



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

**DGS Circular No. 53 of 2025
(STCW Circular No. 05 of 2025)**

File No. 25/11/2025-NT - DGS		(Comp. No.: 36681)	Date: 01.12.2025
Authorized by Chief Examiner of Master and Mates and Chief Examiner of Engineers.	Subject: Incorporation of new STCW Competence on “Prevention of and Response to Violence and Harassment, including Sexual Harassment, Bullying and Sexual Assault” in PSSR Course which is a part of Basic Safety Training (BST) (Course ID 6101 / 6141) - reg.		
<div>1. The <i>International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW)</i>, 1978, prescribes the minimum standards of training, certification, and watchkeeping to be maintained by all State Parties to ensure uniformity and safety in international shipping operations. India, being a Party to the STCW Convention, implements the prescribed training modules to ensure that seafarers are duly qualified and competent to perform their duties safely and efficiently.</div> <div>2. At its 108th session held at IMO Headquarters, London, the <i>Maritime Safety Committee (MSC)</i> adopted amendments to the STCW Code introducing new training requirements on the <i>prevention of and response to violence and harassment in the maritime sector, including sexual harassment, bullying, and sexual assault</i>.</div> <div>3. In pursuance of the above decisions, a new competence titled “Contribute to the prevention of and response to violence and harassment, including sexual harassment, bullying and sexual assault” has been incorporated in Chapter VI of the STCW Code, forming part of Table A-VI/1-4 – <i>Mandatory minimum requirements for safety familiarization, basic training, and instruction for all seafarer shall enter into force on 1 January 2026 (Annexure 1 – Highlighted)</i>.</div> <div>4. The said competence aims to enhance awareness, preparedness, and response measures to ensure a safe and respectful working environment onboard ships.</div> <div>5. Reference is invited to <i>Training Branch Circular No. 26 of 2020 on Guidelines for Personal Safety and Social Responsibilities (PSSR)</i>, which provides the syllabus, course structure, and</div>			

timetable for Course ID 6101 (PSSR). In line with the above STCW amendments, the new competence on violence and harassment prevention and response is hereby added to the said Circular.

6. All Maritime Training Institutes (MTIs) conducting Personal Safety and Social Responsibilities (PSSR) courses as part of Basic Safety Training Course are directed to revise their curriculum as per **Annexure-2**, with the inclusion of an additional three (03) hours in the existing PSSR course. Accordingly, the total course duration shall now be 29 hours (4 days), in partial modification of the course outlines prescribed in DGS Training Circular No. 26 of 2020 dated 01.07.2020 and DGS Training Circular No. 03 of 2025 dated 05.02.2025. The revised course curriculum shall come into effect from **15 December 2025**, and course completion certificates shall be issued only upon successful completion of the updated module.
7. In addition, the additional competency requirements introduced in the new PSSR course, as specified in Annex 2 of the relevant circular, shall be combined with the topics of Gender Sensitization training of 6 hours duration mandated vide DGS Order No. 01 of 2023 in the following courses and shall be implemented with effect from **15.12.2025**:
 - a. Preparatory/Competency Courses for all grades of Deck Officers
 - b. Preparatory Courses for all grades of Engineering Officers
 - c. Revalidation course for all Deck Officers
 - d. Revalidation course for all Engineer OfficersThe course duration (total number of days) of above-mentioned courses need not be modified.
8. The certificates issued for the above courses as listed in ser no. 7 shall bear an annotation indicating completion of the competence on *“Prevention of and Response to Violence and Harassment, including Sexual Harassment, Bullying and Sexual Assault.”*
9. All other existing officers, ratings and trainees, when ashore, are required to complete the e-learning programme on the said competence through the *DGS Online Learning Management System (LMS) (e-learning course for PSSR amendment 2026 (Course ID 957)* and download the course completion certificate upon successful completion. This certificate may be kept attached with the Certificate of Basic Safety Training or PSSR course certificate. Seafarers currently serving onboard may complete the said course after signing off and before joining next vessel on or after 01st Jan 2026.
10. Shipping companies are guided to incorporate the above competence in their training and familiarization programmes for all shipboard personnel.
11. This directive shall come into force with effect from **01.01.2026**.

This is issued with the approval of the Competent Authority.


(Capt. Ravi Singh Sikarwar)

Nautical Surveyor-cum-DDG(Tech.)

To,

1. DGS Secretariat.
2. Chief Surveyor with the Govt. of India
3. Nautical Advisor to the Govt. of India
4. All Maritime Training Institutes
5. INSA/FOSMA/MASSA/ICCSA
6. Computer Cell

ANNEX 12**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>
Take precautions to	Basic knowledge of the impact of shipping on the	Assessment of evidence obtained	Organizational procedures

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
prevent pollution of the marine environment	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	from approved instruction or during attendance at an approved course	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 ¹	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	Assessment of evidence obtained from approved instruction or during	Expected standards of work and behaviour are observed at all times

¹ 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.

Highlighted Competence to be added in Chapter VI of the STCW Code, forming part of Table A-VI/1-4 as per the amendments adopted 108th Session.

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>Basic teamworking principles and practice, including conflict resolution</p> <p>Social responsibilities; employment conditions; individual rights and obligations; dangers of drug and alcohol abuse</p>	attendance at an approved course	
Contribute to the prevention of and response to violence and harassment ² , 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>	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</p>

² As defined in the ILO Violence and Harassment Convention, 2019 (No. 190).

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<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 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>		observed at all times
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

Course Outline for PSSR 2026 amendments in accordance with IMO Resolution MSC 560(108):

Sr. No.	Subject Area	No. of hours
1.0	Contribute to the prevention of and response to violence and harassment, including sexual harassment, bullying and sexual assault	
1.1	Prevention of violence and harassment:	1.5 hours
	<ol style="list-style-type: none"> 1. Basic knowledge and understanding of violence and harassment, including sexual harassment, bullying and sexual assault, and the continuum of harm 2. Remember basic concepts such as violence, harassment, sexual harassment, bullying, sexual assault, victims, perpetrators, bystanders, stakeholders, safety, health, and well-being 3. List causes of violence, harassment, sexual harassment, bullying, and sexual assault 4. Identify causes of violence, harassment, sexual harassment, bullying, and sexual assault related to different cultures, religions, and traditions 5. Recognize cyber-harassment and cyber-bullying 6. 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 7. Recognize 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 on board ships 8. Analyse the consequences of not preventing 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 on board ships 9. Value teamwork, respect for cultural, religious, gender and ethnic diversity, as well as conflict management and the creation of an inclusive work environment 	

	<p>10. 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>11. Describe the underlying causes of violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>12. Identify potential conditions and attitudes, which could increase the risk of violence and harassment on board.</p> <p>13. identify the factors and risks that may contribute to violence and harassment, including sexual harassment, bullying and sexual assault on board</p>	
2.2	Responding to violence and harassment	1.5 hours
	<p>1. Ability to identify violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>2. Identify behaviours which could trigger violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>3. Recognize victims, perpetrators, and bystanders</p> <p>4. Basic knowledge of the action to take to intervene in and report violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>5. Describe the basic procedures to intervene in and report violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>6. Apply the basic procedures to intervene in and report violence and harassment, including sexual harassment, bullying and sexual assault</p> <p>7. Record cases of violence, harassment, including sexual harassment, bullying and sexual assault</p> <p>8. Understand the basic principles of trauma-informed response and how to provide appropriate support to a victim, bystanders and self</p> <p>9. Describe trauma informed response</p> <p>10. Indicate appropriate action to be taken for a trauma-informed response</p> <p>11. Demonstrate how to support victims and bystanders</p>	
	Total	3 hours