Cruise lines compete for talented crewmembers, offering customized and competitive terms within the strict requirements of the International Labour Organization’s Maritime Labour Convention (MLC).

Commonly known as the “Seafarer’s Bill of Rights,” the MLC is a comprehensive set of policies covering nearly every aspect of work and life onboard, including:

- Minimum age
- Employment agreements
- Hours of work and rest
- Payment of wages
- Paid annual leave
- Repatriation at the end of contract
- Onboard medical care
- Accommodation, food and catering
- Health and safety protection and accident prevention
- Complaint management

Under the MLC, all CLIA oceangoing cruise line members must adhere to the Seafarer’s Bill of Rights as follows:

- Maximum hours of work shall not exceed 14 hours in any 24-hour period and 72 hours in any seven-day period.
- Minimum hours of rest shall not be less than 10 hours in any 24-hour period and 77 hours in any seven-day period.

Cruise lines invest heavily to attract the best people, offering competitive wages, benefits and opportunities for career advancement.

- The cruise industry strives to provide a high-quality work environment for its seafarers by offering ongoing training, career advancement and the opportunity to travel the world.
- At any given time, approximately 225,000 seafarers are sailing on CLIA cruise line ships around the world.
- For every job opening onboard a cruise ship, cruise lines receive up to 100 applicants.
- Cruise ship crewmembers are comprised of well-trained, highly satisfied employees, and the average retention rate across the industry is upwards of 80%.

The cruise industry offers seafarers competitive wages, ongoing training, career advancement, and the opportunity to travel the world.