

中华人民共和国海事局关于中国籍 国际航行船舶做好《2006 年海事劳工公约》 履约准备工作的通知

海船员〔2013〕498 号

各航运公司：

《2006 年海事劳工公约》将于 2013 年 8 月 20 日起生效。为确保中国籍国际航行船舶做好履约准备工作，顺利通过有关港口国监督检查，经研究决定，我局将按照国际通行做法，依船东申请向国际航行船舶签发《海事劳工符合证明》(见附件 1)或《临时海事劳工符合证明》(见附件 2)。现就有关事项通知如下：

一、《海事劳工符合证明》是海事管理机构向 500 总吨及以上中国籍国际航行船舶签发的证明其船员工作和生活条件符合国家实施《2006 年海事劳工公约》有关要求的证明文书，有效期不超过 5 年。

二、《海事劳工符合证明》之后应附有《海事劳工符合声明》。

《海事劳工符合声明》由两部分组成：《海事劳工符合声明 I》(见附件 3)由海事管理机构编制，列明我国实施《2006 年海事劳工公约》的国家要求；《海事劳工符合声明 II》由船东编写，列明船东确保船舶持续符合国内要求而采取的措施。

三、2013 年 8 月 20 日以后交付的新船、变更国籍的船舶或船东新承担了海事劳工管理责任的船舶，船东可申请签发《临时海事劳工符合证明》。《临时海事劳工符合证明》不含《海事劳工符合声明》，有效期不超过 6 个月。《临时海事劳工符合证明》对于同一船东登记的同一船舶，只能签发一次。临时证明到期前，应申请签发《海事劳工符合证明》。

四、各公司应根据公约和我国法律法规要求，完善本公司船员权益保障管理制度，编制《海事劳工符合声明 II》，确保船舶持续符合公约及我国相关法律法规要求，保存相关记录，配备有关文书。各公司可参照我局制定的《海事劳工符合声明 II 样本》(见附件 4)，制定本公司《海事劳工符合声明 II》，使用该样本作为船舶《海事劳工符合声明 II》的，还应同时制定落实该声明的相关支持性文件，包括公司体系文件或制度、程序、须知等。

五、《海事劳工符合证明》和《临时海事劳工符合证明》的检查发证工作由中国海事局负责实施。同时，中国海事局委托中国船级社对申请《海事劳工符合证明》和《临时海事劳工符合证明》的船舶进行检查，并代海事管理机构发放《海事劳工符合证明》和《临时海事劳工符合证明》。

六、自 2013 年 7 月 26 日起,中国船级社开始受理对船舶签发《海事劳工符合证明》的申请。各公司可结合船舶航线及港口靠泊情况,尽早向中国船级社申请检查并取得相应证明。

七、各公司应制定公司以及所属船舶履行相关要求的管理制度,并加强对船员的培训宣贯,确保公司管理人员熟悉公约要求、国家要求以及公司管理措施,确保公司所属船舶上的船员了解船上履约工作措施,并掌握接受海事劳工港口国监督的必要知识和技能。公司在开展履约工作和船员培训的过程中,可参考我局编写的《2006 年海事劳工公约实用指南》和《2006 年海事劳工公约海员读本》。(有关履约文件请及时关注中华人民共和国海事局网站 www.msa.gov.cn“2006 年海事劳工公约履约专题”栏目)。

- 附件: 1. 海事劳工符合证明
2. 临时海事劳工符合证明
3. 海事劳工符合声明 I
4. 海事劳工符合声明 II(样本)

中华人民共和国海事局

2013 年 7 月 26 日

附件 1



中华人民共和国海事局
Maritime Safety Administration of
the People's Republic of China

海事劳工符合证明

Statement of Maritime Labour Compliance

(注: 本证明后应附有海事劳工符合声明)

(Note: This Statement shall have a Declaration of Maritime Labour Compliance attached)

本证明由中华人民共和国海事局签发
表明下述船舶符合《2006年海事劳工公约》(以下简称“公约”)要求

This statement of compliance is issued
by the Maritime Safety Administration of the People's Republic of China
for the interested parties to indicate compliance with the provisions of
Maritime Labour Convention, 2006 (referred to below as “the Convention”)

船舶基本信息

Particulars of the ship

船名	船籍港
Name of ship _____	Port of registry _____
船舶编号或呼号	国际海事组织编号
Distinctive number or letters _____	IMO number _____
总吨位 ¹	登记日期
Gross tonnage _____	Date of registry _____
船舶类型	
Type of ship _____	
船东名称和地址 ²	
Name and address of the shipowner _____	

¹对于国际海事组织通过的吨位丈量临时表格所包括的船舶, 总吨位为包括在《国际吨位证书(1969)》“备注”栏中的总吨位。见公约第二条第(1)(c)款。

For ships covered by the tonnage measurement interim scheme adopted by the IMO, the gross tonnage is that which is included in the REMARKS column of the International Tonnage Certificate(1969). See Article II(1)(c) of the Convention

²“船东”系指船舶所有人或从船舶所有人那里承担了船舶经营责任并在承担这种责任时已同意接受船东根据本公约所承担的职责任和责任的另一组织或个人, 如管理人、代理或光船承租人, 无论是否有其它组织或个人代表船东履行了某些职责或责任。见公约第二条第(1)(j)款。

Shipowner means the owner of the ship or another organization or person, such as the manager, agent or bareboat charterer, who has assumed the responsibility for the operation of the ship from the owner and who, on assuming such responsibility, has agreed to take over the duties and responsibilities imposed on shipowners in accordance with this Convention, regardless of whether any other organizations or persons fulfil certain of the duties or responsibilities on behalf of the shipowner. See Article II(1)(j) of the Convention.

兹证明:

This is to certify:

1. 本船舶已经过检查和验证,符合公约的要求和所附海事劳工符合声明的规定。

That this ship has been inspected and verified to be in compliance with the requirements of the Convention, and the provisions of the attached Declaration of Maritime Labour Compliance.

2. 检查结果表明公约附录 A5-I 中所规定的海员工作和生活条件符合上述国家实施公约的国家要求。这些国家要求被归纳在海事劳工符合声明的第 I 部分中。

That the seafarers' working and living conditions specified in Appendix A5-I of the Convention were found to correspond to the abovementioned country's national requirements implementing the Convention. These national requirements are summarized in the Declaration of Maritime Labour Compliance, Part I.

本符合证明有效期至_____ ,但取决于根据公约的标准 A5.1.3 和 A5.1.4 的检查。

This Statement is valid until _____ subject to inspections in accordance with Standards A5.1.3 and A5.1.4 of the Convention.

只有后面附有在_____于_____签发的海事劳工符合声明,本证明才有效。

This Statement is valid only when the Declaration of Maritime Labour Compliance issued at _____ on _____ is attached.

本符合证明所依据的 checks 的完成日期为_____。

Completion date of the inspection on which this Statement is based was _____.

签发地点 _____ 日期 _____

Issued at _____ on _____

经正式授权签发此证明的官员签字

Signature of the duly authorized official issuing the Statement _____

经正式授权官员的姓名

Name of the duly authorized official issuing the Statement _____

中华人民共和国海事局

Maritime Safety Administration of the People's Republic of China

强制性中期检查以及任何附加检查(如要求)的签注

Endorsements for mandatory intermediate inspection and, if required, any additional inspection

兹证明本船舶已按公约标准 A5.1.3 和 A5.1.4 经过检查, 检查结果表明公约附录 A5-I 所述的海员工作和生活条件符合前述国家实施公约的国家要求。

This is to certify that the ship was inspected in accordance with Standards A5.1.3 and A5.1.4 of the Convention and that the seafarers' working and living conditions specified in Appendix A5-I of the Convention were found to correspond to the abovementioned country's national requirements implementing the Convention.

中期检查:

Intermediate inspection:

(应在第 2 和第 3 个周年日之间完成)

(to be completed between the second and third anniversary dates)

经授权的官员签字

Signature of the authorized official _____

经授权的官员姓名

Name of the authorized official _____

地点

Place _____

日期

Date _____

(经中华人民共和国海事局委托组织盖章)

(Stamp of the authorized organization of China MSA)

附加签注(如要求)

Additional endorsements (if required)

兹证明,按公约标准 A3.1 第 3 款的要求(重新登记或起居舱室的实质性改动)或出于其他原因,本船需接受一次附加检查以验证该船继续符合实施公约的国家要求。

This is to certify that the ship was the subject of an additional inspection for the purpose of verifying that the ship continued to be in compliance with the national requirements implementing the Convention, as required by Standard A3.1, paragraph 3, of the Convention (re-registration or substantial alteration of accommodation) or for other reasons.

附加检查: 签字
Additional inspection: Signed _____
(如要求) (经授权的官员签字)
(if required) (Signature of authorized official)
地点 日期
Place _____ Date _____
(经中华人民共和国海事局委托组织盖章)
(Stamp of the authorized organization of China MSA)

附加检查: 签字
Additional inspection: Signed _____
(如要求) (经授权的官员签字)
(if required) (Signature of authorized official)
地点 日期
Place _____ Date _____
(经中华人民共和国海事局委托组织盖章)
(Stamp of the authorized organization of China MSA)

附加检查: 签字
Additional inspection: Signed _____
(如要求) (经授权的官员签字)
(if required) (Signature of authorized official)
地点 日期
Place _____ Date _____
(经中华人民共和国海事局委托组织盖章)
(Stamp of the authorized organization of China MSA)



中华人民共和国海事局
Maritime Safety Administration of
the People's Republic of China

临时海事劳工符合证明

Interim Statement of Maritime Labour Compliance

本证明由中华人民共和国海事局签发
This statement of compliance is issued
by the Maritime Safety Administration of the People's Republic of China

船舶基本信息

Particulars of the ship

船名	船籍港
Name of ship _____	Port of registry _____
船舶编号或呼号	国际海事组织编号
Distinctive number or letters _____	IMO number _____
总吨位 ¹	登记日期
Gross tonnage _____	Date of registry _____
船舶类型	
Type of ship _____	
船东名称和地址 ²	
Name and address of the shipowner _____	

兹证明, 就《2006年海事劳工公约》(以下简称“公约”)标准A5.1.3第7款而言:
This is to certify, for the purposes of standard A5.1.3, paragraph 7 of Maritime Labour Convention, 2006 (referred to below as “the Convention”), that:

¹对于国际海事组织通过的吨位丈量临时表格所包括的船舶, 总吨位为包括在《国际吨位证书(1969)》“备注”栏中的总吨位。见公约第二条第(1)(c)款。

For ships covered by the tonnage measurement interim scheme adopted by the IMO, the gross tonnage is that which is included in the REMARKS column of the International Tonnage Certificate(1969). See Article II(1)(c) of the Convention
²“船东”系指船舶所有人或从船舶所有人那里承担了船舶经营责任并在承担这种责任时已同意接受船东根据本公约所承担的职责任和责任的另一组织或个人, 如管理人、代理或光船承租人, 无论是否有其它组织或个人代表船东履行了某些职责或责任。见公约第二条第(1)(j)款。

Shipowner means the owner of the ship or another organization or person, such as the manager, agent or bareboat charterer, who has assumed the responsibility for the operation of the ship from the owner and who, on assuming such responsibility, has agreed to take over the duties and responsibilities imposed on shipowners in accordance with this Convention, regardless of whether any other organizations or persons fulfil certain of the duties or responsibilities on behalf of the shipowner. See Article II(1)(j) of the Convention.

(a) 本船舶已对公约附录A5-I所列事项进行过合理和实际可行的检查,并考虑到了下文(b)、(c)和(d)项的核查;

This ship has been inspected, as far as reasonable and practicable, for the matter listed in Appendix A5-I to the Convention, taking into account verification of items under (b), (c) and (d) below;

(b) 船东已向主管当局或认可组织表明本船有遵守公约的适当程序;

The shipowner has demonstrated to the competent authority or recognized organization that the ship has adequate procedures to comply with the Convention;

(c) 船长熟悉公约的要求以及实施公约的责任;且

The master is familiar with requirements of the Convention and the responsibilities for implementation; and

(d) 制作海事劳工符合声明的相关信息已提交给主管当局。

Relevant information has been submitted to the competent authority.

本证明有效期至_____，但取决于根据公约的标准A5.1.3和A5.1.4的检查。

This Statement is valid until _____ subject to inspections in accordance with Standards A5.1.3 and A5.1.4 of the Convention.

上面(a)中所述之检查的完成日期为_____。

Completion date of the inspection referred to under (a) above was _____.

签发地点 _____ 日期 _____

Issued at _____ on _____

经正式授权签发此证明的官员签字

Signature of the duly authorized official issuing the Statement _____

经正式授权签发官员的姓名

Name of the duly authorized official issuing the Statement _____

中华人民共和国海事局

Maritime Safety Administration of the People's Republic of China



中华人民共和国海事局
Maritime Safety Administration of
the People's Republic of China

海事劳工符合声明—第I部分
Declaration of Maritime Labour Compliance - Part I

(注: 本声明必须附于船舶的海事劳工符合证明之后)

(Note: This Declaration must be attached to the ship's Statement of Maritime Labour Compliance)

本声明由中华人民共和国海事局签发

This Declaration is issued

by the Maritime Safety Administration of the People's Republic of China

就《2006年海事劳工公约》的规定而言, 下述船舶

With respect to the provisions of the Maritime Labour Convention, 2006, the following referenced ship:

船名 Name of Ship	国际海事组织编号 IMO Number	总吨 Gross Tonnage

与公约标准A5.1.3保持一致:

is maintained in accordance with Standard A5.1.3 of the Convention:

下面的签字者代表上述主管当局声明:

The undersigned declares, on behalf of the abovementioned competent authority, that:

- (a) 《海事劳工公约》的规定已充分体现在下述国家要求之中;
- (a) the provisions of the Maritime Labour Convention are fully embodied in the following national requirements referred to below;
- (b) 这些国家要求收录在下文所述的国家规定中; 凡必要时提供了关于这些规定内容的解释;
- (b) these national requirements are contained in the national provisions stated below; explanations concerning the content of those provisions are provided where necessary;
- (c) 根据第六条第3款和第4款的任何实质上等效的细节在下述部分提供;
- (c) the details of any substantial equivalencies under Article VI, paragraphs 3 and 4, are provided in the following sections;
- (d) 主管机关根据标题三所准予的任何免除在下文专门部分明确指出;
- (d) any exemptions granted by the competent authority in accordance with Title 3 are clearly indicated in the section provided for this purpose below; and
- (e) 在有关要求中还提及了国家立法中对任何船舶类型的具体要求。
- (e) any ship-type specific requirements under national legislation are also referenced under the requirements concerned.

1. 最低年龄 (规则 1.1)

1. Minimum age (Regulation 1.1)

1.1 《中华人民共和国劳动法》规定：禁止用人单位招用未满 16 周岁的未成年人。

1.1 According to the Labor Law of the the People's Republic of China, no employer is allowed to recruit young persons under the age of 16.

1.2 《中华人民共和国船员条例》规定：申请船员注册，应当具备下列条件：年满 18 周岁（在船实习、见习人员年满 16 周岁），但不超过 60 周岁。在我国未经船员注册不得上船工作。

1.2 According to the Regulations of the the People's Republic of China on Seafarers, the applicant for seafarer registration shall be above 18 years' old (16 as for a trainee or probationer) but not more than 60 years' old. No one is permitted to work on board a ship without seafarer registration.

1.3 《中华人民共和国未成年人保护法》规定：任何组织或者个人按照国家有关规定招用已满 16 周岁未满 18 周岁的未成年人的，应当执行国家在工种、劳动时间、劳动强度和保护措施等方面的规定：不得安排其从事过重、有毒、有害等危害未成年人身心健康的劳动或者危险作业。

1.3 According to the Law of the the People's Republic of China on Protection of Minors, when recruiting young persons over the age of 16 but under 18, employers shall implement relevant national provisions on the types of jobs, working hours, intensity of work and protective measures, etc., and shall not assign them to any work which is likely to jeopardize their physical and mental health, such as over-strenuous, poisonous or harmful work, etc.

1.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东不得安排未成年海员从事以下范围的实习和见习工作：

1.4 According to the Regulations on Seafarers' Working and Living Conditions on Board of the People's Republic of China (referred to below as "Condition Regulations"), Shipowners shall not arrange the following practices or trainings for young seafarers over the age of 16 and under 18:

1.4.1 搬运重物作业；

1.4.1 the lifting, moving or carrying of heavy loads or objects;

1.4.2 进入锅炉、液舱和隔离舱；

1.4.2 entry into boilers, tanks and cofferdams;

1.4.3 置身于有害的噪音和振动中；

1.4.3 exposure to harmful noise and vibration levels;

1.4.4 操作起重机械或其他动力设备或器械，或向操作此类机械的人员发信号；

1.4.4 operating hoisting and other power machinery tools, or acting as signallers to operators of such equipments;

1.4.5 操作系泊中拖缆或锚泊设备；

1.4.5 handling mooring or tow lines or anchoring equipment;

1.4.6 索具作业；

1.4.6 rigging;

1.4.7 恶劣天气中在高处或甲板上工作；

1.4.7 work aloft or on deck in heavy weather;

1.4.8 电器设备维护；

1.4.8 servicing of electrical equipment;

1.4.9 接触有潜在危害的物质，或诸如危险或有毒物质等有害的物理试剂及受到电离辐射；

1.4.9 exposure to potentially harmful materials or harmful physical agents such as dangerous or toxic substances and ionizing radiations;

1.4.10 清洗厨房机械；

1.4.10 the cleaning of catering machinery; and

1.4.11 操控小艇。

1.4.11 the handling or taking charge of ships' boats.

1.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东不得安排未成年海员在夜间工作，但是根据国家海事管理机构规定的符合 STCW 公约的船上见习或者实习要求开展的夜航训练除外。

1.5 According to the Condition Regulations, shipowners shall not arrange any young seafarers to work at night, except for the night navigation training for the purpose of practice or training stipulated by the maritime authority in accordance with the requirements of STCW.

1.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：夜间，是指当地时间从 21 点开始的不少于连续 9 个小时的时间段。

1.6 According to the Condition Regulations, night means a period of at least nine consecutive hours starting from 9 p.m. local time.

2. 健康证书 (规则 1.2)

2. Medical Certificate (Regulation 1.2)

2.1 《中华人民共和国船员条例》规定：申请船员注册（指经船员注册取得船员服务簿的人员，包括船长、高级船员和普通船员）应符合船员健康要求。

2.1 According to the Regulations of the the People's Republic of China on Seafarers, the applicant for seafarer registration shall satisfy the health requirements for seafarers (those who will acquire identity documents through seafarer registration, including masters, officers and ratings).

2.2 《中华人民共和国船员条例》规定：申请船员适任证书须符合船员任职岗位健康要求。

2.2 According to the Regulations of the the People's Republic of China on Seafarers, the applicant for Certificate of Competency for seafarers shall satisfy the health requirements of the post.

2.3 《中华人民共和国海船船员健康证书管理办法》规定：海船船员在船工作期间应持有有效的健康证书。

2.3 According to the Regulations on the Seafarers' Medical Certificate of the the People's Republic of China, seafarers shall hold a valid medical certificate during his work on board.

2.4 《海船船员证书制作细则》规定了中英文对照的船员健康证书样本。

2.4 The model of medical certificates for seafarers is prescribed by the Rules for the Making of Seafarers' Medical Certificates both in Chinese and English.

2.5 国家海事管理机构制定实施了海船船员健康体检机构的资质准入标准，并发布了具备海船船员健康体检机构资质及其所属主检医师的名单。

2.5 The maritime authority set qualification standards of medical examination institution for seafarers, and published a list of qualified medical examination institutions and medical practitioners to whom they belong.

2.6 《中华人民共和国海船船员健康证书管理办法》规定：健康证书的有效期限不超过 2 年；申请健康证书的海船船员年龄小于 18 周岁，则健康证书有效期不超过 1 年；有效期截止日期不超过持证人 65 周岁生日。

2.6 According to the Regulations on the Seafarers' Medical Certificate of the the People's Republic of China, a medical certificate is valid for a maximum period of two years unless the seafarer applying for the certificate is under the age of 18, in which case the maximum period of validity shall be one year; the date of expiry shall not exceed the 65th birthday of the certificate holder.

2.7 《中华人民共和国海船船员健康证书管理办法》规定：健康证书有效期满的，海船船员应重新申请健康证书。

2.7 According to the Regulations on the Seafarers' Medical Certificate of the the People's Republic of China, when a medical certificate expires, the seafarer shall reapply for it.

2.8 《中华人民共和国海船船员健康证书管理办法》规定：健康证书在航行中有效期期满的，在到达下一个有缔约国认可的从业医生的停靠港之前该健康证书仍然有效，但为期不得超过 3 个月。

2.8 According to the Regulations on the Seafarers' Medical Certificate of the the People's Republic of China, if the period of validity of a certificate expires in the course of a voyage, the certificate shall continue in force until the

next port of call where the seafarer can obtain a medical certificate from a qualified medical practitioner recognized by a member state, provided that the period shall not exceed three months.

2.9 《中华人民共和国海船船员健康证书管理办法》规定：在紧急情况下，海事管理机构可允许持有近日过期的健康证书的海船船员工作至下一个具有缔约国认可从业医生的港口，但许可的期限不得超过3个月。

2.9 According to the Regulations on the Seafarers' Medical Certificate of the the People's Republic of China, in urgent cases the maritime authority may permit a seafarer to work without a valid medical certificate until the next port of call where the seafarer can obtain a medical certificate from a qualified medical practitioner recognized by a member state, provided that the period of such permission does not exceed three months.

3. 海员的资格（规则 1.3）

3. Qualifications of seafarers (Regulation 1.3)

3.1 《中华人民共和国海上交通安全法》规定：船长、轮机长、驾驶员、轮机员、无线电报务员话务员以及水上飞机、潜水器的相应人员，必须持有合格的职务证书。其他船员必须经过相应的专业技术训练。

3.1 According to the Maritime Traffic Safety Law of the the People's Republic of China, masters, chief engineers, deck officers, engineers, radiotelegraph operators and similar personnel on board seaplanes and submersibles must hold valid certificates of competency. All other crew members must undergo specialized technical training required for their work.

3.2 《中华人民共和国船员条例》规定：申请船员注册，应当经过船员基本安全培训，并经海事管理机构考试合格。

3.2 According to the Regulations of the the People's Republic of China on Seafarers, the applicant for seafarer registration shall complete the basic safety training for seafarers and pass the examination held by the maritime authority.

3.3 《中华人民共和国船员条例》规定：参加航行和轮机值班的船员，应当取得 STCW 公约要求的相应船员适任证书。

3.3. According to the Regulations of the the People's Republic of China on Seafarers, ratings forming part of a navigational or engineering watch shall acquire the relevant certificates of competency for seafarers as required by STCW.

3.4 《中华人民共和国海船船员适任考试和发证规则》规定：适任证书持有人应当在适任证书适用范围内担任职务或者担任低于适任证书适用范围的职务。

3.4 According to the Regulations on Examination and Certification of Competence for Seafarers of the the People's Republic of China, holders of certificates of competency shall serve in a capacity to which their certificates of competency are applicable or in a lower capacity.

3.5 《中华人民共和国海船船员培训合格证书签发管理办法》规定：在中国籍海船上任职的船员应当持有符合《中华人民共和国船员条例》和我国缔结或加入的有关国际公约所要求的有效培训合格证书。

3.5 According to Provisions on Issuing Certificate of Proficiency for Seafarers of the People's Republic of China, the seafarer working on board a Chinese-flagged ship shall hold a valid certificate of proficiency as required by the Regulations of the the People's Republic of China on Seafarers and the relevant international conventions which China has concluded or acceded to.

4. 上船协议（规则 2.1）

4. Seafarers' Employment Agreement (Regulation 2.1)

4.1 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东或者船东代表应当与上船工作或者实习、见习的海员订立书面上船协议。

4.1 According to the Condition Regulations, the shipowner or representative of the shipowner shall sign the seafarers' employment agreement with the seafarers who work, practice or have training on board in written form.

4.2 《中华人民共和国海员船上工作和生活条件管理办法》规定：上船协议应当由船东与海员协商一致，并

- 经双方在协议文本上签字或者盖章生效。协议文本原件应当由双方各执一份。
- 4.2 According to the Condition Regulations, the shipowner and the seafarers shall conclude the seafarers' employment agreement upon consensus through consultation, which will take effect where the parties sign or seal hereunto. Each party shall hold one signed original of the seafarers' employment agreement.
- 4.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：上船协议文本的正本或者复印件应当随船备查。国际航行的船舶还应当备有上船协议和适用的集体合同英文文本。
- 4.3 According to the Condition Regulations, original or hard copy of the seafarers' employment agreement shall be available on board for reference. Ships engaged on international voyages shall carry the seafarers' employment agreement and applicable collective contract in English.
- 4.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：上船协议应当至少包括以下内容：
- 4.4 According to the Condition Regulations, the seafarers' employment agreement shall at least contain the following particulars:
- 4.4.1 海员的姓名、出生日期及出生地；
- 4.4.1 the seafarer's full name, date of birth or age, birthplace;
- 4.4.2 船东的名称和地址；
- 4.4.2 the shipowner's name and address;
- 4.4.3 签署的地点及日期；
- 4.4.3 the place where and date when the seafarers' employment agreement is entered into;
- 4.4.4 海员服务的船舶名称及在船将担任的职务；
- 4.4.4 name of the ship and capacity in which the seafarer is to be employed;
- 4.4.5 海员的工资总额或者计算公式、工资构成以及支付方式；
- 4.4.5 the amount of seafarer's wages or the formula used for calculating it, wages composition and payment method;
- 4.4.6 带薪年假的天数或者计算公式；
- 4.4.6 the amount of paid annual leave or the formula used for calculating it;
- 4.4.7 上船协议终止的条件；
- 4.4.7 conditions of termination of the agreement;
- 4.4.8 社会保险；
- 4.4.8 social insurance;
- 4.4.9 依据国家法律、法规规定可以从海员工资中代扣的费用；
- 4.4.9 statutory deductions from seafarers' wages;
- 4.4.10 遣返的权利和义务；
- 4.4.10 seafarer's entitlement to repatriation;
- 4.4.11 违约责任；
- 4.4.11 liability for breach of the agreement;
- 4.4.12 适用的集体合同。
- 4.4.12 applicable collective contract.
- 4.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东与海员协商一致，可以提前解除上船协议，但应当至少提前7天以书面形式通知对方。
- 4.5 According to the Condition Regulations, by consensus, shipowners and seafarers can terminate the seafarers' employment agreement early, but shall inform the other party in written form at least 7 days in advance.
- 4.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应将上船协议签订方的名称、协议期限、服务的船名等相关信息报船籍港海事管理机构备案。
- 4.6 According to the Condition Regulations, shipowners shall report the following particulars to the maritime

authority of the port of registry: names of the parties signing the seafarers' employment agreement, duration of the agreement and name of the ship.

4.7 《中华人民共和国船员条例》规定：船员服务簿是船员的职业身份证件。

4.7 According to the Regulations of the the People's Republic of China on Seafarers, the Seafarer' s Identity Document is the occupational identity certificate of a seafarer.

4.8 《中华人民共和国船员注册管理办法》规定：船员上船任职后和离船解职前，应当主动将船员服务簿提交船长办理船员任职、解职签注。

4.8 According to the Regulations on the Registration of Seafarers of the People's Republic of China, after taking and before leaving the post, the seafarer on board shall submit the seafarer' s identity document to the master for the endorsement of his employment on board.

4.9 《中华人民共和国船员注册管理办法》规定：船长应当为本船船员办理船员任职、解职签注，并在船员服务簿中及时、如实记载其服务资历。

4.9 According to the Regulations on the Registration of Seafarers of the People's Republic of China, the master shall endorse the seafarer's employment on board in the seafarer' s identity document in time.

5. 使用任何有许可证的或经发证或管理的私营招募和安置服务机构（规则 1.4）

5. Use of any licensed or certified or regulated private recruitment and placement service (Regulation 1.4)

5.1 《中华人民共和国船员条例》规定：从事船员服务业务的机构，应当取得海事管理机构的许可证。

5.1 According to the Regulations of the the People's Republic of China on Seafarers, the seafarers' recruitment and placement service shall obtain the license issued by the maritime authority.

5.2 《中华人民共和国船员条例》规定：中国籍船舶的船长和高级船员应当由中国籍船员担任；确需外国籍船员担任高级船员的，应当报经国家海事管理机构批准。”

5.2 According to the Regulations of the the People's Republic of China on Seafarers, the master and officers of a Chinese-flagged vessel shall be recruited among Chinese seafarers. In circumstances of exceptional necessity, the maritime authority may approve the recruitment of foreign seafarers to serve as the master or officers on a Chinese-flagged vessel.

5.3 《中华人民共和国船员服务管理规定》规定：船员服务机构在提供船舶配员服务时，应当向船员用人单位或者船员用工单位以及有关船员提供全面、真实的信息。不得提供虚假信息，不得损害船员的合法权益。

5.3 According to the Provisions on Seafarers' Service Management of the People's Republic of China, when providing manning service, the seafarers' service shall provide complete and truthful information to the employers and seafarers concerned. False information or any behavior that may jeopardize the seafarers' legal rights is strictly prohibited.

5.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东使用船员服务机构为船舶提供船员配员服务的，应当将船员服务机构许可证复印件、配员协议和配员名单随船备查。

5.4 According to the Condition Regulations, the hard copy of the seafarers' service' s qualification certificate, manning agreement and crew list shall be carried on board the ship for reference when shipowner uses the seafarers' service to provide manning service.

5.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船员服务机构不得利用各种方式、机制或清单来阻止或阻挠海员获得其所称职的工作权力。

5.5 According to the Condition Regulations, seafarers' service is prohibited from using any means, mechanisms or lists intended to prevent or deter seafarers from gaining employment for which they are qualified.

5.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船员服务机构不得因提供就业机会而向海员个人收取费用，也不得要求海员提供抵押金或担保金等，但海员取得健康证书、护照或其他个人旅行证件以及国家法律规定的其他费用除外。海员的签证费用由船东承担。

5.6 According to the Condition Regulations, seafarers' service is prohibited from charging seafarers for providing

employment, including deposit and guaranty fund, other than the cost of the seafarer obtaining a national statutory medical certificate, a passport, or other personal travel documents, or other statutory costs. The cost of visas shall be borne by the shipowner.

5.7 《中华人民共和国海员船上工作和生活条件管理办法》规定：船员服务机构应当建立一个保护机制，通过保险或适当的等效措施，赔偿由于服务机构或有关船东未能按上船协议履行对海员的义务而可能给海员造成的资金损失。

5.7 According to the Condition Regulations, the seafarers' service shall establish a system of protection, by way of insurance or an equivalent appropriate measure, to compensate seafarers for monetary loss that they may incur as a result of the failure of the services or the relevant shipowner under the seafarers' employment agreement to meet its obligations to them.

6. 工作或休息时间（规则 2.3）

6. Hours of work or rest (Regulation 2.3)

6.1 国务院关于修改《国务院关于职工工作时间的规定》的决定：标准工时制是每日工作 8 小时，每周工作 40 小时。

6.1 According to the Amendment to the Provisions of the State Council on Working Hours of Workers and Staff, the normal working hours' standard is 8 hours per day and 40 hours per week.

6.2 国务院关于修改《国务院关于职工工作时间的规定》的决定，因工作性质或者生产特点的限制，不能实行每日工作 8 小时、每周工作 40 小时标准工时制度的，按照国家有关规定：可以实行其他工作和休息办法。

6.2 According to the Amendment to the Provisions of the State Council on Working Hours of Workers and Staff, where an enterprise cannot follow the normal working hours' standard of 8 hours per day and 40 hours per week due to its special working condition or job nature, it may adopt other rules on hours of work and rest in accordance with relevant regulations.

6.3 《交通部部属企业职工工作时间实施办法》明确，海员可实行综合计算工时工作制，即分别以周、月、季、年等为周期，综合计算工作时间，但其平均日工作时间和平均周工作时间应与法定标准工作时间基本相同。综合计算工时工作制采取集中工作、集中休息、轮休调休等方式，以确保海员的身体健康和生产、工作任务完成。

6.3 According to the Provisions on the Working Time for the Workers of the Enterprises belonging to the Ministry of Transport, the working hour system of comprehensive calculation is applicable to seafarers, under which working hours are comprehensively calculated with weekly, monthly, quarterly or annual basis as a period, subject to the precondition that the average working hours of one day or one week must be approximately the same as the statutory standard working hours. The working hour system of comprehensive calculation adopt measures to work for a concentrated period of time, to rest for a concentrated period of time, or to take off by turns, so as to guarantee the health of the seafarers, and the fulfillment of their tasks of production and work.

6.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东和船长应当采取有效措施防止海员疲劳工作。

6.4 According to the Condition Regulations, effective measures shall be taken by the shipowners and masters to avoid fatigue of seafarers.

6.5 《中华人民共和国海船船员值班规则》规定：除紧急或者超常工作情况外，海员在船工作期间的休息时间应当满足以下要求：

6.5 According to Regulations on Watchkeeping of Seafarers for Seagoing Ships of the People's Republic of China, except in urgent cases or abnormal situation, the rest period of seafarers shall meet the following requirements:

6.5.1 任何 24 小时内不少于 10 小时；

6.5.1 no less than 10 hours in any 24-hour period;

6.5.2 任何 7 天内不少于 77 小时；

6.5.2 no less than 77 hours in any seven-day period; and

6.5.3 任何 24 小时内的休息时间可以分为不超过 2 个时间段，其中 1 个时间段至少要有 6 小时，连续休息时间段之间的间隔不应超过 14 小时。

6.5.3 hours of rest may be divided into no more than two periods, one of which shall be at least six hours in length, and the interval between consecutive periods of rest shall not exceed 14 hours.

6.6 《中华人民共和国海船船员值班规则》规定：船长按照 6.5.2 和 6.5.3 中规定安排休息时间时可以有例外，但是任何 7 天内的休息时间不得少于 70 小时。

6.6 According to Regulations on Watchkeeping of Seafarers for Seagoing Ships of the People's Republic of China, an exception of hours of rest to compliance with paragraph 6.5.2 and 6.5.3 may be made by the master, but the minimum hours of rest shall not be less than 70 hours in any seven-day period.

6.7 《中华人民共和国海船船员值班规则》规定：对 6.5.2 规定的每周休息时间的例外，不应超过连续两周。在船上连续两次例外时间的间隔不应当少于该例外持续时间的两倍。

6.7 According to Regulations on Watchkeeping of Seafarers for Seagoing Ships of the People's Republic of China, the exception of hours of rest to paragraph 6.5.2 shall not exceed consecutive fortnight. The interval between consecutive periods of exception shall be not less than the twice duration time of the exception.

6.8 《中华人民共和国海船船员值班规则》规定：对 6.5.3 规定的例外，可以分成为不超过 3 个时间段，其中一个时间段至少要有 6 个小时，另外两个时间段不应当少于 1 个小时。连续休息时间间隔不得超过 14 个小时。例外在任何 7 天时间内不得超过两个 24 小时时间段。

6.8 According to Regulations on Watchkeeping of Seafarers for Seagoing Ships of the People's Republic of China, the exception of hours of rest to 6.5.3 may be divided into no more than three periods, one of which shall be at least six hours, and the other two periods shall be at least one hour. The interval between consecutive periods of rest shall not exceed 14 hours. An exception shall be no more than two 24-hour periods in any seven days.

6.9 《中华人民共和国海员船上工作和生活条件管理办法》规定：船上开展紧急集合、消防、救生和弃船演习，以及法律法规和国际公约规定的其他演习，应当以对休息时间的的影响最小且不导致海员疲劳的形式进行。

6.9 According to the Condition Regulations, musters, fire-fighting, lifeboat and abandonment of ship drills, and drills prescribed by national laws and regulations and by international conventions, shall be conducted in a manner that minimizes the disturbance of rest periods and does not induce fatigue of seafarers.

6.10 《中华人民共和国海员船上工作和生活条件管理办法》规定：因船舶、船上人员或者货物紧急安全需要，或者为了帮助海上遇险的其它船舶或者人员等紧急情况下，船长可以要求海员在任何时间段进行工作，直至此种情况得到解除。紧急情况解除后，船长应当尽快安排在休息时间内工作的海员得到充分的补休。

6.10 According to the Condition Regulations, the master of a ship may require a seafarer to perform any hours of work necessary for the immediate safety of the ship, persons on board or cargo, or for the purpose of giving assistance to other ships or persons in distress at sea until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the master shall ensure that any seafarers who have performed work in a scheduled rest period are provided with an adequate period of rest.

6.11 《中华人民共和国海员船上工作和生活条件管理办法》规定：国家海事管理机构制定标准化格式的作息时间表，用于记录海员每天在船作息时间，并由船长或者船长指定人员和海员本人签字认可，海员应每月持有一份该作息时间表复印件。

6.11 According to the Condition Regulations, the national maritime authority establishes the record of hours of work /rest in standardized format. The records shall be endorsed by the master, or a person authorized by the master and by the seafarers. Seafarers shall receive a copy of the records every month.

6.12 《中华人民共和国海员船上工作和生活条件管理办法》规定：船上应当制定标准化格式的工作安排表，包括每一岗位人员在海上与港口期间的工作安排以及国家要求的最短休息时间，并由船长签字后公布在船上显著位置。

6.12 According to the Condition Regulations, shipboard working arrangement table shall be established in standardized format, including the work schedules for seafarers of every position at sea and in port and the minimum hours of rest regulated by national laws. The working arrangement table shall be endorsed by the master and be posted in a conspicuous place on board.

6.13 《中华人民共和国海员船上工作和生活条件管理办法》规定：对国际航行船舶的船上工作安排表和作息时间表应以中英文对照形式制定。

6.13 According to the Regulations on Seafarers' Working and Living Conditions on Board of the People's Republic of China, for ships engaged on international voyages, the record of hours of work /rest and the table of shipboard working arrangement shall be written both in Chinese and English.

6.14 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当确保未成年海员在船见习或者实习的时间不能超过每日 8 小时、每周 40 小时，且在日间正餐有至少 1 小时的休息时间以及每连续工作 2 小时后有 15 分钟的休息时间。

6.14 According to the Regulations on Seafarers' Working and Living Conditions on Board of the People's Republic of China, shipowners shall ensure that the young seafarers' training and practicing hours shall not exceed eight hours per day and 40 hours per week and that the young seafarers shall have a break of at least one hour for the main meal of the day and a 15-minute rest period as soon as possible following each two hours of continuous work.

6.15 《中华人民共和国海员船上工作和生活条件管理办法》规定：由于未成年海员被安排见习和实习的岗位培训的需要不能满足 6.14 规定的，船长应当说明原因，做好记录并签名。

6.15 According to the Condition Regulations, when 6.14 cannot be satisfied due to the young seafarers' scheduled practicing and training, the exceptional situation should be recorded, with reasons, and signed by the master.

7、船舶配员水平（规则 2.7）

7. Manning levels for the ship (Regulation 2.7)

7.1 《中华人民共和国船舶最低安全配员规则》规定：船舶所有人（或者其船舶经营人、船舶管理人）应当为所属船舶配备合格的船员，但是并不免除船舶所有人为保证船舶安全航行和作业增加必要船员的责任。

7.1 According to the Regulations for the Minimum Safe Manning of Ships of the People's Republic of China, shipowners (or ship operators, ship managers) shall have ships manned with qualified seafarers. But this does not exempt their responsibilities in increasing the necessary manning for the safe navigation and operation of their ships.

7.2 《中华人民共和国船舶最低安全配员规则》规定：确定船舶最低安全配员标准应综合考虑船舶的种类、吨位、技术状况、主推进动力装置功率、航区、航程、航行时间、通航环境和船员值班、休息制度等因素。

7.2 According to the Regulations for the Minimum Safe Manning of Ships of the People's Republic of China, the determination of the minimum manning of the ships shall take into considerations the ship types, tonnage, technical conditions, power of the main propellers, sailing areas, distance, time, traffic environment and the watch-keeping regulations.

7.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：配员 10 人及以上的船舶应当配备船上厨师。船上的厨师因疾病或者死亡等特殊情况无法承担厨师工作的，经海事管理机构同意并签发特免证明后，可由膳食服务辅助人员替代船上厨师，直到下一个方便的挂靠港或时间不超过一个月。

7.3 According to the Condition Regulations, ship with a manning of ten or more shall carry a ship's cook. When the ship's cook can't fulfill the responsibility due to special reasons such as diseases or death, the maritime authority may issue a dispensation permitting a non-qualified cook to serve as cook until the next convenient port of call or for a period not exceeding one month.

7.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：配员少于 10 人的船舶，可不配备船上厨师，由膳食服务辅助人员替代。

7.4 According to the Condition Regulations, ship with a manning of less than ten can carry a non-qualified cook

instead of ship' s cook.

8. 起居舱室（规则 3.1）

8. Accommodation (Regulation 3.1)

8.1 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当为保持海员的健康提供舒适的起居舱室环境。

8.1 According to the Condition Regulations, shipowners shall provide decent accommodations for seafarers' health.

8.2 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当确保以下船舶设备、设施和建造要求持续符合适用的船舶检验技术规范的规定，并取得船员舱室设备符合证明：

8.2 According to the Condition Regulations, shipowners shall ensure that the following equipments, facilities and construction are in ongoing compliance with technical standards for ship inspection and get the Document of Compliance of Crew Accommodation Equipment:

8.2.1 房间和其他起居舱室空间的尺寸；

8.2.2 通风和供暖；

8.2.3 噪音和振动及其他环境因素；

8.2.4 卫生设施及更衣室；

8.2.5 照明；

8.2.6 餐厅；

8.2.7 医务室。

8.2.1 the size of rooms and other accommodation spaces;

8.2.2 heating and ventilation;

8.2.3 noise and vibration and other ambient factors;

8.2.4 sanitary facilities and dressing room;

8.2.5 lighting;

8.2.6 dining room; and

8.2.7 hospital accommodation.

8.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：船长或者经船长授权的海员应当每周对起居舱室进行检查，确保起居舱室保持健康、卫生和安全舒适的状况，并保存检查记录。

8.3 According to the Condition Regulations, the master or the seafarer authorized by the master shall conduct accommodation inspections every week to ensure that accommodation is healthy, clean, safe and comfortable, and the inspection result shall be recorded.

9. 船上娱乐设施（规则 3.1）

9. On-board recreational facilities (Regulation 3.1)

9.1 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当为海员免费提供船上的娱乐和福利设施。

9.1 According to the Condition Regulations, shipowners shall provide on-board recreational facilities and amenities to seafarers for free.

9.2 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当在船上为海员提供阅读和集中学习的场所和设施。

9.2 According to the Condition Regulations, shipowners shall provide seafarers with on-board places and facilities for reading and group study.

9.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东为海员提供的船岸电话通信、电子邮件、互联网和邮件的投递，不得收取额外的费用。

9.3 According to the Condition Regulations, shipowners shall provide ship-to-shore telephone communications,

emails, Internet accesses and mail deliveries to seafarers and shall not require seafarers to pay additional charges.

9.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当采取适当的措施，在满足保安审查的条件下，保证船舶在港口停留期间，允许海员的亲属和朋友登船探视。

9.4 According to the Condition Regulations, shipowners shall conduct measures which meet the conditions for security clearances, to ensure that seafarers are expeditiously granted permission to have their relatives and friends as visitors on board their ship when in port.

9.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当在满足船舶安全条件的情况下允许海员的配偶陪同其航海。海员的配偶应当投有充分的人身意外和疾病保险，船东应当为其获得这种保险给予必要的帮助。

9.5 According to the Condition Regulations, shipowners shall allow seafarers to be accompanied by their partners on occasional voyages where ship safety conditions are satisfied. Such partners shall carry adequate insurance cover against accident and illness; Shipowners shall give every assistance to seafarers to effect such insurance.

9.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船长或者经船长授权的海员应当负责对船上娱乐设施的管理和维护。

9.6 According to the Condition Regulations, the master or seafarer under the authority of the master shall take charge of the management and maintenance of on-board recreational facilities.

9.7 《中华人民共和国船舶与海上设施法定检验规则》第6篇（国际）/第7篇（国内）规定：在开敞甲板上开辟一处或多处供下班船员休息的处所，该处所的面积应与该船的尺度和船员人数相适应，并能使船员在休息时尽可能背风、避浪和免受废气的影响。

9.7 According to Chapter 6 (International)/Chapter 7(National) of the Regulations on the Inspection of Ships and Facilities at sea, all ships shall have a space or spaces on open deck to which the seafarers can have access when off duty, which are of adequate area having regard to the size of the ship and the number of seafarers on board, preventing the risk of exposure to hazardous levels of wind, waves and waste gas.

9.8 《中华人民共和国船舶与海上设施法定检验规则》第6篇（国际）/第7篇（国内）规定：对经常航行热带地区的船舶，应在船员住舱上部的露天甲板上及用作娱乐场所的露天甲板上安装天蓬或采取其他有效的隔热措施。

9.8 According to Chapter 6 (International)/Chapter 7(National) of the Regulations on the Inspection of Ships and Facilities at sea, Ships navigating in tropical areas frequently shall install shield ceiling or conduct other effective insulation measures on open decks which are on the top of seafarers' accommodations and those used as recreational places.

9.9 《中华人民共和国船舶与海上设施法定检验规则》第6篇（国际）/第7篇（国内）规定：3000总吨以上船舶应为甲板部门和轮机部门各提供1间有适当办公设备的专用办公室。

9.9 According to Chapter 6 (International)/Chapter 7(National) of the Regulations on the Inspection of Ships and Facilities at sea, ships of more than 3,000 gross tonnage shall be provided with separate offices with adequate office facilities for use by deck and engine departments.

10. 食品和膳食服务（规则 3.2）

10. Food and catering (Regulation 3.2)

10.1 《中华人民共和国海员船上工作和生活条件管理办法》规定：在船上从事膳食服务的海员应当具备相应的知识和技能，并按国家海事管理机构的要求经过培训。

10.1 According to the Condition Regulations, seafarers engaged in catering shall gain the related knowledge and skills and be trained as required by national maritime authority.

10.2 《关于船上膳食服务人员履行〈2006年海事劳工公约〉有关事宜的通知》规定：船上厨师在船工作应当经过培训具备从事船上厨师工作的能力，持有有效的《船上厨师培训合格证明》；船上膳食服务辅助人员在船工作应就其职责接受过适当培训和指导，并可在船提供培训和指导的证明材料。

10.2 According to the Notice for Implementation of the Maritime Labor Convention, 2006, of the Catering Staff on Board, Ship's cooks shall be trained, qualified and found competent for the position and hold valid Training Certificate for Ship's Cook ; catering staff shall be properly trained and instructed for their positions and provide the evidences for trainings and instructions.

10.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东不得聘用未成年海员担任船上厨师。

10.3 According to the Condition Regulations, shipowners shall not employ young seafarers to work as ship's cooks.

10.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船上应当成立膳食委员会，负责船上膳食管理，保证在良好卫生条件下为海员提供符合标准的膳食，并将膳食费用使用情况、食品和饮用水采购情况、膳食安排计划定期向船上全体海员公示。

10.4 According to the Condition Regulations, catering department shall be established on board to be responsible for management of catering, ensuring to offer up-to-standard meals under hygienic conditions, and the catering expense, food and drinking water and catering arrangements shall be posted regularly.

10.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当考虑海员数量、文化和宗教背景以及航线长度和性质等因素，为船舶配备充分的厨具和餐具，并免费向海员提供质量、营养价值和数量等方面均满足实际需要的食品和饮用水。

10.5 According to the Condition Regulations, food and drinking water supplies provided by the shipowners with adequate kitchenware and mess utensils, having regard to the number of seafarers on board, their religious requirements and cultural practices as they pertain to food, and the duration and nature of the voyage, shall be suitable in respect of quantity, nutritional value, quality and variety.

10.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船长或者经船长授权的海员应当根据船舶航行的实际情况至少每周对船上食物、饮水和膳食服务设施等情况进行检查，并保存检查记录。

10.6 According to the Condition Regulations, at least weekly inspections shall be carried out on board a ship, by or under the authority of the master, with respect to food, drinking water and catering facilities in accordance with actual voyage condition. The results of each such inspection shall be recorded.

11. 健康和事故预防（规则 4.3）

Health and safety and accident prevention (Regulation 4.3)

11.1 《中华人民共和国船员条例》规定：船舶上船员生活和工作的场所，应当符合国家船舶检验规范中有关船员生活环境、作业安全和防护的要求。

11.1 According to the Regulations of the the People's Republic of China on Seafarers, the living and working areas of seafarers on board shall conform to the requirements for the living environment, safe operations and protection of seafarers as prescribed in the national criteria for ship survey.

11.2 《中华人民共和国船员条例》规定：船员用人单位应当为船员提供必要的生活用品、防护用品、医疗用品，建立船员健康档案，并为船员定期进行健康检查，防治职业疾病。

11.2 According to the Regulations of the the People's Republic of China on Seafarers, the employer of seafarers shall provide seafarers with the necessary articles for daily use, occupational protective articles and medical supplies, establish the health records for seafarers, and carry out regular medical examinations of seafarers to prevent and control occupational diseases.

11.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当采取积极、有效的预防和保障措施，防止海员在船工作期间发生与职业有关的事故和疾病。

11.3 According to the Condition Regulations, the shipowners shall provide active, effective prevention safeguards to ensure that seafarers are protected from the sickness, or accident occurring in connection with their employment on board a ship.

11.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当为海员提供职业安全、健康保护及事故预防的培训。

11.4 According to the Condition Regulations, the shipowners shall provide occupational safety, health protection and accident prevention training for seafarers.

11.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当按照国家海事管理机构颁布的与海员职业安全健康管理有关的导则建立并实施船上职业安全与健康保护及事故预防计划，明确规定船东、海员和其他有关人员的责任和义务，并特别注意未成年海员的安全和健康，确保在其船上工作的海员得到职业健康保护，并且能在安全和卫生的船上环境中生活、工作和培训。

11.5 According to the Condition Regulations, in accordance with the relevant guidelines for seafarers' occupational safety and health management promulgated by the national maritime authority, shipowners shall establish and implement occupational safety and health protection and accident prevention policies and programmes on ships, which clearly specify the duties and obligations of shipowners, seafarers and others concerned, and with special attention to the safety and health of young seafarers under the age of 18, and provide a safe and hygienic environment for their living, working and training on board.

11.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应考虑到国际有关标准和导则的要求，按照国家有关规定，对船上发生的职业事故和职业疾病及时向海事管理机构报告。

11.6 According to the Condition Regulations, shipowners shall report occupational accidents, injuries and diseases to the maritime authorities in time, taking into account relevant international standards and guidance.

11.7 《中华人民共和国海员船上工作和生活条件管理办法》规定：海事管理机构应及时对职业事故开展调查。

11.7 According to the Condition Regulations, the maritime authority shall timely investigate the occupational accidents.

11.8 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应每年对本公司职业安全与健康管理工作进行风险评估。

11.8 According to the Condition Regulations, shipowners shall annually conduct risk evaluation in relation to management of occupational safety and health.

11.9 《中华人民共和国海员船上工作和生活条件管理办法》规定：配员 5 人及以上的船舶应当成立由船长负责的船舶安全委员会。

11.9 According to the Condition Regulations, safety committee charged by master shall be established on board a ship on which there are five or more seafarers.

11.10 《中华人民共和国海员船上工作和生活条件管理办法》规定：船舶安全委员会应当至少承担履行和实施船舶职业安全与健康方针、计划的具体责任，并对在船上工作的海员定期开展相关职业安全与健康保护及防止事故等内容的培训。

11.10 According to the Condition Regulations, the safety committee shall take specific responsibility for the implementation of and compliance with the ship's occupational safety and health policies and programs, and organizing training on occupational safety and health protection and accident prevention for seafarers on board ships at regular intervals.

11.11 《中华人民共和国海员船上工作和生活条件管理办法》规定：船舶安全委员会会议每 3 个月应当至少举行 1 次，做好会议记录并形成安全委员会报告，由船长签字确认后随船备查。

11.11 According to the Condition Regulations, the safety committee meeting shall be held at least once at three-month intervals. Records of the meeting shall be made and carried on board with endorsement by the master for inspection.

11.12 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东仅能安排未成年海员在船上实习或者见习，且实习和见习工作不得危及未成年海员的健康和安全。

11.12 According to the Condition Regulations, shipowners can only arrange training or practicing on board for young seafarers, which shall not jeopardize their health or safety.

12. 船上医疗（规则 4.1）

12. On-board medical care (Regulation 4.1)

12.1 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当向在船工作的海员提供免费医疗和健康保护，包括基本的牙科治疗，并及时提供合理的就医便利。

12.1 According to the Condition Regulations, shipowners shall ensure that measures providing for free health protection and medical care, including essential dental care and suitable measures to facilitate the treatment, for seafarers working on board.

12.2 《中华人民共和国海员船上工作和生活条件管理办法》规定：载员 100 人及以上并且航程在 3 天以上的国际航行船舶应当至少配备 1 名专职医生负责船上的医疗服务。

12.2 According to the Condition Regulations, ships carrying 100 or more persons and engaged on international voyages of more than three days' duration shall carry a qualified medical doctor who is responsible for providing medical care.

12.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：无需配备医生的船舶，应当至少有一名海员负责船上的急救和医护药品管理工作。其中负责船上急救工作的海员应当持有精通急救培训合格证，负责船上医护和药品管理工作的海员应当持有船上医护培训合格证。

12.3 According to the Condition Regulations, ships which do not carry a medical doctor shall be required to have at least one seafarer on board who is in charge of medical care and administering medicine as part of their regular duties. Persons in charge of medical first aid on board shall hold a valid certificate of proficiency in first aid and persons in charge of medical care and administering medicine on board shall hold a valid certificate of proficiency in shipboard medical care on board.

12.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当根据船舶的类型、船上人员的数量、航次性质、目的地和航程，按照国家有关要求为其船舶配备足够的医疗设施和设备，以及国际船舶医疗指南和能获得医疗指导的无线电台清单。

12.4 According to the Condition Regulations, shipowners shall provide the ship with adequate medical facilities and equipments, as well as International Medical Guide for ship engaged on international voyages and a list of radio stations through which medical advice can be obtained, in accordance with the type of ship, the number of persons on board and the nature, destination and duration of voyages and relevant national requirements.

12.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船长或者负责医疗、急救和药品管理的海员应当妥善维护船上配备的医疗设施、设备和指南，每年对全部药品的标签、有效期、存放条件、用法用量以及医疗设备的功能等至少进行一次全面检查，并保持检查记录。

12.5 According to the Condition Regulations, the master or the seafarer in charge of medical care, first aid and administering medicine shall properly maintain the medical facilities, equipments and guides, and completely inspect the labelling, expiry dates and conditions of storage and instructions of all medicines and functioning of all equipments at least once a year and keep the inspection recorded.

12.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当保证船舶具有通过无线电或者卫星通信获得医疗指导的能力。

12.6 According to the Condition Regulations, shipowners shall ensure that the ship can obtain medical advice from radio or satellite communication.

12.7 《中华人民共和国海员船上工作和生活条件管理办法》规定：国家海事管理机构制定标准的海员医疗报告表，供船长和相关的岸上和船上医疗人员使用。国际航行船舶医疗报告表应以中英文对照形式制定。

12.7 According to the Condition Regulations, the national maritime authority shall adopt a standard medical report form for use by the ships' masters and relevant onshore and on-board medical personnel. Medical report form for a ship engaged on an international voyage shall be established in both Chinese and English.

12.8 《中华人民共和国海员船上工作和生活条件管理办法》规定：医疗报告表内容只限于对海员的疾病治

疗, 接触到医疗报告表的人员应当对内容予以保密。

12.8 According to the Condition Regulations, the contents of the medical report shall only be used to facilitate the treatment of seafarers and shall be kept confidential.

13. 船上投诉程序 (规则 5.1.5)

13. On-board complaint procedures (Regulation 5.1.5)

13.1 《中华人民共和国海员船上工作和生活条件管理办法》规定:船东应当建立并运行船上投诉处理程序,并向每个海员提供该程序的副本,确保海员的投诉在船上得到公平、有效和迅速处理。船上投诉和解决的记录应当留存,且提供一份复印件给海员。

13.1 According to the Condition Regulations, shipowners shall adopt on-board complaint procedures, provide each seafarer the copy of it and ensure fair, effective and expeditious handling of complaint. The record of the complaint and resolution shall be conserved on board, one hard copy of which shall be provided to the seafarer concerned.

13.2 《中华人民共和国海员船上工作和生活条件管理办法》规定:船上投诉程序应当至少包括以下内容:

13.2.1 受理投诉的船上部门或者负责人以及船东指定人员或者其代理人的联系方式;

13.2.2 相关主管部门的联系方式;

13.2.3 逐级处理的投诉解决机制;

13.2.4 投诉解决的时限;

13.2.5 投诉和解决的记录。

13.2 According to the Condition Regulations, on-board complaint procedures shall include at least the followings:

13.2.1 contact method of the department accepting complaint, the competent officer, person designated by the shipowner or the shipowner's agent;

13.2.2 contact method of competent authority;

13.2.3 complaint resolution mechanism level by level;

13.2.4 time limit for the resolution;

13.2.5 record of the complaint and resolution.

13.3 《中华人民共和国海员船上工作和生活条件管理办法》规定:船上投诉程序不得妨碍海员向船长、船东及相关主管部门提出直接投诉的权利。对于提出投诉的海员,船东不得以任何形式予以打击报复。

13.3 According to the Condition Regulations, on-board complaint procedures shall not impede seafarers' right to complain directly to the master, shipowner and to appropriate authorities. Shipowners can not revenge the seafarers filing complaints in any form.

14. 工资支付 (规则 2.2)

14. Payment of wages (Regulation 2.2)

14.1 《中华人民共和国劳动法》规定:工资应当以货币形式按月支付给劳动者本人。不得克扣或者无故拖欠劳动者的工资。

《中华人民共和国劳动合同法》规定:用人单位应当按照劳动合同约定和国家规定,向劳动者及时足额支付劳动报酬。

14.1 According to the Labor Law, the wages shall be paid in the form of currency monthly. Any deduction or unreasonable delay of the wages is prohibited.

According to the Law on Labor Contract, the employers shall pay the wages in time and in the adequate amount in accordance with the national regulations and labor contract.

14.2 《中华人民共和国海员船上工作和生活条件管理办法》规定:海员工资应当至少每月支付一次,采取汇款方式支付的,船东、海员用人单位不得收取额外的服务费用。

14.2 According to the Condition Regulations, wages shall be paid to seafarers at least once per month. Shipowners or the employers shall not charge extra service fees for wage remittance.

14.3 《中华人民共和国海员船上工作和生活条件管理办法》规定：船东应当每月在船上以书面形式告知海员其月薪帐目，月薪帐目应当至少包括上船协议约定的工资项目、额外报酬、应付报酬、实付数额。

14.3 According to the Condition Regulations, shipowners shall inform seafarers their accounts of payment in written form including but not limited to contract wages, additional payments, due payments and actual payments.

14.4 《中华人民共和国海员船上工作和生活条件管理办法》规定：海员确需查询工资实际支付情况的，船东有责任协助海员获得相关的信息，并不得收取额外的服务费。

14.4 According to the Condition Regulations, in case that seafarers need to check the wage payments, shipowners shall assist seafarers to gain the related information and shall not charge for the extra service.

14.5 《中华人民共和国海员船上工作和生活条件管理办法》规定：船上支付的劳动报酬采用的货币兑换率应按照有利于海员的标准确定，且不得低于当日国家银行执行的外汇汇率标准。

14.5 According to the Condition Regulations, the currency exchange rate adopted on board for work payment shall be favorable to seafarers and shall not be lower than the exchange rate adopted by the national bank on the very day.

14.6 《中华人民共和国海员船上工作和生活条件管理办法》规定：海员在船期间需将其工资的全部或者部分转给其家人、受赡养人或者法定受益人时，船东应当为其提供便利。

14.6 According to the Condition Regulations, shipowners shall provide conveniences to seafarers when they need to transmit all or part of their wages to their families, dependants or legal beneficiaries.

14.7 《中华人民共和国海员船上工作和生活条件管理办法》规定：海员除享有国家法定节假日的假期外，还应当按照在船舶上每工作1个月不少于2.5日的标准享受年休假。海员用人单位应当按照海员年休假天数，向其支付不低于该海员在船工作期间平均基本工资的报酬。

14.7 According to the Condition Regulations, except for national holidays, seafarers shall be entitled with an annual leave calculated on the basis of a minimum of 2.5 calendar days per month of employment. The employers shall pay the wages by days of leave which shall be no less than their average wages on-board.

姓名 Name: _____

职务 Title: _____

签字 Signature: _____

地点 Place: _____

日期 Date: _____

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实质等效

Substantial equivalencies

(注：删去不适用的陈述)

(Note: Strike out the statement which is not applicable)

除上述内容外，按公约第六条第3款和4款规定的实质等效记录如下

The following substantial equivalencies, as provided under Article VI, paragraphs 3 and 4, of the Convention, except where stated in the Annex attached:

未准许等效。

No equivalency has been granted.

姓名 Name: _____

职务 Title: _____

签字 Signature: _____

地点 Place: _____

日期 Date: _____

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免除

Exemptions

(注：删去不适用的陈述)

(Note: Strike out the statement which is not applicable)

主管机关根据本公约标题三的规定准许的免除如下：

The following exemptions granted by the competent authority as provided in Title 3 of the Convention are noted:

未准许免除。

No exemption has been granted.

姓名 Name: _____

职务 Title: _____

签字 Signature: _____

地点 Place: _____

日期 Date: _____

中华人民共和国海事局
Maritime Safety Administration
of the People's Republic of China

附件 4

海事劳工符合声明-第 II 部分

Declaration of Maritime Labour Compliance-Part II 为确保检查之间持续符合所采取的措施 Measures adopted to ensure ongoing compliance between inspections

为确保符合《2006 年海事劳工公约》和国家海事劳工符合声明第 I 部分及其他相关的国家海事管理机构的要求，船东特制定本符合声明。

The Shipowner has drawn up this Declaration of Compliance to ensure ongoing compliance with the requirements of the Maritime Labour Convention, 2006, the national Declaration of Maritime Labour Compliance-Part I and other related requirements of the national maritime authority.

船东承诺认真履行本声明所述的以确保持续符合所采取的各项措施。

The Shipowner undertakes to duly implement each of the measures adopted, as stated in this Declaration, to ensure ongoing compliance.

船东已经结合安全管理体系，进一步详述本声明中的措施和要求，并保证在船海员熟知各项规定内容并执行。

In conjunction with the safety management system, the Shipowner has explained the measures and requirements of this Declaration in detail and will ensure that every seafarer on board is familiar with, and implements, all the provisions.

1、最低年龄（规则 1.1）

1. Minimum age (Regulation 1.1)

船东已规定所聘用海员年龄必须年满 16 周岁，担任厨师岗位的海员年龄必须年满 18 周岁。

The minimum age for seafarers employed by the Shipowner must be 16 years or over, and the seafarer employed as the ship's cook must be 18 years or over.

（船长或其指定人员）通过核实每一名新上船海员的船员服务簿或护照确保未滿 16 周岁的海员不得上船工作，并及时识别 16 至 18 周岁未成年海员，通过及时更新船员名单（含出生日期）的方式做好核查记录。

（the master or the person designated by the master）will ensure that no person under 16 works on board by verifying the Seafarer's Identity Document of every seafarer newly on board and will identify young seafarers between 16 and 18. The verification record will be properly maintained by timely updating the crew list (including dates of birth).

每名 16 至 18 周岁未成年海员上船时，（船长或其指定人员）向其发放一份禁止从事夜间工作或从事对其健康和安全的有害的工作通知（船上见习或实习需要的夜间训练除外），并附有符合国家海事管理机构要求的禁止工作项目清单，海员应对该通知签字确认，并由（船长或其指定人员）保存副本，海员如对工作项目清单有疑问时，可与主管高级船员协商。

（the master or the person designated by the master）provides every young seafarer between 16 and 18, at the time of signing on board, with a work note prohibiting him/her from performing night work or any work that is likely to jeopardize his/her health and safety (except training at night required for a seafarer on probation or in practice on board). The note will be accompanied by a list of prohibited items of work required by the national maritime authority and will be confirmed by the seafarer's signature, with a copy to be kept by（the master or the person designated by the master）. In case of doubt, the seafarer may consult the competent officer.

如对海员最低年龄有疑问时，应及时向船东主管人员沟通。

In case of doubt as to the age of the seafarer, contact shall be made to the competent person of the Shipowner in a timely manner.

2. 健康证书（规则 1.2）

2. Medical Certification (Regulation 1.2)

船东已制定措施，及时收集国家海事管理机构在其网站上公布具备资质的海船船员健康体检机构及其所属主检医师名单，并将其纳入公司安全管理体系文件控制程序，确保船上保持最新的名单。

The Shipowner has drawn up measures to timely collect the lists of qualified institutions for seafarers' medical fitness examination and of the medical practitioners affiliated thereto, as published by the national maritime authority on its website, and to incorporate the lists into the document control procedure of the Company's safety management system to ensure up-to-date lists are maintained on board.

（船长或其指定人员）负责查验每个新上船海员的健康证书，重点核实证书的有效期限、限制项目（如有）和签发单位资质等，并在船员名单中记录健康证书的有效期限和限制项目（如有）。（船长或其指定人员）每次开航前负责对船员名单中有关证书的有效期进行持续检查。

（the master or the person designated by the master）is responsible for checking the medical

certificate of every seafarer newly on board, focusing on verification of the certificate's period of validity, limitations on fitness (if any) and the qualifications of the issuing institution, and noting in the crew list the period of validity and limitations on fitness (if any).

_____ (the master or the person designated by the master) is responsible for checking, every time prior to departure, the period of validity of the relevant certificates noted in the crew list.

船长如对海员健康证书的有效期限、限制项目或签发单位资质有疑问时,应及时向公司主管人员沟通。如海员持有的《健康证书》在航行途中到期,船长应报告公司主管人员,安排该名海员在下一个有缔约国认可的从业医生的港口体检,以取得有效的《健康证书》,但最长期限不得超过三个月;在紧急情况下,如公司安排持有最近过期健康证书的海员上船,船长在该海员上船时负责核实其健康证书是否得到国家海事管理机构的签注认可,并与公司主管人员保持沟通,确保该名海员在下一个有缔约国认可的从业医生的港口体检,以取得有效的《健康证书》,但最长期限不得超过三个月。

The master, in case of doubt as to the medical certificate's period of validity, limitations on fitness and the qualifications of the issuing institution, will contact the competent person of the Company in a timely manner. If the period of validity of a seafarer's medical certificate expires in the course of a voyage, the master will inform the competent person of the Company to arrange medical fitness examination for the seafarer to obtain a valid medical certificate in the next port of call where medical practitioners recognized by Parties to STCW Convention are available, provided that the period shall not exceed three months. In urgent cases, if the Company arranges a seafarer on board with an expired medical certificate of recent date, the master is responsible for verifying whether his/her certificate has an endorsement of the national maritime authority at the time of signing on board, and contacting the competent person of the Company to make sure that medical fitness examination is arranged for the seafarer to obtain a valid medical certificate in the next port of call where medical practitioners recognized by Parties to STCW Convention are available, provided that the period shall not exceed three months.

3、海员的资格(规则 1.3)

3. Qualifications of seafarers (Regulation 1.3)

_____ (船长或其指定人员)按船舶配员证书的要求,对每一名新上船海员是否持有有效的 STCW 证书原件和适当的签注进行核查,并在船员名单中记录每一名海员职务、当前任职资格证书有效期。_____ (船长或其指定人员)每次开航前负责对船员名单中所列证书的有效期进行检查。

_____ (the master or the person designated by the master) will check whether every seafarer newly on board holds the originals of valid STCW certificates and appropriate endorsements as required by the ship's safe manning certificate, and will note in the crew list each seafarer's capacity and the period of validity of the certificate applicable to such a seafarer's current capacity. _____ (the master or the person designated by the master) is responsible for checking, every time prior to departure, the period of validity of the certificates listed in the crew list.

每一名新上船海员将在船舶开航前按船上安全管理体系的要求接受个人安全或特定项目的熟悉培训,并在相关培训记录簿中记录。

Every seafarer newly on board will, prior to departure, receive familiarization training in personal safety or in specialized items in accordance with the requirements of the ship's safety management system, which will be recorded in the relevant training record book.

如对海员持有 STCW 证书或其他资质证明文件有疑问时,应及时向公司主管人员沟通。

In case of doubt as to the STCW certificates or other qualification documents held by the seafarer, contact shall be made to the competent person of the Company in a timely manner.

4、海员上船协议(规则 2.1)

4. Seafarer's employment agreement (Regulation 2.1)

海员上船前,船东根据国家海事管理机构规定,在充分保障海员对上船协议审查和咨询权的前提下,经协商一致与海员签订了符合《2006年海事劳工公约》标准 A2.1 第 4 款(a)至(k)项内容要求的中英文文本的“上船协议”,协议文本原件由双方各执一份。

After a seafarer's right has been ensured to examine and seek advice on the employment agreement in accordance with the provisions of the national maritime authority, the Shipowner and the seafarer, prior to signing on board and upon consensus through negotiation, have entered into the Employment Agreement in Chinese and English versions, which is in compliance with subparagraphs (a) to (k) inclusive of paragraph 4 of Standard A2.1, the Maritime Labour Convention, 2006. The Shipowner and the seafarer each keep a signed original of the Agreement.

经海员本人签字的《上船协议》复印件、所适用的集体协议/船舶配员服务协议的复印件(如有)及其英文文本按照船上安全管理体系文件控制程序得到妥善保持。

A copy of the Agreement signed by the seafarer, applicable collective agreement/ship manning service agreement (if any) and their English versions will be properly kept in accordance with the document control procedure of the ship's safety management system.

_____ (船长或其指定人员)查验每个新上船海员是否按国家海事管理机构要求持有《船员服务

簿》。船长负责在《船员服务簿》上记录海员的任、解职情况，禁止其记载船员任职表现情况。

_____ (the master or the person designated by the master) will check whether every seafarer newly on board holds the Seafarer's Identity Document in accordance with the requirements of the national maritime authority. The master is responsible for recording in the Seafarer's Identity Document the employment and discharge of the seafarer, and shall not record any statement as to the quality of the seafarer's work.

5、使用船员服务机构（规则 1.4）

5. Use of any licensed or certified or regulated private recruitment and placement service (Regulation 1.4)

船东如需使用船员服务机构提供配员服务时，船东将核实船员服务机构是否具有有效的《船员服务机构许可证》。

The Shipowner, when needing seafarer recruitment and placement services to provide seafarer manning service, will verify whether these services hold valid License for Seafarer Recruitment and Placement Service.

船东确保开航前将相关船员服务机构的船员服务机构许可证复印件、配员协议和配员名单提供给船长。

_____(船长或其指定人员)负责按照船上安全管理体系文件控制程序对上述文书进行妥善保管。

The Shipowner will ensure that a copy of the License(s) of relevant seafarer recruitment and placement service(s), the manning agreement(s) and the list(s) of seafarers manned are provided to the master prior to departure. _____ (the master or the person designated by the master) is responsible for keeping the above documents properly in accordance with the document control procedure of the ship's safety management system.

船东已建立机制明确公司承担海员上船工作时的签证费用。

The Shipowner has established a mechanism specifying that the cost of visas for seafarers' service on board is borne by the Shipowner.

6、工作或休息时间（规则 2.3）

6. Hours of work or rest (Regulation 2.3)

船上已在安全管理体系中建立了海员工作和休息管理制度，制定了中英文对照标准化格式的船上工作安排表，明确在海上和在港口期间各岗位的工作安排以及最短休息时间要求，工作安排表由船长签字并公布在船上显著位置。

The management system regarding seafarers' work and rest hours has been established in the ship's safety management system; standardized format of schedule in Chinese and English has been drawn up to specify the working arrangement of each position at sea or in port and the requirements for the minimum hours of rest. The schedule will be signed by the master and posted in a conspicuous place on board.

按照国家海事管理机构公布的标准格式，制定海员作息时间记录表，及时记录海员的休息时间，作息时间记录表至少每月一次经船长和海员本人双方签字确认，海员本人保存记录的复印件，作息时间记录表按照船上安全管理体系记录控制程序保存。

The table for record of the hours of work/rest for seafarers is drawn up in accordance with the standardized format published by the national maritime authority and the rest hours are timely recorded into the table. The table will be signed by the master and the seafarers at no greater than monthly intervals, with a copy of the record table to be kept by the seafarers. The record table of seafarers' daily hours of work/rest will be kept in accordance with the record control procedure of the ship's safety management system.

由于紧急情况导致海员的工作休息安排被打断，此种情况将记录在航海日志和海员作息时间记录表中。

In case the seafarers' work/rest arrangements are disturbed by emergencies, such disturbance will be recorded in the deck logbook and in the record table of seafarers' daily hours of work/rest.

_____(船长或其指定人员)负责定期检查所有海员的休息时间记录，以评估船上实际工作休息时间是否符合国家海事管理机构要求，经评估如需提高配员水平的应及时通过船上安全管理体系不符合项报告程序报告公司。

_____ (the master or the person designated by the master) is responsible for checking regularly the record of all seafarers' hours of rest with a view to assessing whether the actual hours of rest on board are in compliance with the requirements of the national maritime authority; in case manning level needs to be improved after the assessment, it will be timely reported to the Company by way of the non-compliance reporting procedure of the ship's safety management system.

船上应变部署、消防、救生和弃船演习以及法律法规和国际公约规定的其他演习，将对对休息时间的影响最小且不导致疲劳的形式进行。

Musters, fire-fighting, lifeboat drills and ship abandonment drills, and other drills prescribed by laws and regulations and rules and by international conventions will be conducted in a manner that minimizes the disturbance of rest periods and does not induce fatigue.

如海员处于随时待命的情况下，例如机舱处于无人看管时，如果海员因被招去工作而打乱了正常的休息时间，船长将给予充分的补休。

When a seafarer is on call, such as when a machinery space is unattended, the seafarer will have an adequate compensatory rest period if the normal period of rest is disturbed by call-outs to work.

船长出于船舶、船上人员、货物或环境的紧急安全需要,或出于帮助海上遇险的其他船舶或人员的目的,可以终止工作时间或休息时间的安排,要求海员从事任何时间的必要工作,直至情况恢复正常。一旦情况恢复正常,船长将尽快安排有关海员补休,并在休息时间记录表中记录。

The master may suspend the schedule of hours of work or hours of rest and require a seafarer to perform any hours of work necessary for the immediate safety of the ship, persons on board, cargo or environment, or for the purpose of giving assistance to other ships or persons in distress at sea, until the normal situation has been restored. As soon as the normal situation has been restored, the master will arrange compensatory rest period for the seafarer concerned and make entries in the record of hours of rest.

7、船舶配员水平(规则 2.7)

7. Manning levels for the ship (Regulation 2.7)

船东按照国家海事管理机构颁发的《最低安全配员证书》为船舶配员。并确保按照《中华人民共和国船舶最低安全配员规则》的要求,持续定期评估船舶配员水平,必要时为保证船舶安全航行和作业增加必要船员。

The Shipowner has manned the ship in accordance with the Minimum Safe Manning Certificate issued by the national maritime authority, ensures regular assessment of the manning level on the ship in accordance with the Regulations of the People's Republic of China on Ship Minimum Safe Manning, and increases the number of seafarers necessary for ensuring the safe navigation and operation of the ship when circumstances so require.

船长按照船上安全管理体系文件控制程序确保本船持有有效的《最低安全配员证书》。

In accordance with the document control procedure of the ship's safety management system, the master ensures that the ship carries a valid Minimum Safe Manning Certificate.

_____ (船长或其指定人员)根据海员疲劳程度以及航行性质和条件、航行安全等因素及时开展船舶配员水平评估,如需调整配员,填写评估报告并报公司主管人员。

_____ (the master or the person designated by the master) will conduct assessment of ship manning level in time based on the level of seafarer fatigue and such factors as the particular nature and conditions of the voyage and the safety of navigation, and completes and submits to the competent person of the Company an assessment report in case the manning level needs to be adjusted.

8、起居舱室(规则 3.1)

8. Accommodation (Regulation 3.1)

船上制定了起居舱室及设备的检查和维护保养计划,指定海员负责每周对船上起居舱室的卫生健康和安全舒适等情况进行检查并保存检查记录。

The inspection and maintenance plan for accommodations and facilities has been drawn up on board the ship, and a seafarer designated to be responsible for weekly inspections on the hygiene, health, safety and comfort of the accommodations of the ship and for keeping record of the results of the inspections.

9、船上娱乐设施(规则 3.1)

9. On-board recreational facilities (Regulation 3.1)

船上为海员配备了如下娱乐设施,并免费向海员开放:

The ship has provided the following recreational facilities to seafarers, which are open to them free of charge:

- 视听娱乐设备 audiovisual recreational facilities
- 电子娱乐设备 electronic recreational equipment
- 运动器械 sports equipment
- 游泳设施 facilities for swimming
- 图书室 a library
- 吸烟室 a smoking room
- 其它娱乐设施: Other recreational facilities:

此外,船上还为海员提供了船岸电话通信、电子邮件和互联网设施的服务,并不额外收取服务费用。

In addition, the Shipowner has provided seafarers with ship-to-shore telephone communications, emails, Internet accesses and does not charge additional service fees.

船上制定了娱乐设施的管理和维护计划,_____ (船长或其指定人员)负责开展管理和维护工作,并保存记录。

The management and maintenance plan for the ship's recreational facilities has been drawn up, with _____ (the master or the person designated by the master) being responsible for conducting the management and maintenance and for the keeping of the records.

船东已明确为船上提供船上娱乐设施时考虑有关海员健康和及安全及防止事故的相关要求。

The Shipowner has made it clear that it will take into account the relevant requirements for seafarers' health and safety and for accident prevention when providing the ship with shipboard recreational facilities.

船东已采取措施在合理和可行的情况下允许海员配偶陪同其航海,并为其购买充分的人身意外和疾病保

险提供必要的帮助。

The Shipowner has taken measures to allow seafarers to be accompanied by their spouses on occasional voyages where it is practicable and reasonable, and will give necessary assistance to seafarers to effect adequate insurance cover against accident and illness.

10、食品和膳食服务（规则 3.2）

10. Food and catering (Regulation 3.2)

船上已成立膳食委员会，与公司有关部门配合，以便为海员提供在良好卫生条件下烹制和供应的充分、多品种和有营养的餐食。

In order to provide the seafarers with adequate, varied and nutritious meals prepared and served in hygienic conditions, a catering committee has been established on board to cooperate with related departments of the Company.

船上膳食委员会根据船上的人数和预计的航行时间，考虑海员的宗教要求和文化习惯，制定船舶伙食采购计划并保存采购清单。伙食费使用情况、伙食采购情况、伙食安排计划等定期向全船公示。

Based on the number of seafarers on board and the expected duration of the voyage and having regard to their religious requirements and cultural practices, the shipboard catering committee will draw up purchase plans for the ship's provisions and keep the purchase lists. The use of provisions expenses, the purchase of the provisions and the planning of catering arrangements etc. will be published regularly to all the seafarers on board.

_____ (船长指定人员)负责在饮用水装载作业之前和之后分别对饮用水质量进行检查，并保存装载和检查记录，如饮用水质量不符合要求，船长有权拒绝装载。

_____ (the person designated by the master) is in charge of inspecting the quality of drinking water before and after the loading operation of the drinking water and of keeping the record of the loading operation and the inspection. The master is entitled to refuse to load the drinking water if its quality does not meet the requirements.

根据船舶航行和操作特点，每次采购伙食量至少能满足船舶安全抵达下一港口。

Based on the characteristics of the ship's voyage and operation, the amount of provisions purchased each time will at a minimum guarantee the ship's safe arrival at the next port.

船上厨师和膳食委员会指定的海员共同负责对采购食品质量的检查，有权拒绝不符合要求的食品上船，并保存采购、检查或拒绝上船的记录。

The ship's cook and the seafarer(s) designated by the catering committee are jointly in charge of inspecting the quality of the provisions purchased, entitled to refuse to load on board provisions that does not meet the requirements, and keep record of the purchase, inspection or the refusal to load on board.

船上食品必须保存在干燥阴凉处所或冰柜（库）。

The food on board must be stored in a cool and dry place or in a freezer or ice house.

船上食品加工仅限在厨房内。

Food on board is processed only in the galley.

菜单在厨房或餐厅张贴公布。任何因文化或宗教原因导致船上无法解决的餐饮问题将及时报告公司主管人员，并保存处理记录。

The menus will be posted in the galley or mess room. Any insoluble catering issues arising from cultural or religious reasons will be reported in time to the competent person of the Company, and record will be kept of the solution.

_____ (船长指定人员或船上厨师)负责每周对厨房、食物和饮用水储存处所的设施设备使用状况和卫生条件进行检查，并保存检查记录。

_____ (the person designated by the master or the ship's cook) is responsible for conducting weekly inspections on the operation of the facilities and equipment and the hygienic conditions of the galley and the storage places for food and drinking water, and for keeping record of the inspections.

_____ (船长或其指定人员)负责核查船上配备的厨师是否按国家海事管理机构要求持有培训合格证明，膳食服务辅助人员是否已接受过适当的培训和指导。

_____ (the master or the person designated by the master) is responsible for verifying whether the ship's cook holds the certificate of training in accordance with the requirements of the national maritime authority, and whether the catering assistant is properly trained and instructed.

特殊情况下，如船舶需安排船上膳食服务辅助人员临时担任厨师职务应及时告知公司主管人员，由其向国家海事管理机构申请特免证明。

In exceptional cases where it is necessary for the ship to arrange the catering assistant on board to act as the ship's cook on a temporary basis, the competent person of the Company will be advised and will apply to the national maritime authority for dispensation.

船上禁止未满 18 周岁海员从事厨师工作。

No seafarer under the age of 18 works as a ship's cook.

11、职业安全和健康保护及事故预防（规则 4.3）

11. Occupational safety, health protection and accident prevention (Regulation 4.3)

船上建立并实施海员职业安全与健康保护及事故预防的方针和计划,开展海员职业安全与健康风险管理评估,及时报告船上职业事故,配备必要的培训资料,按计划开展培训,并保存相关活动记录。并对18周岁以下海员的安全和健康给予充分保护。

The ship has established and implemented policy and programme for seafarers' occupational safety and health protection and accident prevention, conducted risk evaluation of seafarers' occupational safety and health management, reported occupational accident in time, provided necessary training materials, and will carry out training as planned and keep record of relevant activities. Adequate safety and health protection has been given to seafarers under the age of 18.

船上成立了船舶安全委员会,承担履行和实施船舶职业安全与健康方针、计划的具体责任,并对在船上工作的海员定期开展相关职业安全与健康保护及防止事故等内容的培训。在日常运输生产中,具体负责建立和落实船上工作许可制度,开展风险评估,及时向公司主管人员报告未能解决的风险隐患,并保持相关工作记录。

Safety committee on board has been established to take specific responsibilities for implementing the ship's occupational safety and health policy and programme, and to carry out regular training in the areas of occupational safety and health protection and accident prevention for seafarers serving on board. During daily operation, the committee takes specific responsibilities for establishing and implementing the shipboard work permission system to carry out risk evaluation, reporting in time the insoluble risks and hidden dangers to the competent person of the Company and keeping record of related work.

船东已制定措施,确保向船上及时提供船上特定危险的关于职业安全与健康及事故预防的通知与指导,_____(安全委员会指定人员)负责将其张贴于船上显著位置。

The Shipowner has drawn up measures to ensure that notices and instructions concerning occupational safety and health and accident prevention with specific dangers on board have been provided on board. _____ (the person designated by safety committee) is responsible for posting them in a conspicuous place on board.

船上在海员易于到达处张贴有关安全作业规程,船舶危险区域应张贴明显的警告提示和安全标志。

Relevant safety work rules are posted in an easily accessible place to the seafarers, and conspicuous warnings and safety marks are posted at dangerous areas on board.

船上提供充分的个人防护设备,并强制要求有关海员使用。

Adequate personal protection equipment has been provided on board and seafarers are compulsively required to use them.

针对风险识别和事故应急反应和训练要求,开展船上应急训练演习。船上同时保持对海员定期接受船上培训、学习、应急演练训练记录,特别是对新入职船员和未成年海员的相关记录。

Emergency drills aimed at requirements for risk identification and for accident emergency response and training are carried out on board. Records of seafarers' regular shipboard training, instruction and emergency drills, especially the records relevant to the newly recruited seafarers and young seafarers, are kept on board.

船上还保持事故(包括人身伤亡、疾病)、险情和不符合规定情况报告、处理及纠正措施的实施和验证记录。发生职业事故以及职业伤害和疾病及时向公司主管人员报告,并按照国家的规定向海事管理机构报告。

The implementation and verification records of reporting, handling and correcting accidents (including fatalities and diseases), dangerous circumstances and non-compliances have been kept on board. The occurrence of occupational accidents, injuries and diseases will be reported in time to the competent person of the Company, and also to the maritime authority concerned according to national provisions.

12、船上医疗(规则4.1)

12. On-board medical care (Regulation 4.1)

船东与海员签署的上船协议已明确了海员获得及时免费医疗服务包括牙科治疗的权利。

The employment agreements signed by the Shipowner and seafarers have specified that the seafarers have a right to timely and free medical care, including dental care.

□本船最大载员少于100人,船上指定一名持有STCW船上医护培训合格证的海员负责船上医疗、药品管理和医疗急救工作,并在船员名单中进行标注。

□This ship, carrying no more than 100 persons, has one seafarer designated to be in charge of medical care, administering medicine and medical first aid on board, who holds STCW certificate of proficiency in medical care on board and is marked in the crew list.

□本船载员100人及以上且航程为3天以上,已配备一名随船医生,并在船员名单中标注。

□This ship, carrying 100 persons or more and engaged on voyages of more than three days' duration, has carried an on-board doctor as marked in the crew list.

船上按照国家海事管理机构的要求配备了足够的医疗用品,包括医药箱、医疗设备并制定相关检查制度,并定期接受国家海事管理机构的检查,_____(船长或其指定人员)负责保存国家海事管理机构的检查记录。_____(负责船上医务或急救的指定人员)负责做好船上医药箱、医疗设备和医疗指南的配备、申领、登记、保管、使用和定期检查等管理工作。

In accordance with the requirements of the national maritime authority, adequate medical appliances, including a medical chest and medical equipment, have been provided on board, with relevant inspection system drawn up and subject to regular inspections of the national maritime authority. _____ (the master or the person designated by the master) is responsible for keeping records of inspections by the national maritime authority.

_____ (the person designated for medical or first aid service) is in charge of managing the provision, applying for and receiving, registration, keeping, use and regular inspection of the on-board medical chest, medical equipment and medical guide.

船上按国家海事管理机构要求配备了《国际船舶医疗指南》、《用于涉及危险品事故的医疗急救指南》、《国际信号规则》(医疗部分)等医疗指南书籍。

Books of medical guide, such as the International Medical Guide for Ships, the Medical First Aid Guide for Use in Accidents Involving Dangerous Goods and the International Code of Signals (the medical section), are carried on board in accordance with the requirements of the national maritime authority.

船上制定了通过无线电或卫星通讯获得岸上医疗指导的程序,明确使用由国家海事管理机构制定的《船员医疗报告表格》进行船岸信息沟通,并由船长保存填写后的《船员医疗报告表格》,确保该表格所记载内容的保密。

Procedures to obtain shore medical advice by radio or satellite communication have been drawn up on board, and the standard medical report forms formulated by the national maritime authority have been specified for use in ship-shore information exchange. The master keeps the completed standard medical report forms and safeguards the confidentiality of their contents.

船东已按照公司安全管理体系外来文件控制程序,要求岸基有关部门及时收集能够提供医疗指导的无线电台清单或岸上地面站清单,确保在船舶需要时随时可提供给船上使用。

According to the control procedure of the safety management system for external documents, the Shipowner has required the relevant shore-based departments to timely collect a list of radio stations or coast earth stations through which medical advice can be obtained, to ensure it is available on board at any time when the ship is in need of it.

当海员发生伤亡/疾病时,船东将采取一切有效的抢救措施进行积极救治,并做好记录。船长应根据病情/伤势上报公司,请求无线电医嘱或安排就近港口送岸就医。

When a seafarer suffers injury or disease, the shipowner will take every efficient emergency measure for medical treatment and keep record properly. The master will report to the Shipowner in respect to the circumstances of the disease or injury and require medical advice by radio or landing the seafarer ashore to the nearby port for medical treatment.

船东已经建立船员健康保健教育计划,并指定船上人员做好健康保健教育活动的执行和记录。

The Shipowner has established health promotion and health education programmes and designated a person on board to properly implement and record health promotion and health education activities.

船上制定船上熟悉医疗设施设备训练计划并实施。

Training programmes for shipboard familiarization with medical facilities and equipment have been drawn up and implemented on board.

13、船上投诉程序(规则 5.1.5)

13. On-board complaint procedures (Regulation 5.1.5)

船舶已按全国海上劳动关系三方协调机制认可的船上投诉程序样本建立船上投诉程序。

On-board complaint procedures have been established in accordance with the example for on-board complaint procedures recognized by the National Tripartite Coordination Mechanism for On-board Labour Relationship.

船长向每一名新上船海员提供一份船上投诉程序复印件。

The master provides every seafarer newly employed on board a copy of the on-board complaint procedures.

海员投诉和处理的相关记录按照船上安全管理体系有关记录控制程序得到妥善保存。

The relevant record of the complaints and decisions will be properly kept in accordance with relevant record control procedure of the ship's safety management system.

14、工资支付(规则 2.2)

14. Payment of wages (Regulation 2.2)

船东已建立有关海员工资发放制度,确保海员工资每月足额及时发放。

The shipowner has established a payment system of seafarers' wages to ensure full and timely payments every month.

船东已在相关海员工资发放制度中明确如采取汇款方式支付海员工资的,船东将只向海员收取由银行收取的汇款服务费用,如涉及货币兑换的,船东按照官方公布的汇率收取货币兑换费,禁止公司任何人员向海员收取任何额外服务费用。

The Shipowner has specified in the relevant payment system of seafarers' wages that, in case seafarers' wages are paid by remittance, the Shipowner will only charge the seafarers the service cost collected by the bank; in case rate of currency exchange is concerned, the Shipowner will charge the exchange cost at the officially published rate,

and any additional service charges collected by any person from the Shipowner is prohibited.

(船长或其指定人员) 每月在船上以书面形式告知海员其月薪账目, 月薪账目包括上船协议约定的工资项目、额外报酬、应付报酬、实付数额等。经海员签字确认的工资清单由_____ (船长或其指定人员) 保管。

_____ (the master or the person designated by the master) will give the seafarers, in a written form, a monthly account which includes the items of wages agreed in the employment agreements, additional payments, payments due and the amounts paid etc. The wage lists endorsed by the seafarers will be kept by _____ (the master or the person designated by the master) .

海员需查询工资实际支付情况的, _____ (船长或其指定人员) 协助海员向船东获得工资发放的相关信息。海员对支付工资有疑问的, 船长协助海员要求船东提供发放证明, 船东不得额外收取服务费用。

In case that seafarers need to inquire the actual payment of wages, _____ (the master or the person designated by the master) will assist seafarers to obtain the related information from the Shipowner regarding payment of wages. In case the seafarers are in doubt as to the payment of wages, the master will assist the seafarers to request the Shipowner to provide evidence of payment, and the Shipowner shall not collect additional service charges.

15. 不符合情况的纠正

15. Correction of non-compliances

船东已经建立了不符合规定情况的纠正程序, 对于本声明的所有事项出现的不符合均按照不符合纠正程序执行。

The Shipowner has established non-compliance correction procedures, in accordance with which, the non-compliances arising from all the items in this Declaration will be corrected.

船东指定人员负责对本声明的措施提供充分的岸基支持。

The Shipowner has designated personnel to provide adequate shore-based support for implementation of the measures in this Declaration.

船长负责定期开展不符合情况的汇总和分析, 确保不符合情况得以及时纠正。

The master is responsible for regular collection and analysis of the non-compliances to ensure these non-compliances are corrected in time.

我特此证明为确保检查之间持续符合第 I 部分所列的要求而制订了上述措施。

I hereby certify that the above measures have been drawn up to ensure ongoing compliance with the requirements listed in Part I between inspections.

船东¹名称 Name of the shipowner: _____

地址 Address: _____

授权签字人姓名

Name of the authorized signatory: _____

职务 Title: _____

授权签字人签字

Signature of the authorized signatory: _____

日期 Date: _____

(船东的公章)
(Stamp of the shipowner)

上述措施已经过中华人民共和国海事局审查，并且在对船舶进行检查后，确定已满足标准 A5.1.3 第 10 款 (b) 关于确保最初和持续符合本声明第 I 部分所列要求的目标。

The above measures have been reviewed by China MSA and, following inspection of the ship, have been determined as meeting the purposes set out under Standard A5.1.3, paragraph 10(b) regarding measures to ensure initial and ongoing compliance with the requirements set out in Part I of this Declaration.

签发人姓名 Name: _____

职务 Title: _____

地址 Address: _____

签字 Signature: _____

签发地点 Place: _____

日期 Date: _____

(经中华人民共和国海事局委托组织盖章)
(Stamp of the authorized organization of China MSA)

¹ “船东”系指船舶所有人或从船舶所有人那里承担了船舶经营责任并在承担这种责任时已同意接受船东根据本公约所承担的职务和责任的另一组织或个人，如管理人、代理或光船承租人，无论是否有其它组织或个人代表船东履行了某些职责或责任。见公约第二条第 (1) (j) 款。

Shipowner means the owner of the ship or another organization or person, such as the manager, agent or bareboat charterer, who has assumed the responsibility for the operation of the ship from the owner and who, on assuming such responsibility, has agreed to take over the duties and responsibilities imposed on shipowners in accordance with this Convention, regardless of whether any other organizations or persons fulfil certain of the duties or responsibilities on behalf of the shipowner. See Article II(1)(j) of the Convention.