

# Human Rights

## Labour

Global Shipping is an industry that has comprehensive international regulations governing the employees' employment and social conditions. Through international conventions prepared by the International Labour Organisation, JJUC has adopted requirements for wages, the working

conditions, social security, welfare, interior design of ships and working environment. This ensures acceptable living conditions for the employees and helps to promote social and economic development.

The Collective Bargaining Agreements (CBA's) covering Philippine seafarers

are based on negotiations between the Norwegian Shipowners' Association (NSA) and The Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), The Norwegian Maritime Officers' Association (NMOA) and The Norwegian Union of Marine Engineers (NUME).

## Employee hire and turnover

The following matrix illustrates the new employment and retirement/turnover for the year 2016.

Cadet/Trainees	Normal working age	Retirement/Turnover	Region
22 m	18 m	11 m	NIS flag vessel
1 m	5 m	5 m + 2 fm	Office Norway
6 m	2 m	4 m + 1 fm	NOR flag vessel

Retention Rate Office Norway: 95% Objective > 96%

(above does not include retirement)