

VWH CLA 2025

News

1 April 2025 #Crewing Downloaded on 09-07-2026

VWH and Nautilus in agreement

The Association of Employers in Merchant Shipping (VWH) + and the union Nautilus + reached an agreement at the beginning of 2025 on a one-year CLA. The social partners have since dotted all the i's and crossed all the t's, and now the text of the VWH CLA 2025 is final for VWH members.

As in previous years, the Minister of Social Affairs will be asked to declare the VWH CLA 2025 generally binding. This declaration means that the VWH CLA 2025 will apply to all seafarers sailing under the Dutch flag in merchant shipping.

A group of seafarers wearing orange safety suits and helmets are gathered on the deck of a ship. They are looking towards the camera. The deck has various equipment, including a yellow buoy and a white container labeled 'WORK STORE'. The background shows the ship's structure and the sea.

Download the VWH CLA 2025 here!

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New in the VWH CLA 2025 is the 5% salary increase as of January 1, 2025. In addition, the social partners made agreements on 10 extra paid care leave days per year and the availability of free communication tools on board to easily stay in touch with home. These are agreements that contribute to a good work-life balance. This also applies to sailing on a 1:1 schedule.

To enable flexible sailing schedules, the new CLA states that employers can agree on such schedules in consultation with the union Nautilus. Furthermore, the social partners will work on a future-proof **RVU scheme** + that will apply after 2025.

Merchant shipping is an attractive sector and deserves this CLA!

The Dutch text of the VWH CLA 2025 is now available. The English translation will follow as soon as possible.

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