

Baseline indicators, definitions and purpose

SAFE WORKING CONDITIONS

REDUCING FATIGUE

Rationale: structural conditions → actual workload → actual rest → recovery opportunities.

1. % above minimum safe crewing levels (by vessel)

Definition: The percentage over the minimum safe manning requirement defined for the vessel, flag state, and trading pattern. This indicator measures whether vessels operate above or below the safe manning threshold required to prevent fatigue.

Purpose: To assess whether crewing levels are sufficient to manage workload, prevent fatigue, and maintain safe operations. Highlights risks associated with understaffing and supports evidence-based discussions on manning adequacy and operational complexity.

2. Seafarer working hours per week

Definition: The total number of hours a seafarer works within a seven-day period, including regular hours and overtime, as recorded in official work/rest hour documentation. This indicator measures actual weekly workload intensity and alignment with international fatigue-prevention standards (disaggregated per rank).

Purpose: To assess whether working patterns allow sufficient rest and prevent fatigue-related safety risks. Supports monitoring of compliance with ILO/IMO requirements and highlights overwork that may affect safety, health, and performance.

3. Consecutive Sleeping hours per night / per 24-hour

Definition: The average number of consecutive hours of sleep a seafarer obtains within a 24 hour period, based on self-reported data or validated measurement where available. This indicator measures the actual amount of uninterrupted sleep beyond recorded rest hours achieved for physiological recovery. The indicator is calculated at the vessel level and disaggregated by rank.

Purpose: To assess whether seafarers achieve sufficient restorative sleep to prevent fatigue-related safety risks and identify vessel-level operational and environmental factors affecting sleep, safety, and performance.

4. Average shore-leave hours per seafarer per month

Definition: The average number of hours per month that a seafarer actually spends ashore for rest, recreation, personal needs, or administrative purposes during their time on board. The indicator aggregates all recorded shore leave episodes and their duration, then normalises the total to a monthly rate to ensure comparability across different contract lengths, vessel types, ranks, nationalities, and operational patterns. This indicator measures actual, meaningful access to rest and recovery ashore.

Purpose: To provide a standardised, time-normalised measure of seafarers' access to rest and recovery ashore. This indicator enables consistent comparison across fleets and over time, supports trend monitoring, and helps identify structural or operational barriers limiting shore leave, an essential determinant of wellbeing, mental health, and overall quality of life at sea.

FEELING SAFE FROM ABUSE AND MISCONDUCT

Rationale: access → psychological safety → organisational response.

5. % of crew reporting access to a trusted speak-up mechanism

Definition: The proportion of crew who self-report having access to a confidential, trusted channel for reporting concerns or misconduct. This indicator measures the perceived availability, confidentiality, and credibility of reporting systems.

Purpose: To assess whether reporting pathways are trusted and functional, not just formally available. Helps identify gaps in psychological safety and organisational accountability.

6. % of crew who feel safe reporting without fear of retaliation

Definition: The proportion of seafarers who believe they can report concerns without negative consequences. This indicator measures perceived psychological safety and trust in leadership.

Purpose: To assess whether fear of retaliation prevents reporting of misconduct, abuse, or safety issues. Supports actions to strengthen trust, reporting culture, and reduce hidden risks.

7. % of reported misconduct incidents formally investigated and resolved

Definition: The percentage of reported misconduct cases that undergo formal investigation and reach a documented resolution (e.g. disciplinary action, mediation, or formal closure). This indicator measures the effectiveness and responsiveness of organisational processes in handling reported cases.

Purpose: To assess whether reported concerns are handled consistently, transparently and in a timely manner. Helps identify weaknesses in investigation processes and supports organisational accountability.

IMPROVED PHYSICAL AND MENTAL HEALTH

MEDICAL CARE

Rationale: Emergency medical access → mental health readiness

8. % of seafarers with functional access to 24/7 telemedical services (TMAS) that include both emergency medical support and preventive health advice.

Definition: The proportion of seafarers who can access round the clock medical advice from shore based professionals. This indicator measures real world access to emergency medical support and, where provided, preventive health advice, and reflects compliance with MLC requirements.

Purpose: To assess whether crews can obtain timely medical support during emergencies. Highlights gaps including preventive health advice, and to uphold duty of care standards.

9. % of vessels with trained mental health first aiders onboard

Definition: The percentage of vessels that have at least one crew member who has completed accredited or formally recognised mental health first aid training. This indicator measures onboard capacity for early identification and initial response to mental health concerns at the vessel level.

Purpose: To assess vessel readiness to identify and respond to mental health issues at sea, supporting early intervention, peer support, and appropriate escalation to reduce the severity of incidents.

HEALTHY LIVING

Rationale: Physical activity → nutrition inputs → nutrition quality → catering competence.

10. % of crew with access to usable exercise spaces and facilities

Definition: The proportion of crew who report having functional, safe, and accessible exercise spaces onboard. This indicator measures the availability and usability of physical activity facilities that enable crew to maintain regular exercise during their contract.

Purpose: To evaluate whether vessels provide facilities that enable crew to maintain regular physical activity. This indicator highlights gaps in space, safety, maintenance, or accessibility that may limit exercise opportunities and affect wellbeing.

11. Average daily food provisioning budget per seafarer (USD)

Definition: The average daily amount allocated for food per crew member (USD), based on company provisioning budgets. It measures the level of financial investment in onboard catering.

Purpose: To assess what resources are allocated to support adequate and nutritious food provision, and to identify potential underinvestment affecting food quality and crew wellbeing.

12. % of vessels with daily access to fresh fruit and vegetables

Definition: The percentage of vessels that provide daily access to fresh fruit and vegetables, supported by documented provisioning practices and adequate storage capacity (e.g., refrigeration) that enable consistent availability throughout the voyage. This indicator measures how reliably vessels supply fresh produce to support a healthy diet onboard.

Purpose: To assess whether vessels ensure continuous daily access to nutritious food. The indicator evaluates the effectiveness of provisioning practices, storage systems, and voyage planning in maintaining dietary quality and reducing nutrition-related health risks.

13. % of catering crew with recognised certification in nutrition, food safety and healthy meal preparation

Definition: The proportion of catering staff who hold accredited training in nutrition, food safety, and healthy meal preparation. This indicator measures professional competence of onboard in catering personnel and the vessel's capacity to provide safe, nutritious, and hygienic meals.

Purpose: To assess whether vessels meet minimum international standards for safe, nutritious, and hygienic food provision, and whether catering staff are adequately trained to prevent foodborne illness, ensure balanced diets, and maintain high-quality meal preparation onboard.

SOCIAL LIFE

Rationale: Connectivity → reliability → social investment → community participation → physical social spaces

14. Daily free data access per seafarer (MB/GB) and bandwidth available

Definition: The daily amount of free personal-use internet data (MB or GB) available to each seafarer, along with the usable upload and download speed available onboard. This indicator measures both the volume of data provided and the practical quality of connectivity experienced by crew.

Purpose: To assess whether crew can maintain regular communication with family and access essential digital services. Supports mental health, reduces isolation, and highlights digital inequality across fleets.

15. % of vessels with internet availability for crew use (% uptime)

Definition: The percentage of vessels that provide reliable internet availability for crew use, measured as the proportion of time the connection is functional and accessible to seafarers. This indicator measures the reliability and usability of onboard connectivity, focusing on whether crew can consistently access the internet when needed.

Purpose: To assess whether onboard connectivity reliably supports crew communication, access to digital services, and overall wellbeing.

16. Company funding for social activities per crew member per month (USD)

Definition: The monthly amount allocated per crew member for social or recreational activities. This indicator measures company investment in social wellbeing and in strengthening opportunities for social connection and community onboard.

Purpose: To evaluate what companies invest in activities that strengthen social connection, morale, and wellbeing onboard. This indicator highlights the level of structured support for recreational and community building initiatives.

17. % of seafarers enrolled in cross-company community or mentoring programmes

Definition: The proportion of crew participating in structured social, peer support, or mentoring programmes across companies or fleets, including independent, NGO-led or cross-industry peer-support networks. This indicator measures access to formal support systems that foster inclusion, connection and a positive sense of belonging onboard.

Purpose: To assess whether companies provide structured opportunities that build community, reduce isolation, and foster a stronger sense of belonging and inclusion across diverse crews.

18. % of vessels with access to inviting spaces for socialising onboard

Definition: The percentage of vessels that provide clean, safe, and inviting spaces designed for social interaction, relaxation, and communal activities. These spaces must be functional, accessible to all crew, and maintained in a condition that supports regular social use throughout the voyage. This indicator measures the availability and quality of onboard social spaces that enable connection, rest, and community building.

Purpose: To assess whether vessels offer physical environments that support social wellbeing and reduce isolation by enabling crew to gather, relax, and build community onboard.

INCLUSION AND DIVERSITY

INCLUSIVE LEADERSHIP

Rationale: Leadership capability → crew perception of psychological safety.

19.% of officers completing at least one recognised inclusion or inclusive leadership training annually

Definition: The percentage of deck and engine officers who complete at least one recognised inclusion or inclusive leadership training module each year, with completion documented in the company's Learning Management System (LMS). This indicator measures officer preparedness to lead diverse teams and to create an environment where people feel safe to speak up and raise concerns.

Purpose: To assess whether companies are equipping officers, especially senior officers, with the skills and behaviours needed to lead diverse crews, support open communication, and prevent misconduct, discrimination, and exclusion onboard.

20.% of crew who feel safe raising concerns with their onboard leadership

Definition: The proportion of crew who feel safe to speak up, ask questions, and raise concerns directly with their onboard leadership without fear of negative consequences. This indicator measures how safe and supported crew feel when expressing concerns — their level of psychological safety within the immediate team environment.

Purpose: To assess how effectively onboard leadership creates an environment where crew feel safe and confident to raise concerns openly. A psychologically safe and inclusive culture strengthens communication, improves safety, and supports crew wellbeing and organisational performance.

CREW & LEADERSHIP DIVERSITY

Rationale: Representation → equitable retention.

21. Crew & leadership diversity distribution

Definition: The proportion of crew by gender, nationality, and rank category (ratings, junior officers, senior officers), including the representation of women and African seafarers in senior officer roles.

Purpose: To assess representation across ranks and identify structural barriers to progression. Supports targeted inclusion strategies and workforce planning.

22. Retention rate of women and African seafarers

Definition: The percentage of women and African seafarers who remain employed with the company over a defined period (e.g., 12 months), compared with the total number of women and African seafarers onboard during that period. This indicator measures equitable retention outcomes across demographic groups.

Purpose: To measure whether women and African seafarers experience equitable working conditions, career progression, and inclusion onboard, reflected in their likelihood to stay and continue sailing with the company.

INCLUSIVE PHYSICAL CONDITIONS

Rationale: Physical design → essential hygiene and dignity provisions.

23.% of vessels providing functional, safe, and gender-appropriate accommodation, bathroom, and changing-room facilities

Definition: The proportion of vessels that provide inclusive design ensuring that accommodation and welfare facilities are safe, functional, private, and accessible for all crew. This includes gender appropriate cabin arrangements, private showers and changing areas, lockable spaces, and facilities adapted to support the needs of women and non-average seafarers. This indicator measures whether the vessel's physical environment meets minimum inclusive design standards that protect safety, privacy, and dignity.

Purpose To evaluate whether vessels provide inclusive and equitable physical living environments that support safety, dignity, privacy, and usability for all seafarers. This indicator identifies structural design gaps that may limit participation, retention, wellbeing, or sense of safety — particularly for women and other underrepresented groups.

24.% of vessels providing private, safe, and hygienic access to, and disposal of, sanitary products

Definition: The proportion of vessels that provide access to sanitary products and ensure private, safe, and hygienic facilities for their use and disposal, in line with established welfare and hygiene standards. This includes discreet and secure disposal options, appropriate waste-management systems, and access to facilities that protect privacy, dignity, and the specific needs of women seafarers. This indicator measures operational provision for menstrual hygiene management.

Purpose: To assess whether vessels provide access to the essential products, facilities, and privacy conditions required for women seafarers to manage menstrual hygiene safely and with dignity. This indicator measures operational provision and welfare compliance, not vessel design.

FLEXIBLE AND ATTRACTIVE CAREERS

FAMILY FRIENDLY EMPLOYMENT

Rationale: Contract structure → job security → parental support.

25.Average tour contract length (months)

Definition: The average duration of seafarer contracts in months. This indicator measures employment patterns that may affect wellbeing and fatigue (disaggregated per rank).

Purpose: To evaluate whether contract lengths support wellbeing and operational safety. Helps identify overly long contracts that may affect retention and performance.

26.% of crew with next contract secured before completing current contract

Definition: The percentage of seafarers who have their next contract confirmed before finishing the current one. This indicator measures employment continuity and job security.

Purpose: To assess job security and reduce uncertainty between contracts. Supports retention and effective workforce planning.

27. Average number of days of paid parental leave offered by companies

Definition: The average number of fully paid days of parental leave formally provided by companies to eligible seafarers under documented employment policies, covering:

- Paid maternity leave
- Paid paternity leave
- Paid adoption leave
- Any additional company-specific paid parental leave provisions.

Unpaid leave is excluded. This indicator measures the strength and inclusivity of company parental-leave policies that support seafarers' family responsibilities and long-term retention.

Purpose: To assess how companies support seafarers with family responsibilities by providing paid parental leave. This indicator assesses employment practices that influence retention, workforce stability, and the attractiveness of seafaring careers.

UPSKILLING & TRANSPARENT CAREER PATHS

Rationale: Development conversations → career pathways → future-skills readiness.

28.% of crew receiving structured and documented professional development conversations annually

Definition: The percentage of crew who receive a structured, documented professional development discussion with their officer or line manager at least once per year, covering performance, training needs, career goals, progression pathways, and agreed actions recorded in company systems. This indicator measures access to structured career and development conversations.

Purpose: To assess companies' investment in continuous learning and skill development. Helps identify gaps in training access.

29.% of crew with access to sea shore transition support and defined career pathways (sea-to-sea and sea-to-shore)

Definition: The proportion of crew who have access to defined and communicated career pathways, including progression at sea or transition to shore-based roles. This indicator measures visibility and structure of career development opportunities.

Purpose: To assess whether companies provide structured and transparent career development opportunities. Supports retention, succession planning, and long-term workforce stability.

30.% of crew completing at least one certified upskilling or decarbonisation related module annually

Definition: The percentage of crew who complete rank-specific training on decarbonisation or other emerging skills within a rolling 12-month period. This indicator measures workforce readiness for industry transition.

Purpose: To assess workforce preparedness for new technologies, regulations and operating practices. Supports safe, efficient and future-ready vessel operations.