



WORKFORCE

Crew members are the foundation of every memorable cruise vacation experience, and CLIA cruise line members take pride in the ability to deliver meaningful employment opportunities to a global workforce with high job satisfaction who sail year after year, often recruiting friends and family.

- **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.