



## Regulatory Peculiarities of the Maritime Labor Convention in the System of International Legal Protection of Seafarers' Rights

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### ABSTRACT

This article focuses on the profound significance of the International Labor Organization's Maritime Labor Convention (MLC-2006), which is the main global instrument protecting seafarers' rights. Addressing the universal nature of seafarers' labor and the need for international regulation, the authors highlight the challenges seafarers face in a dynamic maritime labor market in the face of economic change and a shrinking national fleet. The first section provides an extensive prelude to the international conventions governing seafarers' rights and sets the historical context. The subsequent section meticulously examines the convention itself, integrating and harmonizing the provisions of other conventions with contemporary standards. Focusing on its distinctive structure of articles, rules and code, the article scrutinizes key provisions ensuring seafarers' rights, including age limits, medical examinations, and fair remuneration and working time restrictions. The final segment examines the intricacies of ratification of the MLC-2006 in Ukraine, emphasizing its critical role in preserving maritime state status. The paper emphasizes that the MLC-2006, often referred to as the "International Seafarers' Bill of Rights," is a landmark achievement in international law. In addition, the paper integrates the computational model presented in the paper to demonstrate compliance with the MLC-2006 rules on seafarers' working and rest time. This multidimensional approach enhances the understanding and practical application of the convention's principles in real-life scenarios.

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### 1. Introduction.

The International Shipowners' Union (ISU) reports a staggering figure of over 1.5 million seafarers globally when addressing labor in maritime transport. With their work being

inherently international due to high mobility and universality, regulating seafarers' labor relations demands an approach on the global scale.

This issue is especially relevant for Ukraine, where transformational economic changes, significant reduction of the national fleet and financial problems of the industry have put Ukrainian seafarers in a difficult situation, seeking opportunities in the global maritime labor market. At the same time, seafarers face serious challenges, such as pirate attacks and lack of social protection.

Engaging with foreign shipowners presents an additional and significant challenge related to the registration of ships under "flags of convenience." These flags, associated with states offering favorable registration conditions for foreign shipowners, are known for their straightforward registration procedures and low or nonexistent taxes. However, the act of raising a flag ties the vessel to a specific legal jurisdiction, posing potential

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vulnerabilities for Ukrainian seafarers. The legal implications of labor relations between the shipowner and the crew fall under the jurisdiction of the flag state, making it challenging to safeguard Ukrainian seafarers working under flags of convenience.

Essentially, collaborating with foreign shipowners results in the seafarer's departure from the legal jurisdiction of their home state, introducing a complex landscape of problems and legal intricacies in the realm of maritime employment.

A distinctive feature of seafarers' employment is the intermediary role of crewing companies. However, a number of problems arise in doing so. Seafarers may find that they are charged a fee for assistance in finding employment and that the terms of the contract are often not what they expected. Rejection of less favorable terms may result in the seafarer being sent home at their own expense (Voloshina, 2015). The international legal foundations safeguarding the labor rights of seafarers, offering insights into the challenges and protections within the maritime industry explored by (Shashkova-Zhuravel, 2016). Holbin, M.I. (2016) goes into the specifics of ILO conventions, shedding light on their features and role in protecting seafarers' labor and social rights.

The conventions, documented by the International Labour Organization (ILO), reflect the first efforts to establish comprehensive guidelines on conditions of employment, health and welfare of seafarers. The official documentation from the ILO provides an in-depth understanding of the regulations outlined in the Labour Inspection (Seafarers) Convention 1996, crucial for comprehending the legal aspects of seafarer protection. The Maritime Labour Convention 2006, serves as a cornerstone for understanding contemporary international standards protecting seafarers. The Medical Examination (Seafarers) Convention 1946, as presented by the ILO, outlines the standards for health assessments crucial for seafarer employment. Exploring the Merchant Shipping (Minimum Standards) Convention 1976 on the ILO's official platform unveils crucial regulations shaping the minimum standards for seafarer welfare. The Prevention of Accidents (Seafarers) Convention 1970, study the measures designed to ensure the safety of seafarers during their employment. The Seafarers' Hours of Work and the Manning of Ships Convention 1996, offers critical insights into the regulation of seafarer working hours. The Seafarers' Welfare Convention 1987, provides a comprehensive understanding of the measures in place for enhancing the welfare of seafarers. The Seamen's Articles of Agreement Convention 1926, outlines key provisions regarding the terms and conditions of employment for seafarers. The Shipowners' Liability (Sick and Injured Seamen) Convention 1936, addresses the responsibilities and liabilities of shipowners concerning the health and well-being of sick and injured seamen. These conventions have laid the foundation for subsequent regulations and demonstrate a continuing commitment to improving the working conditions and safety of those engaged in the maritime profession.

The works of numerous scholars and studies complement and expand the existing range of international norms and conventions. Thus, Savych, O.S. (2011) examines issues related to the implementation and ratification of the ILO Maritime Labor Convention, 2006, offering insights from a Ukrainian perspec-

tive. The right to repatriation of abandoned seafarers in the context of the Maritime Labor Convention, 2006 and the International Covenant on Civil and Political Rights, 1966 is discussed by (Gupta, 2023). The impact of big data analytics on seafarers' privacy rights; findings are presented in a master's thesis (Okonkwo, 2022). Fitzpatrick and Anderson, 2023 in their book explored various aspects of seafarers' rights, contributing to the understanding of the legal framework. Kurtz discusses the human rights tragedy faced by seafarers during the COVID-19 crisis, outlining the findings of the conference (Kurtz, 2022). Studying the dynamics of information panic in society, with a focus on the COVID-19 case, which contributes to understanding society's response (Bushuev et al., 2021; Alla B., 2020). A pilot study of the impact of COVID-19 on seafarers' rights to disembarkation, repatriation, and medical care, providing valuable insights, conducted in (Hebbbar and Mukesh, 2020). A critical analysis of the complexities associated with seafarers and the legal and regulatory framework, contributing to a better understanding of the challenges faced by seafarers, is presented in (Garg et al., 2023). The impact of Somali piracy on seafarers' human rights is examined, adding to the discussion of the challenges faced by people in the profession (Galani, 2016). The labor rights of merchant seafarers held hostage by pirates are discussed, providing insight into the challenges faced in piracy situations (Chen & Shan, 2016). The changing economic structure of the maritime industry and its negative impact on seafarers' health rights, which contributes to the understanding of health-related issues (Guillot-Wright, 2017).

Zhang (2016) study seafarers' rights in China, exploring legislative and practical developments under the 2006 Maritime Labor Convention. Chang and Khan (2023) provide a comprehensive appraisal of the Maritime Labour Convention 2006 within the context of human rights, contributing valuable insights while Shan and Zhang's work (2020) investigates the enforcement of workers' compensation rights for Chinese seafarers within human resource supply chains. Ghaida and Ezra (2022) examine the case of Mohammed Aisha, shedding light on efforts to protect seafarers against abandonment. Abila's contribution (2022) addresses the gap in mental health education and standards of seafarer education, offering insights into the mental well-being of seafarers. Wang (2022), in "Chinese Labour Law," discusses the employment of seafarers within the broader context of Chinese labor law. Lee et al. (2022) focus on ensuring equal opportunities for foreign seafarers to promote sustainable development in the Korean Merchant Shipping Industry, Yildirim et al.'s study (2022) explores the compensation effect of wages on decent work, providing valuable insights into seafarers' attitudes. Tetemadze's work (2020) provides a synopsis of seafarers' well-being through qualitative research based on data derived from seafarers and maritime stakeholders. Kivalov (2019) examines the legislative and institutional crisis in the activities of Ukrainian harbor masters and harbor masters' offices. The study by Michelina (2019) focuses on maritime policy in the context of the implementation of the Maritime Doctrine of Ukraine, presenting the administrative and legal dimensions. Kuznietsov's analysis (2019) of the updated maritime doctrine of Ukraine explores its role as a

response to threats to modern Ukrainian statehood.

The collaborative research (Melnyk et al., 2022) focuses on maritime situational awareness as a key measure for safe ship operation and examine the nature and origin of major security concerns and potential threats to the shipping industry (Melnyk et al., 2021). Another joint effort by Melnyk and Onyshchenko (2022) assesses navigational safety based on the Markov-Model approach and Melnyk et al. (2023) propose an integral approach to vulnerability assessment of ship's critical equipment and systems. In (Kyrylova et al., 2022) presented a conceptual model of educational project management related to maritime transport in higher education institutions while Fotteler et al. (2020), conducted an analysis on the impact of the Maritime Labor Convention on seafarers' working and living conditions, utilizing port state control statistics.

Thus, the review of the literature on the topic of the study allows us to identify several key issues in the field of seafarers' labor. An important topic is the problem of protecting seafarers' labor rights, especially in the context of international agreements such as the International Maritime Labor Convention. These agreements set standards and requirements to ensure decent working conditions and social protection for seafarers.

Another important problem is the issue of registration of ships under "flags of convenience". This creates difficulties for seafarers as they find themselves under the jurisdiction of the ship's flag, which can make it difficult to protect their labor rights.

One of the key findings from the literature review is that cooperation with foreign shipowners may result in the seafarer leaving the jurisdiction of their home country, creating a complex landscape of labor issues and legal intricacies in maritime shipping. This highlights the importance of ratifying international agreements and developing effective mechanisms to protect seafarers' labor rights in the face of international mobility and complex economic dynamics in the maritime industry.

## 2. Materials and methods.

The methodology of this research aims to achieve a comprehensive understanding of the labor relations in maritime transport. Through careful investigation and analysis, the research seeks to uncover the intricacies, challenges, and legal frameworks surrounding seafarers' work on an international scale.

### 2.1. International conventions on the protection of seafarers' employment rights.

The International Labour Organization (ILO), established in 1919 as a specialized agency of the United Nations, plays a key role in the development and implementation of international labour standards. These standards, enshrined in ILO statutes and conventions, serve as the basis for defining labor principles that have a significant impact on seafarers. ILO standards deal specifically with the working conditions and social protection of members of the maritime professions, representing the most extensive collection of specialized conventions and recommendations aimed at those employed in this specific sector of the

economy. Tracing the chronology of the adoption of ILO international legal acts aimed at ensuring seafarers' rights, Table 1 highlights the main stages in the evolution of these protective measures.

Table 1: International Labor Standards for Seafarers.

Convention Code and Title	Date of Adoption
C016 - Medical Examination of Young Persons (Sea) Convention	25th October 1921
C022 - Seamen's Articles of Agreement Convention	June 1926
C055 - Shipowners' Liability (Sick and Injured Seamen) Convention	October 1936
C073 - Medical Examination (Seafarers) Convention	June 1946
R078 - Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation	June 1946
C109 - Wages, Hours of Work and Manning (Sea) Convention (Revised)	May 1958
C134 - Prevention of Accidents (Seafarers) Convention	October 1970
R154 - Continuity of Employment (Seafarers) Recommendation	October 1976
R153 - Protection of Young Seafarers Recommendation	October 1976
C163 - Seafarers' Welfare Convention	September 1987
C178 - Labour Inspection (Seafarers) Convention	October 1996
C179 - Recruitment and Placement of Seafarers Convention	October 1996
R186 - Recruitment and Placement of Seafarers Recommendation	October 1996
C180 - Seafarers' Hours of Work and the Manning of Ships Convention	October 1996
R187 - Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation	October 1996

Source: Authors.

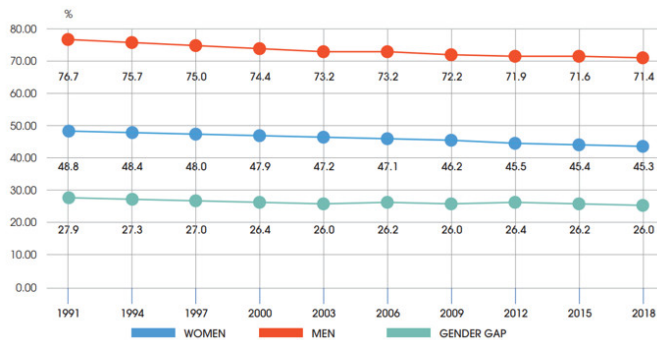
The Seafarers' Contracts Convention (C022) emphasizes the importance of signing employment contracts between shipowners or their representatives and seafarers. Such contracts give seafarers the opportunity to familiarize themselves with the terms and conditions before signing them, and national legislation sets out the parameters for appropriate supervision by the competent public authority. Compliance with the terms of the contract is confirmed in writing and approved by both the seafarer and the shipowner or his representative, as specified in Article 3 of the 1926 Convention.

Article 6 of the Convention provides that the contract may be either open-ended, as permitted by national law, or concluded for a fixed term or voyage. The contract clearly defines the rights and obligations of each party, including such essential information as the seafarer's identity, the date and place of conclusion of the contract, the name of the ship, the crew number (if provided for in national law), the intended voyages, the position, the intended embarkation date, the provision of meals, the wages, the duration of the contract, the terms of termination and other information as provided for in national law. The labor contract may be terminated at the initiative of either party, provided at least 24 hours' prior notice is given. Such notice may be given at any port of loading or discharging.

The International Labor Organization's Shipowners' Liability Convention (C055) establishes the shipowner's liability in the event of illness, injury or death occurring between the commencement and termination dates. This convention guarantees the welfare of seafarers throughout the period of employment. Figure 1 shows the annual global rate of deaths due to occupational accidents. This statistic emphasizes the significant impact of occupational accidents on workers around the world.

Article 2 of the Convention stipulates that if a person entering service refuses a medical examination at the time of entry into service, shipowners are not liable for illness or death directly resulting from the illness. This provision may be harmonized with national legislation. Article 3 emphasizes that medical care, including the provision of high-quality medicines and other medical supplies, as well as board and lodging, is the

Figure 1: Number of workers die from occupational accidents 1991-2018.



Source: SAFETY4SEA.

responsibility of shipowners and is financed by them. Article 4 requires the shipowner to cover all costs of care until the sick or injured person recovers or until it is established that the illness or disability resulting from the injury is permanent.

In addition, Article 4 allows national laws and regulations to provide that once a seafarer has received medical treatment under an insurance or indemnity scheme, the shipowner's obligations cease. Such termination also occurs if the law imposes a time limit on the provision of medical care based on an insurance or indemnity scheme, even if the injured person is not initially covered by such a scheme, provided that he or she is subject to the restrictions of the regulations relating to foreign workers. This applies where, in the jurisdiction where a particular ship is registered, seafarers are mandatorily insured for sickness or injury or covered by an occupational accident compensation scheme.

Article 2 of the Merchant Shipping (Minimum Standards) Convention, 1976, obliges ratifying States to establish legislation with respect to standards of safety, hours of work, crewing and social security on ships registered in their territories. In addition, States are required to exercise effective jurisdiction or control over ships registered in their territories with respect to safety standards, hours of work and crewing, as provided for in national laws and regulations. They must also provide social protection measures, working and living conditions on board, which imposes obligations on both shipowners and seafarers.

The Convention obliges countries to ensure that measures for the effective control of living and working conditions on board are agreed between shipowners or their organizations and seafarers' organizations. These organizations must adhere to the basic provisions of the Freedom of Association and Protection of the Right to Organize Convention, 1948, and the Right to Organize and Collective Bargaining Convention, 1949. The countries should establish special procedures for the employment of seafarers on ships registered in their territory, under the general supervision of the competent authority. They are also responsible for dealing with complaints relating to the employment of seafarers.

In addition, states should ensure that seafarers employed on ships registered in their territory have sufficient qualifications

or training to perform their duties. They should verify that ratified laws, regulations, international labor conventions and, where applicable, national and collective agreements are complied with on those ships.

The Merchant Shipping (Minimum Standards) Convention, 1976, Article 2, emphasizes the need for formal investigations into any serious cases, especially those causing injuries or human casualties. The Seafarers' Welfare Convention (C163) obliges each member to provide adequate social services to seafarers in port and on board, ensuring necessary financing measures. The convention prohibits discrimination and mandates the provision of social services to seafarers in relevant ports, irrespective of the vessel's registration. It further requires the provision of social and domestic services to all seafarers on board each seagoing vessel in the member's territory.

The Seafarers' Welfare Convention (C178) mandates each member to contribute to the inspection system of living and working conditions of seafarers. Vessels registered in a member's territory must be inspected at intervals, appointing qualified inspectors and taking necessary steps to ensure an adequate number of inspectors. Inspectors are authorized to visit vessels, conduct inspections, investigations, demand corrections, and take measures to enforce compliance.

The Seafarers' Hours of Work and the Manning of Ships Convention (C180) establishes normal working hours for seafarers based on an eight-hour working day with one day off per week and weekends on public holidays. Article 5 outlines norms for the duration of working hours or rest, ensuring maximum and minimum limits. The convention prohibits night work for seafarers under 18 and prohibits workers under 16 on board. It's noteworthy that Ukraine has ratified most of these conventions, reflecting its commitment to upholding international labor standards for seafarers.

## 2.2. Maritime Labor Convention as a tool to ensure the rights and welfare of seafarers worldwide.

The adoption of the Maritime Labor Convention (MLC-2006) was a turning point in abandoning the ineffective and fragmented system of numerous and sometimes contradictory ILO maritime conventions. Ratified on February 23, 2006 at the 94th (maritime) session of the International Labour Conference in Geneva, the MLC-2006 consolidated and harmonized the provisions of 36 Conventions dating back to 1920, which were subsequently closed to further ratification. Unlike its predecessors, the MLC-2006 sought to become a comprehensive global legal instrument that meets modern requirements and complements such key IMO conventions as SOLAS, STCW and MARPOL (Golbin, 2016, p. 35).

The MLC-2006 has a distinctive structure that differs from traditional ILO conventions and resembles IMO conventions. It consists of a preamble, sixteen articles setting out the fundamental principles and obligations of Member States, rules defining the rights and obligations of the parties involved, and a code containing detailed standards and recommendations.

The Convention aims to maintain existing maritime employment standards while at the same time providing coun-

tries with flexibility in developing national protection legislation. The MLC-2006 has a broad scope, covering vessels of States Parties, other Member States and even States not party to the Convention. However, it does not cover vessels navigating inland waters, fishing vessels, traditional boats and warships (Savich, 2011).

The following provisions of MLC-2006 are important to ensure the protection of seafarers' labor rights (Table 2):

Table 2: Representation of the important provisions of MLC-2006.

Provisions	Description
Prohibition of persons under sixteen years on board	Ensures that individuals under sixteen are not allowed to work on ships
Ban on night work for persons under eighteen	Forbids the engagement of individuals under eighteen in night work on board ships
Inadmissibility of work without documented fitness	Prohibits hiring individuals without documented fitness for the specific type of work due to their health
Requirement for professional training and qualification	Ensures that individuals working on ships have undergone relevant professional training and hold required qualifications
Free access to an effective employment system	Necessitates the creation of free access for all seafarers to an effective employment system on board the ship
Right to a fair employment contract	Ensures the right of seafarers to a fair employment contract
Regular and full remuneration for seafarers	Guarantees the right of all seafarers to receive remuneration for their work in accordance with their employment contract
Maximum working hours limitation	Restricts the maximum working hours of seafarers to not more than fourteen hours in a twenty-four-hour period and not more than seventy-two hours in a seven-day period

Source: Authors.

### 2.3. Path to ratification through unraveling the complex threads of the Maritime Labor Convention.

Flexibility is needed in ratifying and implementing the MLC-2006. This convention, unlike some of its predecessors, takes into account the peculiarities of different countries and seeks to find a balance between global standards and national realities. As of 2020, 97 countries have ratified MLC-2006, but Ukraine is not on this list. The reasons for such hesitancy of Ukraine are the subject of discussion in various publications. It is important to recognize that the drafters of the Convention foresaw these problems and included provisions facilitating its ratification and implementation.

The Constitution of the International Labor Organization (ILO), which underlies the MLC-2006, allows for flexibility, taking into account national peculiarities. This means that countries can adapt the implementation of the Convention to their own conditions in order to progressively improve the protection of workers according to their unique situation. This flexibility is based on principles such as tripartism, transparency and accountability. When a government decides to apply a flexibility to a convention, it consults with relevant workers' and employers' organizations. The government then notifies the ILO of its decisions. This process ensures that all countries, regardless of their situation, can participate in the international legal system. It emphasizes the importance of adhering to and meeting international obligations while working to improve working conditions, which is particularly important for a globally interconnected industry such as shipping.

One notable obstacle to ratification of previous maritime labor conventions has been their excessive detail. The MLC-2006 addresses this problem by focusing on clearly enshrining the fundamental rights of seafarers. In doing so, it strikes a balance

by giving countries some flexibility to implement these standards into national law. In essence, the MLC-2006 is not a one-size-fits-all approach, but a dynamic system that recognizes the complexity of the maritime industry and respects the diversity of national circumstances. This approach encourages broader participation, promoting collective commitments to seafarers' welfare and rights on the global stage.

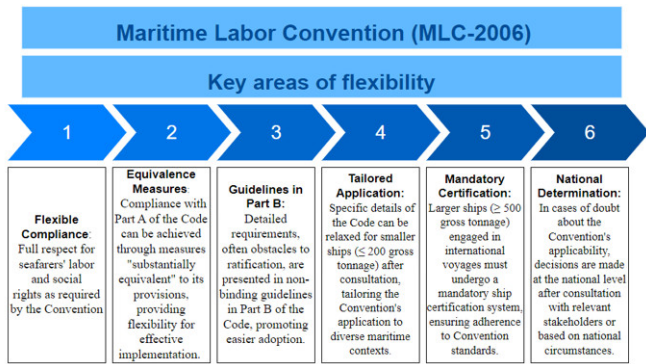
The MLC-2006 provides for flexibility in application to allow for adaptation to national circumstances. Here are the key areas of flexibility:

- Full respect for seafarers' labor and social rights as required by the Convention.
- Compliance with rights can be achieved through national laws, collective agreements or practices.
- Compliance with Part A of the Code may be based on measures "substantially equivalent" to its provisions.
- The detailed requirements of existing conventions, which have often been a barrier to ratification, are now presented in Part B of the Code as non-binding guidelines.
- The Convention applies broadly, but after consultation, the details of the Code can be relaxed for small ships (less or equal to 200 gross tonnage) not in international service.
- A ship certification system is mandatory for ships of more or equal 500 gross tonnage engaged in international voyages; flag states may extend it to other ships.
- Recognized organizations may perform certain ship certification functions on behalf of flag States.
- Construction and equipment provisions do not apply to existing ships, and exceptions to accommodation requirements may be made for smaller ships.
- In case of doubt, the applicability of the ship provisions shall be determined by national decisions after consultation with shipowners' and seafarers' organizations.
- Where national organizations are not available, decisions shall be based on national circumstances.
- The Convention shall take into account national and other arrangements concerning social security coverage (Fig.2).

Ratification of the MLC-2006 is extremely important for Ukraine. A draft law amending the 2014 Convention was filed in 2018, but subsequent 2016 amendments required resubmission. To move forward, Ukraine needs to prepare an official translation of the 2016 amendments, harmonize them with ministries, resubmit them to the Ministry of Foreign Affairs, the Presidential Administration and discuss them in the Parliament for adoption. This complex process underscores the importance of Ukraine's commitment to international maritime labor standards.



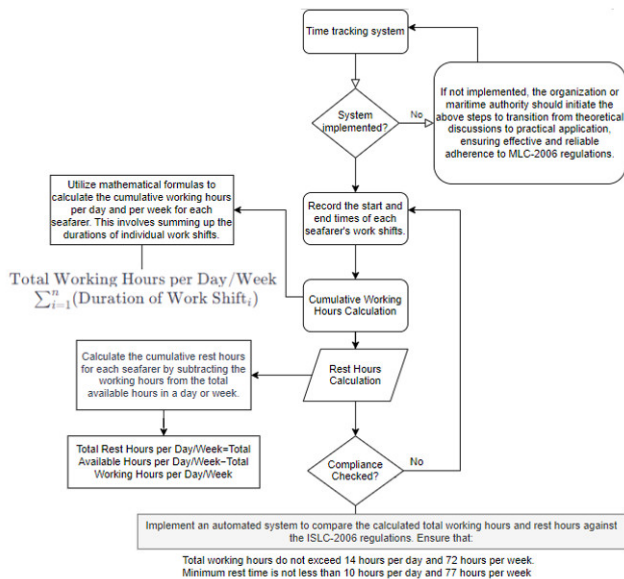
Figure 2: Key points of flexibility in MLC-2006 Application.



Source: Authors.

According to the MLC, the total working hours of a seafarer should not exceed 14 hours per day and 72 hours per week. At the same time, it is stipulated that the minimum rest time should not be less than 10 hours per day and 77 hours per week (Fig.3).

Figure 3: Algorithm for recording working and rest time.



Source: Authors.

The convention is the fundamental document that defines the rules necessary to ensure seafarers' working conditions and rest time. To ensure strict compliance with these standards, a model embedded in a comprehensive timekeeping system that meticulously calculates total working time, rest time and conducts compliance checks can be of practical use. By combining accuracy and some automation, this mathematical approach not only ensures compliance with MLC-2006, but also emphasizes a commitment to prioritizing seafarers' welfare and safety.

In the complex regulatory environment of the Convention, ensuring compliance with the hours of work and rest is of paramount importance. Shipping is inherently characterized by continuous work, which requires a careful approach to ensuring the well-

being and safety of seafarers. The solution is to implement comprehensive models that include a system of timekeeping, calculation of total working time, calculation of rest time and automated compliance checking. Such an approach can provide a sound basis for monitoring and enforcing compliance with the convention's rules, safeguarding seafarers' rights and welfare.

Let us represent the seafarer time management algorithm with following variables:

1. Time-Tracking System. Let  $W_i$  represent the duration of work  $i$ -shift for a seafarer;
2. Cumulative Working Hours Calculation. The total working hours per day and per week can be represented as:  
Total Working Hours per Day =  $\sum_{i=1}^n W_i$ ;  
Total Working Hours per Week =  $\sum_{\text{all shifts}} W_i$ ;
3. Rest Hours Calculation. The total available hours per day or week can be represented as:

$$\text{Total Rest Hours per Day} = T_{\text{available, day}} - \text{Total Working Hours per Day};$$

$$\text{Total Rest Hours per Week} = T_{\text{available, week}} - \text{Total Working Hours per Week};$$

4. Compliance Check. Implement checks to ensure compliance:

$$\text{Check for daily working hours: } \sum_{i=1}^n W_i \leq 14;$$

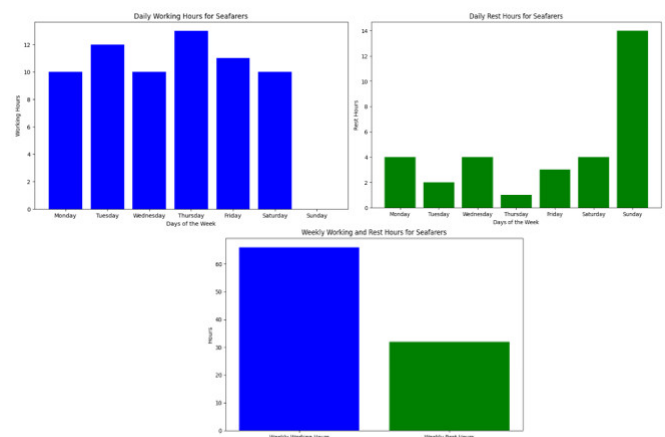
$$\text{Check for weekly working hours: } \sum_{\text{all shifts}} W_i \leq 72;$$

$$\text{Check for daily rest hours: } T_{\text{available, day}} - \sum_{i=1}^n W_i \geq 10;$$

$$\text{Check for weekly rest hours: } T_{\text{available, week}} - \sum_{\text{all shifts}} W_i \geq 77;$$

Compliance with stipulated working and rest hours is critical to safeguarding seafarers from fatigue-related risks. This algorithm and graphical representation provide a systematic approach to tracking and visualizing seafarers' daily and weekly working hours, incorporating MLC-2006 guidelines. Such model aids maritime authorities and ship operators in efficiently monitoring adherence to regulations, promoting seafarer welfare (Fig.4).

Figure 4: Seafarers' temporal dynamics visualizations.



Source: Authors.

The visualizations provided provide a complete picture of seafarers' daily and weekly working hours, ensuring compliance with the Convention. The "Seafarers' work hours" graph

shows the distribution of working hours during the week, highlighting the differences in seafarers' daily routines. In parallel, the graph "Daily hours of rest for seafarers" emphasizes the crucial aspect of rest by showing the daily hours of rest available to seafarers, with Sunday designated as a full 14-hour rest day. The "Weekly work and rest hours" graphic summarizes the overall weekly perspective by contrasting the total number of work hours and rest hours. Together, these visualizations provide stakeholders with information to facilitate informed decision-making, ensuring well-being and compliance with regulations.

In implementing the proposed model to ensure compliance with the Convention, collaborative efforts with crews, shipowners and ship operators to integrate seamlessly into existing systems are critical. Implementation should prioritize user-friendly interfaces to increase accessibility, promoting wide dissemination and minimizing operational complexity. To ensure the longevity and effectiveness of the model, it should be updated regularly to take into account any amendments or changes to the Convention rules. Such a proactive approach will not only ensure continued compliance, but also provides a technological framework that facilitates effective monitoring and data-driven decision-making, ultimately prioritizing the welfare and safety of seafarers in their working environment.

However, it should be noted that many seafarers and industry associations consider the Maritime Labor Convention (MLC-2006) to be a somewhat limited convention that has not significantly changed life at sea. From this point of view, the most important parts of the convention have been placed in optional section "B", potentially leading to less effective implementation. Some issues, such as air-conditioning conditions or the definition of what can be considered suitable food, remain unaddressed in the convention. Some seafarers have complained that the convention lacks provisions to make crew cabins on cargo ships more spacious than they are now, and does not increase the number of lockers or shelves, which are usually minimal on cargo ships.

## Conclusions.

This study highlights the confusing regulatory landscape governing seafarers' rights through a complex network of conventions and recommendations. The joint efforts of influential international organizations, in particular the International Maritime Organization (IMO) and the International Labour Organization (ILO), are aimed at strengthening a legal framework that takes into account the multifaceted dynamics inherent in the seafarers' profession. Within this complex framework, the Maritime Labor Convention (MLC-2006) becomes a key instrument for the universal enforcement of seafarers' labor rights, often referred to as the "International Seafarers' Bill of Rights." As a comprehensive synthesis and systematization of previous ILO laws relating to the occupational safety and health of this specific occupational group, the MLC-2006 is of profound significance.

Empirical realities underscore the urgent need for Ukraine to ratify the MLC-2006 as soon as possible, given its signif-

icant contribution to the global maritime labor market. With Ukraine accounting for one-third of the international maritime labor market and seafarers' wages accounting for 25% of the country's foreign exchange earnings, the implications go beyond individual rights and have a significant impact on the national economy. Thus, it becomes necessary for Ukraine to accelerate the adoption of the necessary legal and organizational measures in accordance with the MLC-2006, strengthening the comprehensive protection of its seafarers under the auspices of international law.

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