

「海員為關鍵工人」，強化海員權益

本會於 2025 年 4 月 23 日接獲 ITF 通告本會並函知所有會員及政府單位、航運公司，經在日內瓦舉行的國際勞工組織特別三方委員會第五屆會議上，投票通過並同意的《海事勞工公約》修正案。

2025 年 4 月 11 日通過的修正案文本 | 國際勞工組織，除了兩年後生效的修正案外，會議還通過了四項重要決議：其中有關承認「海員為關鍵工人」的決議。在公約實施下確保海員獲得更完善的保障，加強推動海員福祉。

本會謹翻譯成中英對照，詳如下文：

Seafarers officially recognised as 'key workers' after successful Geneva negotiations

經日內瓦談判成功後正式指定海員為「關鍵工人」

Landmark changes to the Maritime Labour Convention (MLC) mean seafarers are officially recognised as 'key workers' by the International Labour Organization (ILO). 在海事勞工公約 (MLC) 這項具指標性的修訂，代表國際勞工組織 (ILO) 已正式承認海員為「關鍵工人」。

The Seafarers' Group at the ILO led by International Transport Workers' Federation (ITF) affiliates has won a raft of significant changes to seafarers' rights in Geneva this week.

本週，由國際運輸工人聯盟 (ITF) 率領的海員代表團，在日內瓦舉行的會議中為強化海員權益，成功推動了一系列重大變革。

Seafarers are now referenced as 'key workers', marking a major step forward in seafarers' rights and coming after a week of intense negotiations between the ILO, governments, shipowners and seafarers.

經過與國際勞工組織 (ILO)、各國政府、船東與海員代表為期一週的密集協商，海員如今終於正式被指定為「關鍵工人」，這是海員權益上的一項重大突破。

This new status, backed by a resolution calling for its early recognition, seeks to ensure that seafarers receive better protection, easier access to medical care and travel, and stronger support at all times.

這項成果來自於早期呼籲承認海員身份的決議，旨在確保海員獲得更完善的保

障、更便捷的醫療照護與換班安排，以及更堅實的支持。

The ITF has advocated for seafarers to be recognised as key workers since the Covid-19 pandemic began in 2020.

自 2020 年新冠疫情爆發以來，ITF 便一直倡議將海員認定為關鍵工人。

Seafarers' Group spokesperson and ITF Seafarers' Section Vice Chair, **Mark Dickinson**, said: "For the first time in any ILO instrument we have a reference in the Code to seafarers as key workers. How seafarers were treated during Covid-19 has not been forgotten, and we have made sure, as best we can, that it won't be repeated.

海員代表團發言人暨 ITF 海員部副主席 Mark Dickinson 表示：「這是 ILO 所有文件中首次在法規中提到海員為關鍵工人。新冠疫情期間海員所遭受的待遇並未被遺忘，我們盡最大的努力確保這樣的情況不會重演。」

"We've also secured strong commitments from governments on the treatment of seafarers on shore leave, repatriation and access to medical care."

「我們同時獲得各國政府對於海員岸上休假、遣返以及醫療照護方面的積極承諾。」

Among 16 proposed changes tabled by governments, shipowners and the Seafarers' Group at the ILO Special Tripartite Committee (STC), the key focus was on enhancing support for seafarers' wellbeing, including clearer regulations for shore leave and better health protocols onboard ships.

在本次 ILO 三方特別委員會（STC）中，由政府、船東及海員代表團共同提出的 16 項修正案中，著重在加強對海員福祉的支持，包括更明確的岸休規定及更完善的船上健康防護規範。

Crucially, commitments on preventing and eliminating violence and harassment have been strengthened via new MLC provisions that will seek to eradicate unacceptable behaviour.

此外，針對防止與根除暴力與騷擾的承諾也透過 MLC 新條文獲得強化，旨在杜絕類似不可接受的行為。

Dickinson explained the changes won on hours of work and rest – which will now be discussed jointly at the ILO-International Maritime Organization (IMO) Tripartite Working Group after a resolution endorsing this passed – and the criminalisation of seafarers.

Dickinson 表示，關於工時與休息的相關變革，將於 ILO 與國際海事組織（IMO）三方工作小組中繼續討論，相關決議已獲通過，同時也會針對海員遭刑事定罪問題展開研議。

“We also secured a commitment to further action on hours of work and rest, and we anticipate that future discussions will address the lack of enforcement of the existing regulations and exemptions – but also, in cooperation with the IMO, review the current rest and work hour limits to reduce fatigue,” he said.

Dickinson 進一步說明，「我們也在工時與休息問題方面取得進一步行動的承諾，預計未來的討論將針對現行法規執行不力與豁免問題，同時也將與 IMO 合作，重新審視現有的工作與休息時間限制，以減少疲勞。」

“The guidelines on the Fair Treatment of Seafarers are now referenced in a mandatory standard in the Code obliging governments to take due account of the guidance covering maritime accidents and alleged crimes.

「海員公平待遇指導原則」現在已列入強制性法規，要求各國政府在處理海事相關事故與涉嫌犯罪案件時，必須適當參酌該指導原則。」

“This is really significant in our continued fight against the unjust treatment and criminalisation of seafarers.”

「這對我們長期對抗海員遭不公待遇與刑事化來說，非常具有重大的意義。」

At the end of the week, five further resolutions were also put forward. These included plans to extend the mandate of the ILO-IMO joint tripartite working group to continue work on ‘human element’ issues such as seafarer abandonment and fatigue.

會議最後一周，另有五項決議案提出，其中包括擴大 ILO 與 IMO 三方工作小組的任務範圍，以持續處理如船員被遺棄與疲勞等「人為因素」議題。

“The maritime industry faces skills, recruitment and retention crises – and seafarers will not join a fragmented industry where abuses go unchecked and where fatigue and criminalisation are rife,” said ITF Seafarers’ Section Coordinator, **Fabrizio Barcellona**.

ITF 海員部協調員 Fabrizio Barcellona 表示：「航運業正陷入技能短缺、招募與留才的困境。只要這個產業持續存在不當對待、過度疲勞以及將海員刑事化的現象，海員是不可能選擇投身其中的。」

“Seafarers must be guaranteed fulfilling careers in which all their rights are protected and respected – and this week we’ve taken another important step towards that future.”

Fabrizio Barcellona 繼續說道：「海員的職涯應當是充實且受到尊重的，他們的所有權益也必須獲得全面的保障，而我們又朝這樣的未來邁進了一大步。」

ENDS

全文完

Notes

The Maritime Labour Convention, adopted by the ILO in 2006 and entered into force in 2013, is often referred to as the “Seafarers’ Bill of Rights.” It consolidates and updates nearly 70 international labour standards related to maritime work. The Special Tripartite Committee (STC) was established to keep the Convention under review and ensure its continuous improvement.

《海事勞工公約》由 ILO 於 2006 年通過，於 2013 年正式生效，通常被稱為「海員權利法案」。該公約整合並更新了近 70 項與海事工作相關的國際勞工標準。為了持續審視並改進該公約，特別設立了三方特別委員會（STC）。