



Marine Department Notification

No. **268** / 2568 (2025)

Training Provisions on the Prevention and Response to Bullying and Harassment in the
Maritime Sector, Including Sexual Assault and Sexual Harassment

As the International Maritime Organization (IMO) has adopted Resolution MSC.560(108) Amendments to Part A of the Seafarers' Training, Certification and Watchkeeping (STCW) Code, which amends the requirements under the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 (STCW), as amended, specifically in Table A-VI/1-4 concerning the need for training provisions to prevent and respond to bullying and harassment in the maritime sector, including sexual assault and sexual harassment, under the Personal Safety and Social Responsibilities - PSSR: IMO Model Course 1.21 and the Refresher Course for Basic Safety Training, which will be in effect from 1 January 2026.

Therefore, In order to ensure that seafarers possess adequate preparedness, knowledge, and capability to prevent and respond to all forms of bullying and harassment, including sexual assault and sexual harassment, in accordance with the international obligations under the STCW Convention, by virtue of Clause 5 in conjunction with Clause 24, 25, and 114 of the Marine Department's Regulation on the certification of seafarers operating in ships engaged on near-coastal voyages and ships engaged on international voyages B.E. 2565 (2022), the Director General of the Marine Department has announced the prescription as follows;

Clause 1 Training institutions accredited by the Marine Department shall include the additional training provision on the Personal Safety and Social Responsibilities course, as specified in the amended Table A-VI/1-4 concerning Prevention and Response to Bullying and Harassment in the Maritime Sector, Including Sexual Assault and Sexual Harassment. The details are provided in the annex attached to this Notification.

/Clause 2 Those who...

Clause 2 Those who have completed the said course prior to 1 November 2025 shall undergo additional training on Prevention and Response to Bullying and Harassment in the Maritime Sector, Including Sexual Assault and Sexual Harassment from a training institution accredited by the Marine Department.

Clause 3 Those who have completed the said course on or after 1 November 2025 shall be deemed to have already completed the additional training on Prevention and Response to Bullying and Harassment in the Maritime Sector, Including Sexual Assault and Sexual Harassment.

Announced on **9** December B.E. 2568 (2025)

Mr. Kritpetch Chaichuay

(Mr. Kritpetch Chaichuay)

Director General of Marine Department

RESOLUTION MSC.560(108)
(adopted on 23 May 2024)

**AMENDMENTS TO PART A OF THE SEAFARERS' TRAINING,
CERTIFICATION AND WATCHKEEPING (STCW) CODE**

THE MARITIME SAFETY COMMITTEE,

RECALLING Article 28(b) of the Convention on the International Maritime Organization concerning the functions of the Committee,

RECALLING ALSO article XII and regulation I/1.2.3 of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 ("the 1978 STCW Convention"), concerning the procedures for amending part A of the Seafarers' Training, Certification and Watchkeeping Code ("the STCW Code"),

RECOGNIZING the need for training provisions to prevent and respond to bullying and harassment in the maritime sector, including sexual assault and sexual harassment,

HAVING CONSIDERED, at its 108th session, amendments to part A of the STCW Code, proposed and circulated in accordance with article XII(1)(a)(i) of the 1978 STCW Convention,

1 ADOPTS, in accordance with article XII(1)(a)(iv) of the 1978 STCW Convention, amendments to the STCW Code, the text of which is set out in the annex to the present resolution;

2 DETERMINES, in accordance with article XII(1)(a)(vii)(2) of the 1978 STCW Convention, that said amendments to the STCW Code shall be deemed to have been accepted on 1 July 2025, unless, prior to that date, more than one third of Parties or Parties the combined merchant fleets of which constitute not less than 50% of the gross tonnage of the world's merchant shipping of ships of 100 gross register tons or more have notified to the Secretary-General of the Organization that they object to the amendments;

3 INVITES Parties to note that, in accordance with article XII(1)(a)(ix) of the 1978 STCW Convention, the amendments to the STCW Code annexed hereto shall enter into force on 1 January 2026 upon their acceptance, in accordance with paragraph 2 above;

4 URGES Parties to implement the amendments to section A-VI/1 of the STCW Code at an early stage;

5 REQUESTS the Secretary-General, for the purposes of article XII(1)(a)(v) of the 1978 STCW Convention, to transmit certified copies of the present resolution and the text of the amendments contained in the annex to all Parties to the 1978 STCW Convention;

6 ALSO REQUESTS the Secretary-General to transmit copies of this resolution and its annex to Members of the Organization which are not Parties to the 1978 STCW Convention.

ANNEX

**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 Table A-VI/1-4 (Specification of minimum standard of competence in personal safety and social responsibilities) is replaced by the following:

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	<p>Types of emergency which may occur, such as collision, fire, foundering</p> <p>Knowledge of shipboard contingency plans for response to emergencies</p> <p>Emergency signals and specific duties allocated to crew members in the muster list; muster stations; correct use of personal safety equipment</p> <p>Action to take on discovering potential emergency, including fire, collision, foundering and ingress of water into the ship</p> <p>Action to take on hearing emergency alarm signals</p> <p>Value of training and drills</p> <p>Knowledge of escape routes and internal communication and alarm systems</p>	Assessment of evidence obtained from approved instruction or during attendance at an approved course	<p>Initial action on becoming aware of an emergency conforms to established emergency response procedures</p> <p>Information given on raising alarm is prompt, accurate, complete and clear</p>

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
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 health	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 Ability to establish and maintain effective communications	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Communications are clear and effective at all times
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	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

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Social responsibilities; employment conditions; individual rights and obligations; dangers of drug and alcohol abuse		
Contribute to the prevention of and response to violence and harassment, including sexual harassment, bullying and sexual assault	<p>Prevention of violence and harassment:</p> <p>Basic knowledge and understanding of violence and harassment, including sexual harassment, bullying and sexual assault, and the continuum of harm</p> <p>Basic knowledge and understanding of the consequences of violence and harassment, including sexual harassment, bullying and sexual assault on victims, perpetrators, bystanders and stakeholders, and its effects on safety, health and well-being</p> <p>Understand that, among others, abuse of power relations, discrimination, stress, isolation, fatigue, drugs or alcohol may contribute to violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>Responding to violence and harassment:</p> <p>Ability to identify violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>Basic knowledge of the action to take to intervene in and report violence and</p>	Assessment of evidence obtained from approved instruction or during attendance at an approved course	<p>Acceptable practices and procedures designed for the prevention of violence and harassment, including sexual harassment, bullying and sexual assault are observed at all times</p> <p>Able to identify violence and harassment, including sexual harassment, bullying and sexual assault, and the continuum of harm and its effects</p> <p>Acceptable practices and procedures designed for the intervention in and reporting of violence and harassment, including sexual harassment, bullying and sexual assault are observed at all times</p>

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>harassment, including sexual harassment, bullying and sexual assault</p> <p>Understand the basic principles of trauma-informed response and how to provide appropriate support to a victim, bystanders and self</p>		
Understand and take necessary actions to control fatigue	<p>Importance of obtaining the necessary rest</p> <p>Effects of sleep, schedules and the circadian rhythm on fatigue</p> <p>Effects of physical stressors on seafarers</p> <p>Effects of environmental stressors in and outside the ship and their impact on seafarers</p> <p>Effects of schedule changes on seafarer fatigue</p>	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