



**AUTORIDAD MARÍTIMA DE PANAMÁ**  
**(PANAMÁ MARITIME AUTHORITY)**  
**DIRECCIÓN GENERAL DE MARINA MERCANTE**  
**(GENERAL DIRECTORATE OF MERCHANT MARINE)**  
**DEPARTAMENTO DE CONTROL Y CUMPLIMIENTO**  
**(DEPARTMENT OF CONTROL AND COMPLIANCE)**

F-410  
(DCCM)  
V.00



**Merchant Marine Notice**  
**Maritime Labor Convention (MLC), 2006, As Amended**

**No.: MMN-07/2019**

**October, 2019.**

1. By keeping a constant monitoring of the Panamanian merchant fleet, the Panama Maritime Authority, through the Navigation and Maritime Safety Department of the General Directorate of Merchant Marine (DGMM), has noticed of some cases where Panamanian flag vessels are not complying with the provisions referring to the Maritime Labor Convention (MLC), with the result of detentions in different Memorandum of Understanding.
2. The some of the deficiencies detected are;
  - 2.1 A copy of collective bargaining agreement that forms all or part of the SEA is not available.
  - 2.2 Shipboard complaint procedures are not operating.
  - 2.3 Seafarers have not been given monthly account of wages.
  - 2.4 Seafarers have not been paid at monthly intervals in full for their work in accordance with SEAs and/or collective bargaining agreement.
  - 2.5 Seafarers are coerced to sign false wages statement.
  - 2.6 Seafarers Employment Agreement (SEA) wage figures do not correspond to ITF agreements in place. SEA's are missing social security and insurance payment figures/details.
  - 2.7 Provisionary period exceed 10 weeks, (CBA) more than 10 weeks.
3. Most deficiencies were related been with breach of Collective Bargaining Agreements (CBA), we highlight that the MLC urges the member states to freedom of association and to effectively recognize the right to collective bargaining, according to Article III on "Fundamental Rights and Principles" in literal (a) of the MLC.
4. C087 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), ratified by Panama on June 3, 1958
5. C098 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98), ratified by Panama on May 16, 1966.
6. These rights are conditions that provide the necessary framework to endeavor and improve freely individual and collective working conditions. Please take note that effectively onboard the regulations of the MLC ratified by Panama must be complied with, however, if there is a CBA this is a law between the parties and its effects according to Article III of the MLC.

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8. This Administration offers a high quality service criterion to our customers, and at the same time complying with international standards for a better maritime industry. Therefore, we reaffirm, to please take the necessary measures to ensure that your vessels comply with international guidelines and as a result, they are not to be sanctioned and / or canceled from the Panamanian Registry.

*February, 2020 - (CBA) Clarification, paragraph 2 to 6 were added and modified paragraph 7.*

*November, 2019 - (CBA) Clarification.*

*October, 2019.*

*Inquiries concerning the subject of this Circular or any other request should be directed to:*

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