



भारत सरकार / GOVERNMENT OF INDIA
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय
MINISTRY OF PORTS, SHIPPING AND WATERWAYS
नौवहन महानिदेशालय, मुंबई
DIRECTORATE GENERAL OF SHIPPING, MUMBAI

F. No. 23-GRI/33/2024-CREW – DGS (Comp. No.: 32075)

Date: 10.02.2025

Subject: Constitution of Expert Committee to review concerns of Permanent Shipping Corporation of India Worker Committee - reg.

1. Whereas, The Directorate General of Shipping (DGS) has received grievances from Chhatrapati Shivaji Maharaj Kamgar Sena and the Permanent Shipping Corporation of India Worker Committee regarding non-payment of salaries and statutory benefits to 600 permanent home trade employees by the Shipping Corporation of India (SCI). The Union has demanded compensation of ₹1,000 crores for the affected employees.
2. The matter was reviewed in the Directorate and recognizing the need for an effective resolution of the above matter, the Directorate General of Shipping (DGS) has constituted the following committee comprising representatives from the DGS, SCI, Maritime industry experts and other relevant stakeholders. The primary objective of this committee is to examine the claims and grievances and evaluate the compliances of SCI as per applicable prevailing norms.
3. The constituted Expert Committee shall review, examine and analyze the relevant applicable rule provisions and suggest suitable recommendations.

Terms of Reference (ToR) of the Expert Committee shall be following, but not limited to:

- a) Applicability of Collective Bargaining Agreements (CBAs) for Indian seafarers
- b) Examination of the evidence presented
- c) Alignment of CBAs with national and international standards, including the Maritime Labour Convention (MLC), 2006
- d) Wages in accordance with ILO Joint Maritime Commission wage standards
- e) Review of applicable Merchant Shipping Maritime Labour Rules 2016
- f) Review of applicable NMB agreements and the role of seafarer unions
- g) Other MLC or relevant seafarer welfare-related issues in context of the said case

9वीं मंजिल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर गाँव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042

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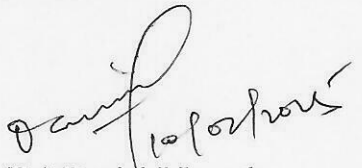
S. No	Name	Designation/ Organisation	Designation
1	Capt. (Dr) Daniel J Joseph	Dy. Director General of Shipping, DG Shipping	Chairman
2	Shri Mukul Dutta	Director. Seamen's Employment Office (DSEO), Mumbai	Secretary
3	Capt. Pramod Kumar	Chief Manager (Fleet Personnel), Shipping Corporation of India (SCI)	Member
4	Shri Vivek Bhatkar	Special Executive Officer (SEO)	Member
5	Shri Milind Kandalgaonkar	General Secretary, National Union of Seafarers of India (NUSI)	Member
6	Capt. Manoj Joy	Operation Head, (India), The Sailors Society	Member
7	Shri Aniruddha Koyande	Legal Advisor	Member
8	Shri Maitreya	Legal Consultant (Crew)	Member
9	Adv. Abhishek Malhotra	Advocate, Maritime Lawyer	Member
10	Adv. Sandhya Pillai	Advocate, Maritime Lawyer	Member
11	Shri Pradeep Parab	Ex - Employ of Shipping Corporation of India (SCI)	Member

4. The constituted Expert Committee by the Directorate would address the issues may further co-opt experts who can guide and support them for providing direction, advice and recommendations as deemed fit.

5. Participation by the members / officials shall be purely voluntary and will not be subject to any manner of remuneration, honorarium etc. and any incidental expenditures for conduct of meetings or specific activities arrived at by due consensus in the Expert Committee meetings shall be subject to the stipulations as mandated on raising a charge on the public exchequer as per due process.

6. The constituted Expert Committee by the Directorate may review and submit its report with recommendations to Directorate preferably within a period of three months.

7. This issues with the approval of Director General of Shipping.


Capt. (Dr) Daniel J Joseph
Dy. Director General of Shipping

To,

1. All committee members
2. Shipping Corporation of India Ltd., Mumbai
3. DG Shipping website