

JOINT ILO/IMO TRIPARTITE
WORKING GROUP TO IDENTIFY AND
ADDRESS SEAFARERS' ISSUES AND
THE HUMAN ELEMENT
2nd meeting
Agenda item 4

ILO/IMO JTWG-SIHE 2/4
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**CONSIDERATION OF THE DRAFT STCW TRAINING PROVISIONS
TO ADDRESS BULLYING AND HARASSMENT IN THE MARITIME SECTOR,
INCLUDING SASH, FOR ADVICE TO THE MARITIME SAFETY COMMITTEE**

**Draft amendments to the STCW Code to prevent and respond to
bullying and harassment, including sexual assault and sexual harassment (SASH)**

Note by the IMO Secretariat

SUMMARY

Executive summary: This document provides draft amendments to table A-VI/1-4 of the STCW Code to prevent and respond to bullying and harassment, including sexual assault and sexual harassment (SASH), for consideration with a view to advising MSC 108.

Action to be taken: Paragraph 8

Related documents: MSC 107/20; C 127; MSC 105/20; HTW 9/15; HTW 9/WP.9

Introduction

1 The Maritime Safety Committee (MSC), at its 105th session, had instructed the HTW Sub-Committee to develop and finalize, as a matter of priority, STCW training provisions addressing bullying and harassment in the maritime sector, including SASH, taking into account the work to be done in coordination with the JTWG (MSC 105/20, paragraph 16.18.2). MSC 105 had also confirmed that the JTWG should consider the development of training provisions addressing bullying and harassment in the maritime sector, including sexual assault and sexual harassment (MSC 105/20, paragraph 16.18.1).

STCW training provisions on bullying and harassment in the maritime sector, including sexual assault and sexual harassment (SASH)

Draft amendments to section A-VI/1 of the STCW Code

2 Following the instructions by MSC 105, the HTW Sub-Committee, at its ninth session, agreed to the draft amendments to table A-VI/1-4 of the STCW Code to prevent and respond to bullying and harassment, including SASH, which were approved at MSC 107 with a view to adoption at MSC 108. MSC 107 also noted the agreement by HTW 9 to refer these draft amendments to the second meeting of the JTWG, for consideration and advice to MSC 108.

3 The draft amendments to table A-VI/1-4 of the STCW Code, set out in the annex, were circulated by the Secretary-General in accordance with article XII of the STCW Convention.

Remaining issues to be further addressed by IMO's HTW Sub-Committee in the future

Introduction of cultural and generational gap awareness

4 HTW 9, recognizing that cultural and generational differences could be catalysts or sources of bullying and harassment, noted the agreement by the Working Group on the Comprehensive Review of the 1978 STCW Convention and Code established at that session (hereinafter referred to as "the Working Group") to introduce cultural and generational gap awareness in the existing competence "Contribute to effective human relationship on board ships" in table A-VI/1-4 of the STCW Code during the comprehensive review of the STCW Convention and Code (HTW 9/WP.9, paragraph 7).

Psychological safety

5 HTW 9 also noted that the Working Group had not been able to develop a draft competence on psychological safety in the STCW Code due to time constraints and lack of concrete proposals and had agreed to develop a new stand-alone competence on psychological safety within section A-VI/1, and table A-VI/1-4, of the STCW Code during the comprehensive review of the STCW Convention and Code (HTW 9/WP.9, paragraphs 12 and 13).

Revision of Model Course 1.21 on Personal Safety and Social Responsibility

6 HTW 9, noting that the Working Group had not been able to prepare draft terms of reference for the revision of Model Course 1.21 on Personal Safety and Social Responsibility, endorsed the agreement by the Working Group to (HTW 9/WP.9, paragraph 15):

- .1 add a relevant reference to the existing provisions on bullying and harassment in MLC, 2006, Guidelines B4.3.1, into Model Course 1.21; and
- .2 align the language in Model Course 1.21 with the language used in MLC, 2006,

when revising the model course in the future.

Maintaining the standard of competence for prevention and response to bullying and harassment, including SASH

7 HTW 9 endorsed the Working Group's agreement to give more detailed consideration concerning the provisions for maintaining the standard of competence on prevention and response to bullying and harassment, including SASH, during the comprehensive review of the STCW Convention and Code.

Action requested of the JTWG

8 The Working Group is invited to consider the draft amendments to table A-VI/1-4 of the STCW Code and advise MSC 108 accordingly.

ANNEX¹**DRAFT AMENDMENTS TO PART A OF THE SEAFARERS' TRAINING,
CERTIFICATION AND WATCHKEEPING (STCW) CODE****CHAPTER VI
STANDARDS REGARDING EMERGENCY, OCCUPATIONAL SAFETY,
SECURITY, MEDICAL CARE AND SURVIVAL FUNCTIONS****Section A-VI/1**

Mandatory minimum requirements for safety familiarization, basic training and instruction for all seafarers

1 The existing table A-VI/1-4 (Specification of minimum standard of competence in personal safety and social responsibilities) is amended to read as follows:

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
Comply with emergency procedures	Types of emergency which may occur, such as collision, fire, foundering Knowledge of shipboard contingency plans for response to emergencies Emergency signals and specific duties allocated to crew members in the muster list; muster stations; correct use of personal safety equipment Action to take on discovering potential emergency, including fire, collision, foundering and ingress of water into the ship Action to take on hearing emergency alarm signals Value of training and drills	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Initial action on becoming aware of an emergency conforms to established emergency response procedures Information given on raising alarm is prompt, accurate, complete and clear

¹ Tracked changes are created using "strikethrough" for deleted text and "grey shading" to highlight all modifications and new insertions, including deleted text.

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Knowledge of escape routes and internal communication and alarm systems		
Take precautions to prevent pollution of the marine environment	Basic knowledge of the impact of shipping on the marine environment and the effects of operational or accidental pollution on it Basic environmental protection procedures Basic knowledge of complexity and diversity of the marine environment	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Organizational procedures designed to safeguard the marine environment are observed at all times
Observe safe working practices	Importance of adhering to safe working practices at all times Safety and protective devices available to protect against potential hazards aboard ship Precautions to be taken prior to entering enclosed spaces Familiarization with international measures concerning accident prevention and occupational health²	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Safe working practices are observed and appropriate safety and protective equipment is correctly used at all times
Contribute to effective communications on board ship	Understand the principles of, and barriers to, effective communication between individuals and teams within the ship	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Communications are clear and effective at all times

² The ILO Code of practice on accident prevention on board ship at sea and in port may be of assistance in the preparation of courses.

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Ability to establish and maintain effective communications		
Contribute to effective human relationships on board ship	Importance of maintaining good human and working relationships aboard ship Basic teamworking principles and practice, including conflict resolution Social responsibilities; employment conditions; individual rights and obligations; dangers of drug and alcohol abuse	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Expected standards of work and behaviour are observed at all times
Contribute to the prevention of and response to bullying and harassment, including sexual assault and sexual harassment	Prevention of bullying and harassment: Basic knowledge of bullying and harassment, including sexual assault and sexual harassment, and the continuum of harm Basic knowledge of the consequences of bullying and harassment, including sexual assault and sexual harassment on victims, perpetrators, bystanders, stakeholders, and its effects on safety Understand that power dynamics, drugs or alcohol may be used to create coercive situations that contribute to bullying, harassment, including sexual assault and sexual harassment	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Acceptable practices and procedures designed for the prevention of bullying and harassment, including sexual assault and sexual harassment are observed at all times Able to identify bullying and harassment, including sexual assault and sexual harassment and the continuum of harm and its effects Acceptable practices and procedures

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Responding to bullying and harassment: Ability to identify bullying and harassment, including sexual assault and sexual harassment Basic knowledge of the action to take to intervene in and report bullying, harassment, including sexual assault and sexual harassment Understand the basic principles of trauma-informed response and how to provide appropriate support to a victim, bystanders and self		designed for the intervention in and reporting of bullying and harassment, including sexual assault and sexual harassment are observed at all times
Understand and take necessary actions to control fatigue	Importance of obtaining the necessary rest Effects of sleep, schedules and the circadian rhythm on fatigue Effects of physical stressors on seafarers Effects of environmental stressors in and outside the ship and their impact on seafarers Effects of schedule changes on seafarer fatigue	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Fatigue management practices are observed and appropriate actions are used at all times