



Amendments to STCW : Need for Educational Measures for Harassment and Bullying on Board

SEA-U



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Introduction

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PART ONE



1. Introduction

Current problems concerning the harassment & bullying

Case 1

When : 24.01.2004

Ship name : Bow Mariner

Ship type : Chemical Tanker

Casualties : 21 were dead or dying / All 27 crews

Damages on Environment : More than thirteen and a half million liters of ethyl alcohol, 864 thousand litres of heavy fuel oil and 216 thousand liters of diesel had entered the ecosystem leaving a trail of pollution two and a half kilometers by 56 kilometers.

24 crews out of 27
were Filipinos



The senior officers
did not train their
subordinates in the
technical or
administrative
aspects of the job



Accident with
casualties and
environmental
damage occurred

1. Introduction

Current problems concerning the harassment & bullying

Case 2

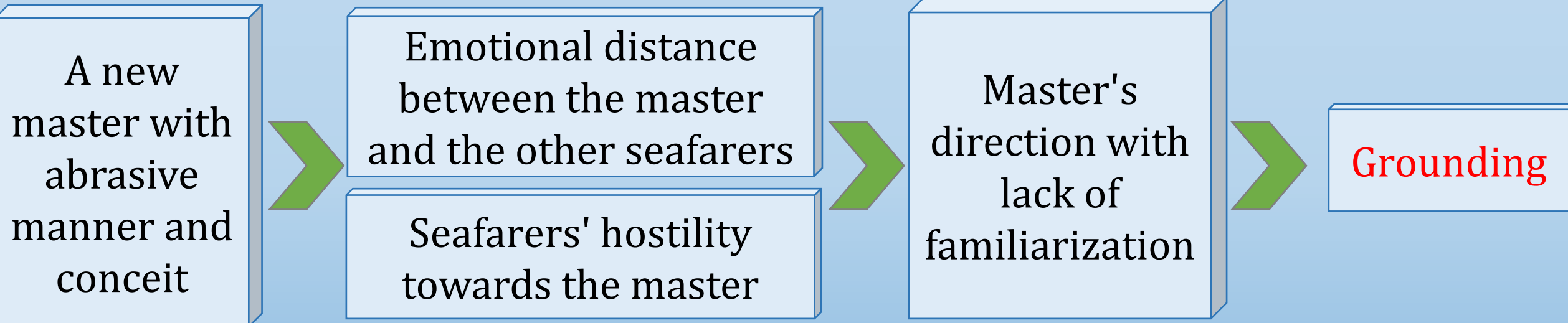
When : 12.07.2009

Ship name : Maria M

Ship type : Chemical Tanker

Result: Grounding

Damage on Ship: A hole on the No.1 starboard side tank and a crack in the forepeak



1. Introduction

Current problems concerning the harassment & bullying

Case 3

When : 08.2017

Where : Qatar Messade

Ship type : Chemical Tanker

Casualties : a training officer

Cause : heatstroke after **working overtime** for almost 12 hours

Abuse of Power

Case 4

When : 17.03.2018

Where : at sea near Saudi Arabia

Ship type : Chemical Tanker

Casualties : the Third Engineer

Cause : **Suicide** after being bullied and harassed aboard the ship

Hierarchical Abuse

1. Introduction

Harassment

Harassment is a form of discrimination which has the purpose or effect of violating the dignity of a person and of creating an offensive environment.

- *Innuendo, mockery, sexist/racist/homophobic jokes*
- *Leering, rude gestures, touching, grabbing, patting or other unnecessary bodily contact such as brushing up against others;*
- *Spreading malicious rumours, or insulting someone*

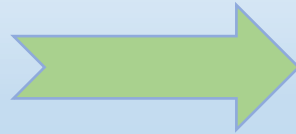
Bullying

Bullying is a form of harassment that includes hostile behavior, which can cause the recipient to feel threatened or intimidated.

- *Verbal or physical threats or abuse, such as shouting*
- *Personal insults;*
- *Making fun of someone who has made a minor mistake at work.*

1. Introduction

Current problems concerning the harassment & bullying in ship



More **SERIOUS**

Main Reasons Seafarers Quit Sea Jobs

- **Onboard Politics**
- **Lack of Social Life**
- Health Issues
- Unsettled Lifestyle
- Hectic Life
- Away from the Family

Survey of the depression felt among seafarers

Some **26% of seafarers** participated in this survey said they had felt “down, depressed or hopeless” on several days in two weeks

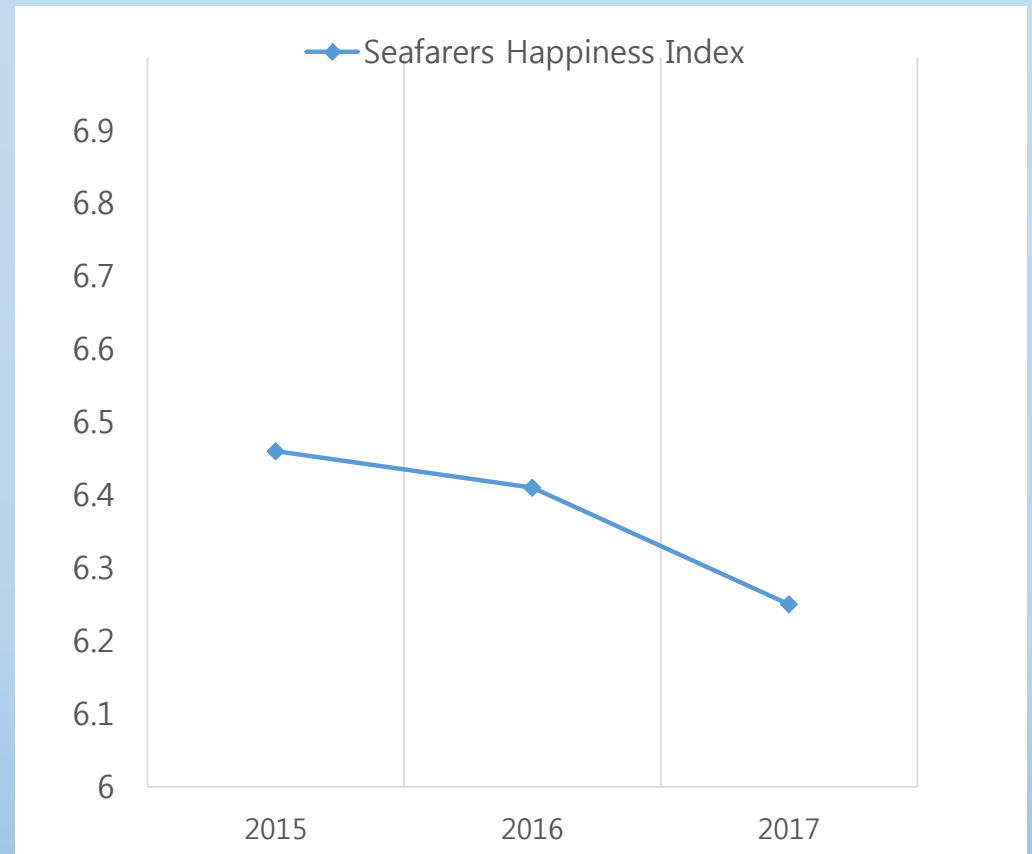
1. Introduction

Current problems concerning the harassment & bullying

Nautilus International

**Bullying and harassment:
experienced by almost
50% of seafarers**

Decline of Seafarers Happiness



<https://safety4sea.com/measuring-seafarers-welfare/>

Current Systems

02

PART TWO



2. Current Systems

MLC

Solution is urgently needed



Important social problem



Guideline B4.3.1 – Provisions on occupational accidents, injuries and diseases

4. In addition, the competent authority should ensure that the implications for health and safety are taken into account, particularly in the following areas;

→ (d) harassment and bullying. (Added by MLC 2016 Amend)

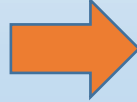
Guideline B4.3.6 – Investigations

2. Consideration should be given to including the following as subjects of investigation :

→ (g) problems arising from harassment and bullying. (Added by MLC 2016 Amend)

2. Current Systems

Regulation & Legislation



Too much concentration on ship owners and corporations

Current Systems

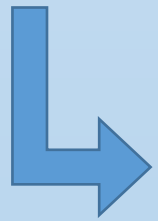
- ISM Code / MLC
- Ethics Hotline
- Voluntary Implementation

As too many burdens go to ship owners and companies, **education** for preventing Harassment and bullying and improving **leadership** should be implemented since the start of maritime training.

2. Current Systems

STCW → The fundamental Educational Convention in the IMO

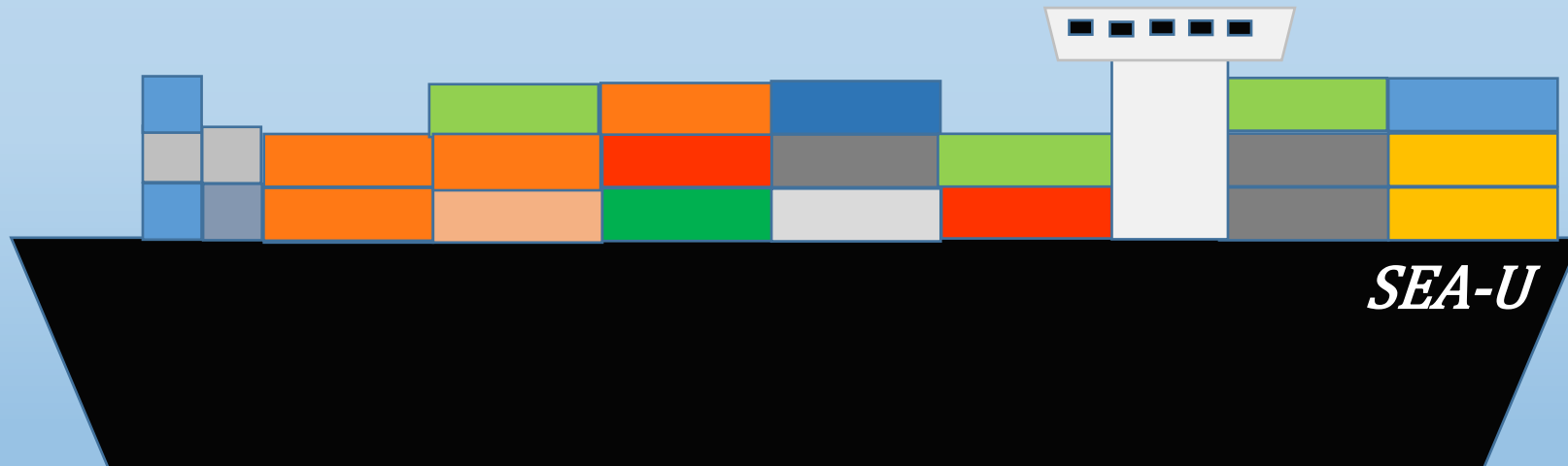
- Has Worldwide Universality
- Very Influential



**Lack of
clarification**



**Failure in Uniformity of
Regulation implementation**



System Improvement Plan

03

PART THREE

3. System Improvement Plan

STCW Code Section A-II/1

Table A-II/1

Specification of minimum standard of competence for officers in charge of a navigational watch on ships of 500 gross tonnage or more

Competence	Knowledge, understanding and proficiency
Application of leadership and teamworking skills	<p>Knowledge and ability to apply effective resource management:</p> <ul style="list-style-type: none">.1 allocation, assignment, and prioritization of resources.2 effective communication onboard and ashore.3 decisions reflect consideration of team experiences.4 assertiveness and leadership, including motivation.5 obtaining and maintaining situational awareness.6 making every effort, without being biased, to fully understand and support any colleagues on board



In **STCW**, suggested requirements in **Knowledge understanding and proficiency** is defective in *Chapter 2,3*

3. System Improvement Plan

STCW Code Section A-II/1

Table A-II/1

Specification of minimum standard of competence for officers in charge of a navigational watch on ships of 500 gross tonnage or more

Knowledge, understanding and proficiency	Criteria for evaluating competence
Bridge resource management	(...)
Knowledge of bridge resource management principles, including: (...)	Duty to take all appropriate measure to promote a harmonious work environment, free of intimidation, hostility, offence and any form of unethical conduct is fulfilled
.6 promoting a harmonious work environment, workplace free of harassment	All members are aware of their role and responsibilities maintaining a workplace free of any form of discrimination, harassment, bullying and abuse of authority

Staff Regulations and Staff Rules of the IMO

“Any form of discrimination or harassment, including sexual or gender harassment, as well as physical or verbal abuse at the workplace or in connection with work, is prohibited, in accordance with the **IMO Policy and Procedures on the Right to Work in a Harassment Free Environment.**”

3. System Improvement Plan

STCW Code Section A-VI/1-4

Table A-VI/1-4

Specification of minimum standard of competence in personal safety and social responsibilities

Competence	Knowledge, understanding and proficiency
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 Importance of having pride in the workplace

The US National Center for Biotechnology Information : Design for Pride in the Workplace

- The data includes 20 experience design cases
- 33 pride-related experience design goals were analyzed and categorized into the framework of pride
 - enable one's leadership in interaction with others
 - enable one's involvement in and influence on decision making in collaboration
 - promote one's professionalism
 - provide flexibility with tasks
 - strengthen one's feeling of control

3. System Improvement Plan

Table 6. Average assessments of existing strategies to prevent and manage workplace bullying.

Strategy	Ease of implementation	Effectiveness in prevention	Effectiveness in management
Policies, guidelines, etc.	High ease	Neutral	Slightly negative
Employee coaching	High ease	Slightly positive	Slightly positive
Leadership training	High ease	Positive	Positive
Providing services for victims	High ease	Neutral	Slightly negative
Mediation	Low ease	Negative	Negative

3. System Improvement Plan

On board


After a voyage or transition of seafarers



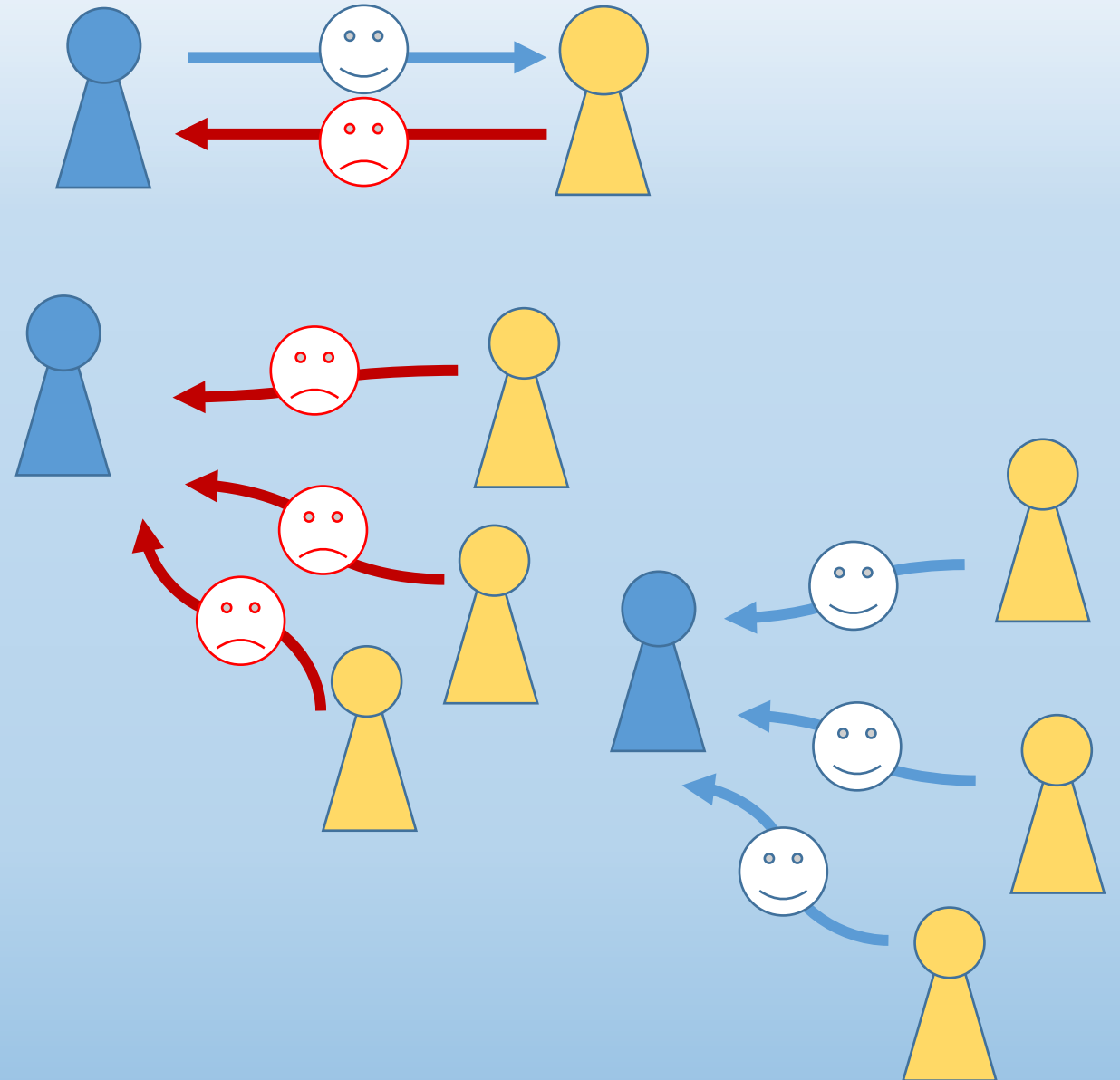
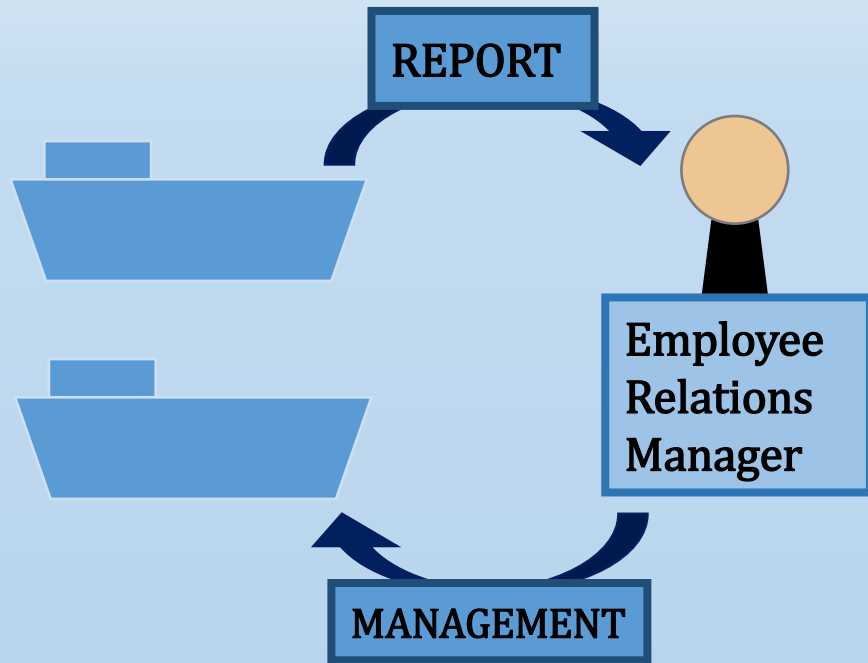
- ① underway

 - in a regular period
 - in case of any suspicious conducts(in social aspects) are done according to the report of the seafarers
- ② at the berth

 - at the end of the voyage
 - in case of change in compositions of seafarers

	NAME
<div>3rd Officer</div>	DATE OF BIRTH
	NATIONALITY
	GENDER
<div>Not IntimateIntimate</div> <div><div></div><div></div><div></div><div></div><div></div></div> <div>Captain</div>	comments
<div>Not IntimateIntimate</div> <div><div></div><div></div><div></div><div></div><div></div></div> <div>1st Officer</div>	comments
<div>Not IntimateIntimate</div> <div><div></div><div></div><div></div><div></div><div></div></div> <div>2nd Officer</div>	comments

3. System Improvement Plan



Conclusion

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PART FOUR



4. Conclusion

STCW enacted
in 20th Century

Accidents
occur



2010 Manila
amendments

Present

ILO

Adopted



*NECESSARY
REGULATIONS*

STCW



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THANK YOU!