



GOVERNMENT OF PAKISTAN  
MINISTRY OF MARITIME AFFAIRS  
DIRECTORATE GENERAL, PORTS & SHIPPING  
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Karachi, 29 August' 2025

No.5 (4)/2013-CNS

## **Circular No. 008/2025**

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**Notice to all ship owners, Operators, Masters, Officers, Ratings, and those concerned with maritime Trade**

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**Subject: Ratification of the Maritime Labour Convention (MLC), 2006**

**Reference:** Ratification by Pakistan during the 353<sup>rd</sup> Session of the ILO Governing Body, Geneva, on 14 March 2025.

### **1. Purpose**

This Merchant Shipping Notice is issued to inform all shipowners, ship managers, operators, agents, masters of Pakistani-flagged ships, Recognized Organizations (ROs), and relevant stakeholders that Pakistan has formally **ratified the Maritime Labour Convention (MLC), 2006**. The ratification took place on **14 March 2025** at the 353rd Session of the ILO Governing Body in Geneva.

The purpose of this Notice is to provide guidance regarding the obligations of Pakistan under the MLC 2006 and to ensure timely preparation for compliance by the maritime industry.

### **2. Application**

The MLC, 2006 applies to all Pakistani-flagged vessels engaged in international voyages, as well as seafarers serving onboard such ships. It consolidates and updates existing international labour standards in the maritime sector and establishes comprehensive rights and protections for seafarers.

### 3. Background

The MLC, 2006—widely recognized as the “**Seafarers’ Bill of Rights**”—sets minimum requirements for:

- Conditions of employment.
- Accommodation, recreational facilities, food, and catering.
- Health protection, medical care, welfare, and social security protection; and
- Compliance and enforcement mechanisms through flag state and port state control.

With Pakistan’s ratification, the Convention will enter into force for Pakistani-flagged ships **12 months after the ratification date**, i.e., from **14 March 2026**.

### 4. Commitment

The Directorate General of Ports and Shipping (DGPS) reaffirms its commitment to ensuring compliance with the MLC 2006. All shipowners and operators must prepare for implementation by updating their management systems, employment contracts, shipboard facilities, and related documentation in consultation with Recognized Organizations (ROs).

### 5. Responsibilities

- **Shipowners/Operators:** Ensure all vessels comply with the requirements of the MLC 2006.
- **Recognized Organizations:** Provide guidance, carry out inspections, and issue the Maritime Labour Certificate and Declaration of Maritime Labour Compliance (DMLC).
- **DGPS:** Oversee national implementation, issue necessary directions, and coordinate with the ILO and IMO.

### 6. Guidance and Implementation

- All Pakistani-flagged vessels of 500 GT and above engaged on international voyages must carry:
  - A valid **Maritime Labour Certificate**; and
  - A **Declaration of Maritime Labour Compliance (DMLC)** Part I and II.
- Shipowners should liaise with their Recognized Organizations well in advance to ensure smooth certification before **14 March 2026**.
- Seafarer employment agreements and welfare provisions must be aligned with the MLC 2006 standards.

## 7. Conclusion

All stakeholders are hereby advised to take immediate preparatory steps to ensure compliance with the MLC 2006 in order to protect the rights of seafarers and maintain Pakistan's credibility as a responsible flag state.

This Circular is issued with the approval of Director General, Ports & Shipping, Karachi.



(Capt. Arif Jawaid)  
Chief Nautical Surveyor

### DISTRIBUTION:

1. The Director General, (P&S) Wing, Karachi.
2. Chief Engineer & Ship Surveyor, (P&S) Wing, Karachi.
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4. Principal Officer, Mercantile Marine Department, Karachi.
5. The Chairman, Pakistan National Shipping Corporation (PNSC), Karachi
6. The Chairman, Karachi Port Trust (KPT), Karachi.
7. The Chairman, Port Muhammad Bin Qasim Authority (PQA), Karachi.
8. The Chairman, Gwadar Port Authority (GPA), Gwadar.