

10-point Action Plan to Achieve a Just Transition for Seafarers

Fundamental just transition principles



Global labour standards

Ensure that Just Transition planning, as part of wider decarbonization plans in the maritime industry, is aligned with globally established labor standards under the Maritime Labour Convention, as amended (MLC, 2006), underpinned by social dialogue and stakeholder engagement



Gender and diversity

Champion 'Diversity, Equity and Inclusion' on board ships as a driver for better performance and risk management in the transition and beyond



Health and safety

Ensure a health and safety-first approach to de-risk shipping's green transition with fit-for-purpose training and familiarization onboard ships



Establish consensus to unlock training

To unlock the investments needed to equip the maritime workforce with essential skills necessary for a decarbonized shipping industry, urgently establish global consensus on an ambitious decarbonization goal for shipping, that is more explicitly aligned with the 1.5°C temperature goal of the Paris Agreement. This will provide the certainty needed to stimulate the uptake of alternative fuels and clean energy technologies for shipping

Recruitment and attrition

Skills and training



Support seafarer career pathways

Support seafaring careers both at sea and ashore, by establishing mobility frameworks for seafarers to develop transferable skills over their time on board, preparing them for a career ashore, beyond seafaring



Address attrition and recruitment

Take active steps to address seafarer attrition, which represents a significant challenge to attract and retain seafarers (including women) for shipping's green transition



Investing in skills

Ensure decarbonization plans, including spending and investment, are aligned with the globally established ILO just transition guidelines, taking full account of the maritime industry's growing need for skills to support its green transition



Strengthening global training standards

Strengthen global training standards for seafarers, in the ongoing comprehensive review of the IMO STCW Convention and Code, identifying areas for revision. This includes replacing or updating obsolete competencies and knowledge, understanding and proficiency (KUP) in line with shipping's digitalization evolution and decarbonization trajectory



Delivering fair training

Deliver equitable training models for all seafarers to keep up with technological advances needed to support the industry's decarbonization and avoid a widening skills and training gap, which disadvantages seafarers, in particular from developing countries, Small Island Developing States (SIDS) and Least Developed Countries (LDCs)



Monitoring skills

Develop national maritime skills councils, as advisory bodies, to complement the STCW training framework, including giving special attention to the additional skills that the maritime workforce will need to handle alternative fuels