#) from the International Chamber of Shipping.
- Such efforts could include, supporting Multilateral Initiatives (MSIs); drafting letters directed to political decision-makers, or cross-sectoral calls to action, the global business community. See [ANNEX D](#).
- See [ANNEX B](#) for an overview of stakeholders and actors.

## PART TWO ADDITIONAL ACTIONS FOR CARGO OWNERS: ADVOCATE FOR AND SUPPORT NECESSARY CREW CHANGES

### ENGAGE WITH BUSINESS PARTNERS

- Business partners of cargo owners: Suppliers of services, logistics providers, maritime transport providers, charterers, and other business partners who use maritime transport

#### ACTION

Urge charterers and other business partners to be flexible and to accept route deviation requests from shipping companies for the purpose of facilitating crew changes.

Request charterers and other business partners to swiftly remove or refrain from using "no crew change" clauses in charter parties' agreements.

### PRACTICAL STEPS / FURTHER GUIDANCE

- Consider offering to contribute to the costs of deviation to share costs during the COVID-19 crisis.
- Seek a written assurance against use of "no crew change" clauses, to be made public where appropriate and available to external stakeholders.
- As a follow-up, verify that all "no crew change" clauses have been removed.

### ENCOURAGE COOPERATION WITH THE MARITIME INDUSTRY

#### ACTION

Encourage business partners to work constructively with the maritime industry through MSIs to help facilitate crew changes.<sup>20</sup>

### PRACTICAL STEPS / FURTHER GUIDANCE

- An example of an MSI is the Neptune Declaration on Seafarer Wellbeing and Crew Changes. A list of MSIs is available in [ANNEX F](#).



**Ruwan Subasinghe** @RuwanSubasinghe · May 6

Replying to @RuwanSubasinghe

Part 1 covers concrete actions cargo owners & charterers can take to ensure that, among other things, seafarers are not being forced to work beyond their contracts.

Lead firms can contact [@ITFglobalunion](#) at [SeafarersHRDD@itf.org.uk] to assist with verification.

3/8



**Ruwan Subasinghe** @RuwanSubasinghe · May 6

Cargo owners & charterers are also expected to use their significant leverage to, among other things, call on governments to implement coordinated & consistent policies and legal measures designed to alleviate the situation of seafarers during the pandemic.

4/8

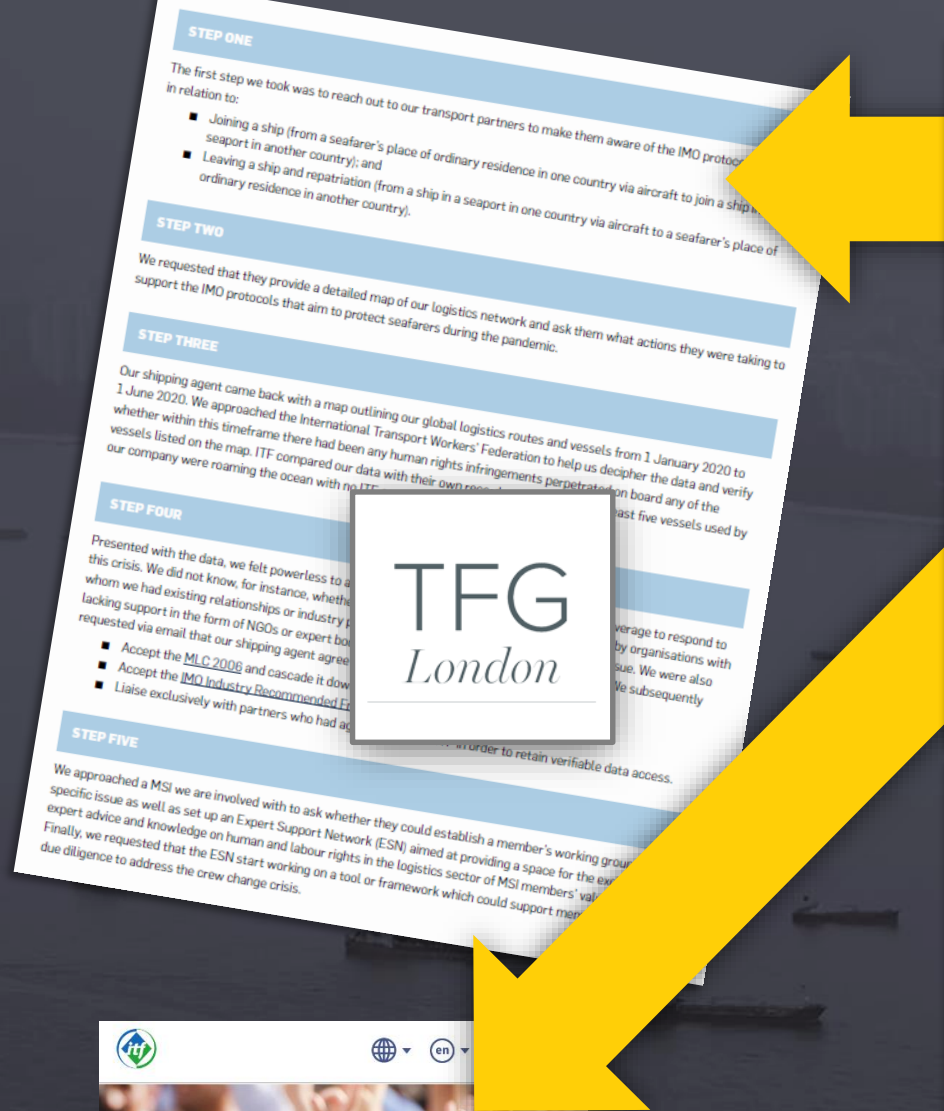


**Ruwan Subasinghe** @RuwanSubasinghe · May 6

Part 2 calls on cargo owners to engage with biz partners to encourage (1) route deviation requests from shipping companies for the purpose of facilitating crew changes (and consider cost sharing) and (2) to refrain from using "no crew change" clauses in charter party agmts.

5/8





**Ruwan Subasinghe** @RuwanSubasinghe · May 6

Annex C contains an excellent case study on the concrete actions that @TFGZA London Brands took to mitigate human rights risk in this space. Excellent blueprint for meaningful stakeholder engagement with the trade unions and MSIs.

6/8



**Ruwan Subasinghe** @RuwanSubasinghe · May 6

We want to see as many companies as possible taking action, committing to use the tool, and helping to stamp out human rights abuses in their supply chain & the wider #shipping industry. This has been an HRDD blind spot for too long!

ITF can assist: [itfglobal.org/en/focus/suppl...](https://itfglobal.org/en/focus/suppl...)

7/8



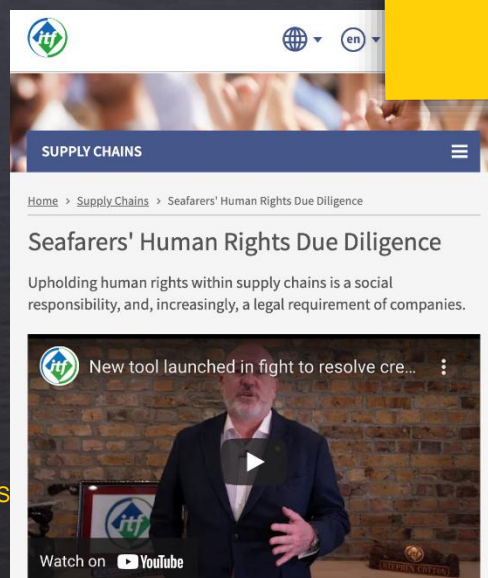
**Ruwan Subasinghe** @RuwanSubasinghe · May 6

With thanks to the @globalcompact, @UNHumanRights, @ilo, @IMOHQ and experts & supporting orgs @shippingics, @OECD, @ethicaltrade, @ihrb, @RaftoFoundation, @wef, @SustShipping, @glmforum & @CGF\_The\_Forum.

Link to toolkit: [unglobalcompact.org/library/5886](https://unglobalcompact.org/library/5886)

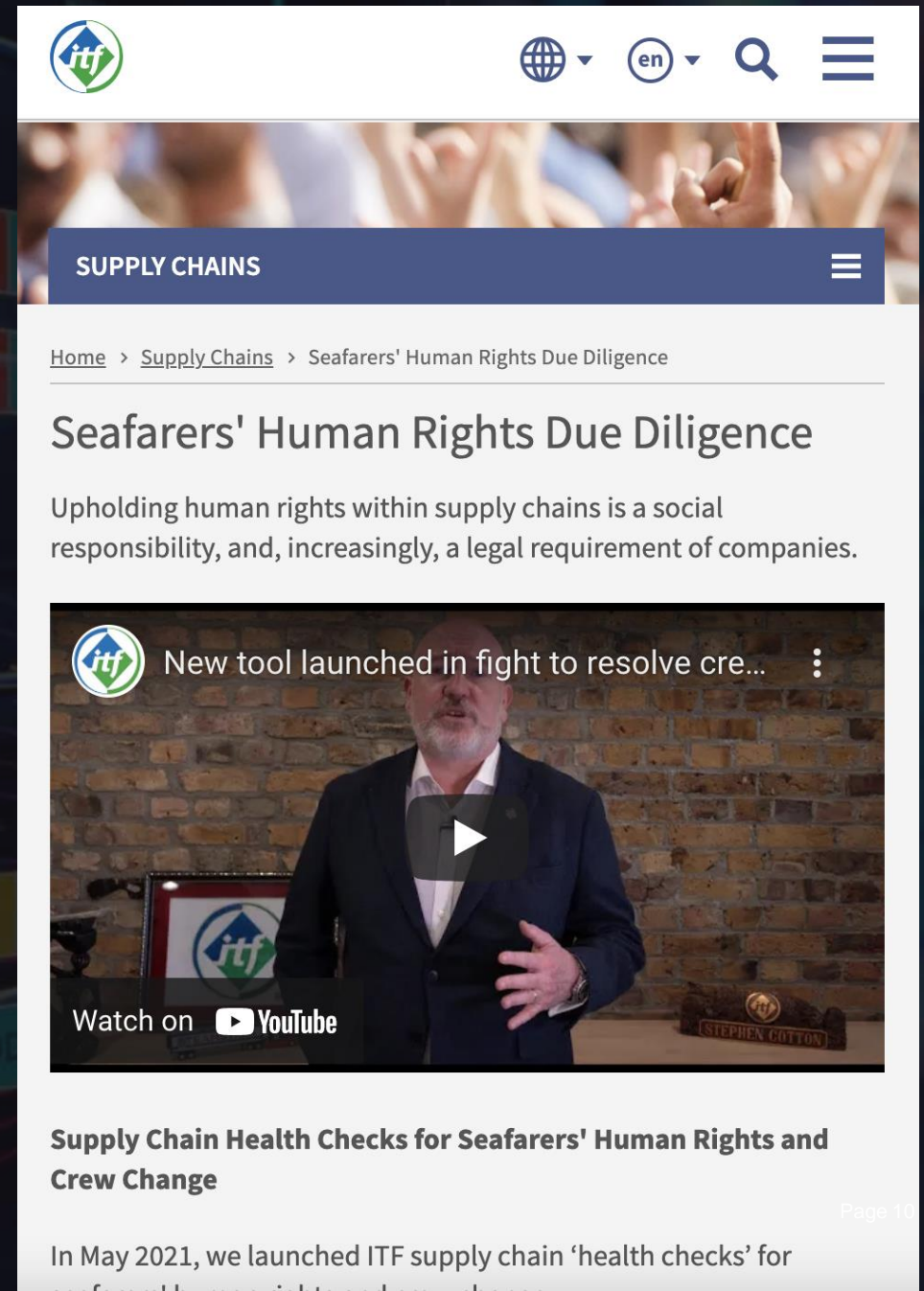
Please share!

8/8



## ENGAGING WITH THE ITF ON SEAFARERS' HRDD

We work with companies to help them better understand maritime supply chains – and the opportunities available to them to uphold the **human rights** of seafarers, including to crew change.



The screenshot shows the ITF Supply Chains website. The header includes the ITF logo, a globe icon, a language dropdown set to 'en', a search icon, and a menu icon. The main navigation bar is dark blue with 'SUPPLY CHAINS' in white. Below this, a breadcrumb trail reads 'Home > Supply Chains > Seafarers' Human Rights Due Diligence'. The main heading is 'Seafarers' Human Rights Due Diligence'. The subheading states: 'Upholding human rights within supply chains is a social responsibility, and, increasingly, a legal requirement of companies.' Below this is a video player featuring a man in a suit speaking. The video title is 'New tool launched in fight to resolve cre...'. A play button is overlaid on the video. Below the video, it says 'Watch on YouTube'. The page title at the bottom is 'Supply Chain Health Checks for Seafarers' Human Rights and Crew Change'. The footer mentions 'In May 2021, we launched ITF supply chain 'health checks' for...'. The page number 'Page 10' is visible in the bottom right corner.

ITF

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SUPPLY CHAINS

Home > Supply Chains > Seafarers' Human Rights Due Diligence

## Seafarers' Human Rights Due Diligence

Upholding human rights within supply chains is a social responsibility, and, increasingly, a legal requirement of companies.

New tool launched in fight to resolve cre...

Watch on YouTube

### Supply Chain Health Checks for Seafarers' Human Rights and Crew Change

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Page 10

# ITF SUPPLY CHAIN HEALTH CHECK TEMPLATE REPORT

With accurate data from you and your key transport suppliers, we can unlock even more opportunities to uphold the **human rights** of seafarers.

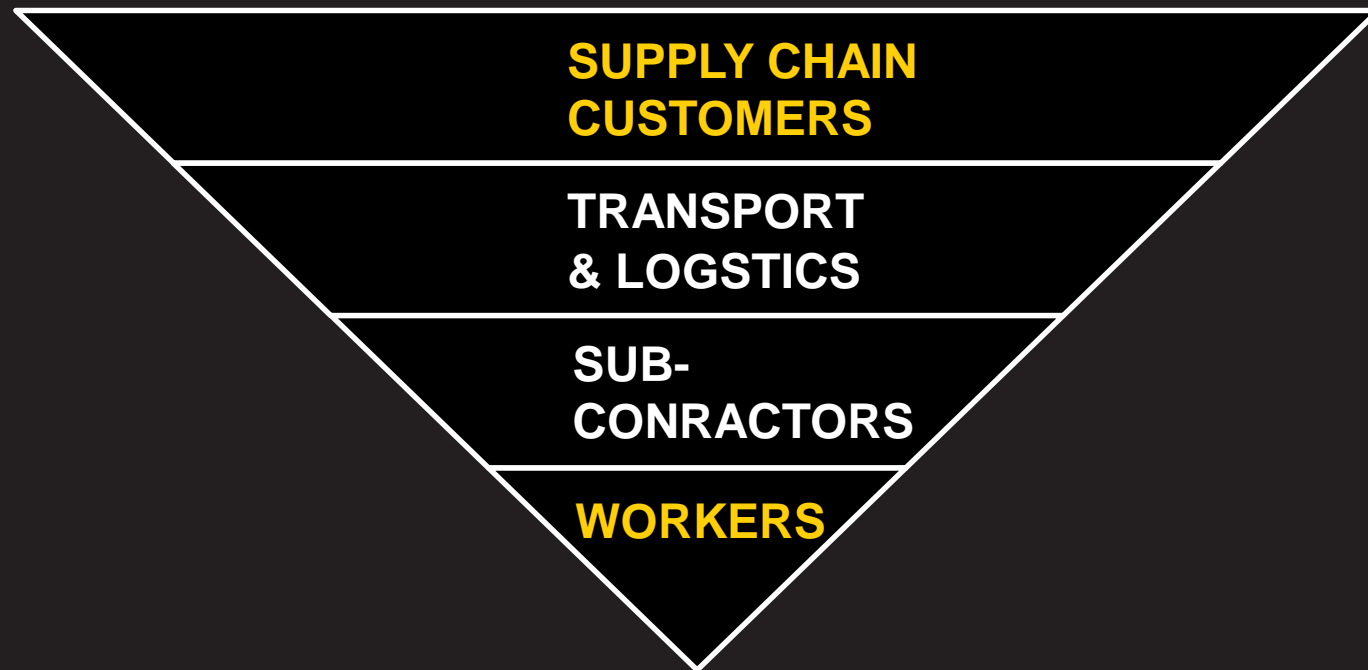


# SYSTEMATIC EXPLOITATION IN EUROPEAN ROAD TRANSPORT

Starvation pay  
Fraud  
Living in vehicles  
Working and resting time  
No PPE, lack of clean water  
No sick pay  
Human trafficking and modern slavery

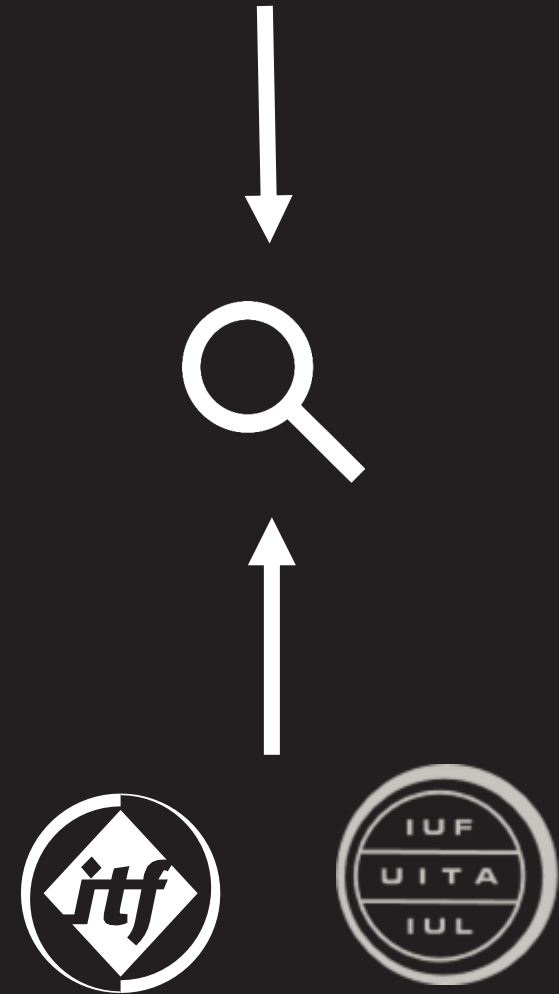


# **SUPPLY CHAIN CUSTOMERS HAVE THE MARKET POWER NEEDED FOR CHANGE**



# ROAD TRANSPORT DUE DILIGENCE (RTDD)

1. Minimum standards
2. Monitoring
3. Remediation





# WHAT ARE THE MINIMUM STANDARDS?

## 1. MINIMUM STANDARDS



**Compliance with laws**

**Equality and respect**

**Employment relations**

**Health and safety**

**Fair wages**

**Labour and union rights**

**Working and resting time**

# HOW DO WE MONITOR COMPLIANCE?

## 2. MONITORING & REPORTING

RTDD Foundation

Bottom-up monitoring network

Training and capacity-building

Evidence and data gathering

Anonymised reporting



# HOW DO WE FIX PROBLEMS?

## 3. REMEDIATION

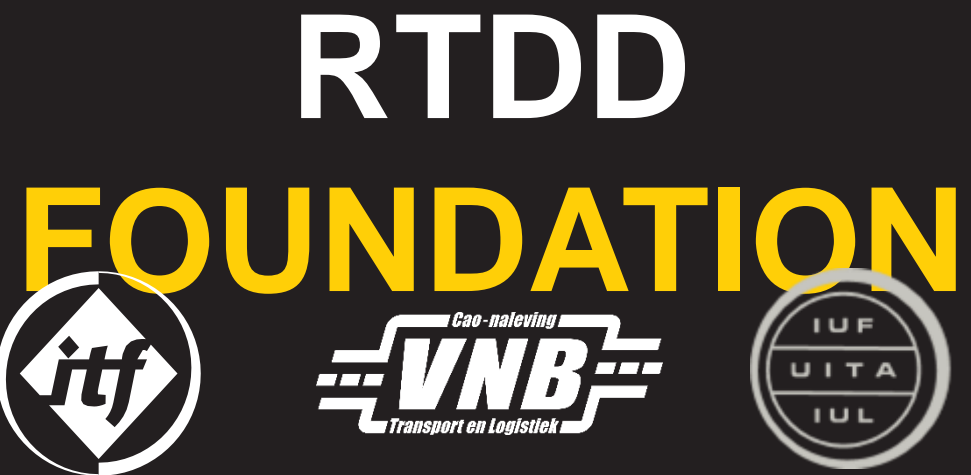


1. Notification
2. Consultation
3. Restitution
4. Training
5. Corrective plans
6. Assistance
7. Evaluation
8. Final measures





## HOW DOES IT WORK?



# THANK YOU FROM OUR GLOBAL UNION FAMILY

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@ruwansubasinghe

itfglobal.org

