

SUB-COMMITTEE ON HUMAN ELEMENT,
TRAINING AND WATCHKEEPING
12th session
Agenda item 6

HTW 12/6/33
10 November 2025
Original: ENGLISH
Pre-session public release: ☒

COMPREHENSIVE REVIEW OF THE 1978 STCW CONVENTION AND CODE

Proposed draft amendments to the STCW Code to address gap no.390

Submitted by ICS

SUMMARY

Executive summary: This document provides draft amendments to the STCW Code, in order to address gap no.390.

Strategic direction, if applicable: 6

Output: 6.17

Action to be taken: Paragraph 8

Related documents: HTW 11/11 and HTW 12/6

Background

1 The Sub-Committee, at its eleventh session, agreed to the list of gaps identified in the STCW Convention and Code, as set out in annex 1 to document HTW 11/WP.4. The Sub-Committee also agreed to the commencement of phase 2 of the comprehensive review (HTW 11/11, paragraphs 6.34 and 6.35).

2 This document provides draft amendments to the STCW Code, in order to address gap no.390, in relation to training aspects for violence and harassment, including sexual harassment, bullying and sexual assault.

Discussion

3 Resolution MSC.560(108) adopted amendments to part A of the STCW Code. The amendments to table A-VI/1-4 in section A-VI/1 aim to address training in relation to violence and harassment, including sexual harassment, bullying and sexual assault, which is directed towards persons issued with basic training certification, on or after 1 January 2026.

4 ICS considered the possibility to incorporate awareness and prevention training for violence and harassment within chapters II and III, i.e. in particular, the function "controlling the operation of the ship and care for persons on board at the operational/management level" for seafarers achieving or revalidating their certificate of competency.

5 ICS believes that strong onboard leadership and management skills are critical in following a "top-down" approach to addressing the issue. Such an approach provides clear direction and vision, consistent implementation of policies and messaging, and enhanced control and accountability due to centralised leadership. This would promote open dialogue, which would attempt to ensure a shipboard environment which targets and eliminates or reduces violence and harassment, including sexual harassment, bullying and sexual assault through transparency and accountability.

Information to support the proposed amendments

6 Taking into account the information for the submission of proposals for phase 2 of the comprehensive review of the STCW Convention and Code, as set out in document HTW 12/6 (Secretariat), information to support the proposed amendments is set out below.

Gap no.*390	
Related documents, if any:	ISWG-STCW 1/2/19
Action requested:	Introduction of KUPs within tables A-II/1, A-II/2, A-III/1, A-III/2 and A-III/6 Introduction of a new competency with table A-II/3 Introduction of additional guidance elements within tables B-II/4, B-II/5, B-III/4, B-III/5 and B-III/7
Available evidence, data, research, etc., if any, to support the proposed amendments:	Not applicable
Voluntary assessment on the possible cumulative impact (if the proposal aims at adding new training requirements, provide information on the cumulative impact on seafarers' training/certification and possible measures to address the impact):	Information on the cumulative impact: No impact on certification for regulations II/1, II/2, III/1, III/2 and III/6. Impact on certification for regulation II/3 Impact on volume of training as the KUPs address new concepts which maritime education and training institutes will need to develop and deliver holistically. Impact on Administration to verify compliance.
	Possible measures to address the cumulative impact: Revision of existing model courses or development of a model course by IMO or computer-based training modules for approval by Administrations must be considered.

* Gap nos. are listed in the annex to document HTW 12/6.

Proposal

7 It is proposed to amend:

- .1 tables A-II/1, A-II/2, A-II/3, A-III/1, A-III/2 and A-III/6, as set out in annex 1;
and
- .2 sections B-II/4, B-II/5, B-III/4, B-III/5 and B-III/7, as set out in annex 2.

Action requested of the Sub-Committee

8 The Sub-Committee is invited to consider the information and proposals in paragraphs 3 to 7, and annexes 1 and 2, and take action as appropriate.

ANNEX 1*

PROPOSED DRAFT AMENDMENTS TO TABLES A-II/1, A-II/2, A-II/3, A-III/1, A-III/2 AND A-III/6 OF THE CODE

CHAPTER II

Standards regarding the master and deck department

Section A-II/1

Mandatory minimum requirements for certification of officers in charge of a navigational watch on ships of 500 gross tonnage or more

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) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the operational level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...
Application of leadership and teamworking skills	... Knowledge and ability to apply decision-making techniques: .1 situation and risk assessment .2 identify and consider generated options .3 selecting course of action .4 evaluation of outcome effectiveness Violence and harassment, including sexual harassment, bullying and sexual assault .1 knowledge of measures to prevent violence and harassment	...	... Decisions are most effective for the situation Awareness is shown of appropriate industry guidance*

* Tracked changes are used based on the existing provisions, which are provided in document HTW 12/6/1, i.e. "strikeout" 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
	.2 ability to recognize and address violence and harassment and respond appropriately .3 recognition of negative impact of violence and harassment		
...	...	...	...

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

Section A-II/2

Mandatory minimum requirements for certification of masters and chief mates on ships of 500 gross tonnage or more

2 Table A-II/2 (specification of minimum standard of competence for masters and chief mates on ships of 500 gross tonnage or more) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the management level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...
Use of leadership and managerial skill	... Development, implementation, and oversight of standard operating procedures Violence and harassment, including sexual harassment, bullying and sexual assault .1 Awareness of responsibilities for		... Operations are demonstrated to be effective and in accordance with applicable rules Understanding is shown of appropriate industry guidance*

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	preventing violence and harassment .2 Familiarity with techniques and strategies to prevent violence and harassment .3 Ability to advocate for and implement policies on violence and harassment .4 Ability to recognize and address violence and harassment and respond in a manner that instils confidence and trust .5 Adoption of management styles and behaviours that are free of violence and harassment		
...	...	...	...

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

Section A-II/3

Mandatory minimum requirements for certification of officers in charge of a navigational watch and of masters on ships of less than 500 gross tonnage, engaged on near-coastal voyages

3 Table A-II/3 (Specification of minimum standard of competence for officers in charge of a navigational watch and for masters on ships of less than 500 gross tonnage engaged on near-coastal voyages) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the operational level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...
Contribute to the safety of personnel and ship	...	...	...
Application of leadership and teamworking skills	Violence and harassment, including sexual harassment, bullying and sexual assault .1 Knowledge of measures to prevent violence and harassment .2 Ability to recognize and address violence and harassment and respond appropriately .3 Recognition of negative impact of violence and harassment	Assessment of evidence obtained from one or more of the following: .1 approved training .2 approved in-service experience .3 practical demonstration	Awareness is shown of appropriate industry guidance*

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

CHAPTER III Standards regarding engine department

Section A-III/1

Mandatory minimum requirements for certification of officers in charge of an engineering watch in a manned engine-room or as designated duty engineers in a periodically unmanned engine-room

4 Table A-III/1 (specification of minimum standard of competence for officers in charge of an engineering watch in a manned engine-room or designated duty engineers in a periodically unmanned engine-room) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the operational level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...
Application of leadership and teamworking skills	... Knowledge and ability to apply decision-making techniques: .1 situation and risk assessment .2 identify and consider generated options .3 selecting course of action .4 evaluation of outcome effectiveness Violence and harassment, including sexual harassment, bullying and sexual assault .1 Knowledge of measures to prevent violence and harassment .2 Ability to recognize and address violence and harassment and respond appropriately .3 Recognition of negative impact of violence and harassment		... Decisions are most effective for the situation Awareness is shown of appropriate industry guidance*

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

Section A-III/2

Mandatory minimum requirements for certification of chief engineer officers and second engineer officers on ships powered by main propulsion machinery of 3,000 kW propulsion power or more

5 Table A-III/2 (Specification of minimum standard of competence for chief engineer officers and second engineer officers on ships powered by main propulsion machinery of 3,000 kW propulsion power or more) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the management level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...
Use leadership and managerial skills	... Development, implementation, and oversight of standard operating procedures Violence and harassment, including sexual harassment, bullying and sexual assault .1 Awareness of responsibilities for preventing violence and harassment .2 Familiarity with techniques and strategies to prevent violence and harassment		... Operations are demonstrated to be effective and in accordance with applicable rules Understanding is shown of appropriate industry guidance*

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	.3 Ability to advocate for and implement policies on violence and harassment		
	.4 Ability to recognize and address violence and harassment and respond in a manner that instils confidence and trust		
	.5 Adoption of management styles and behaviours that are free of violence and harassment		

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

Section A-III/6

Mandatory minimum requirements for certification of electro-technical officers

6 Table A-III/6 (Specification of minimum standard of competence for electro-technical officers) is proposed to be amended, as follows:

"Function: Controlling the operation of the ship and care for persons on board at the operational level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
...	...	...	...

Column 1 Competence	Column 2 Knowledge, understanding and proficiency	Column 3 Methods for demonstrating competence	Column 4 Criteria for evaluating competence
Application of leadership and teamworking skills	... Knowledge and ability to apply decision-making techniques: .1 situation and risk assessment .2 identify and consider generated options .3 selecting course of action .4 evaluation of outcome effectiveness Violence and harassment, including sexual harassment, bullying and sexual assault .1 Knowledge of measures to prevent violence and harassment .2 Ability to recognize and address violence and harassment and respond appropriately .3 Recognition of negative impact of violence and harassment	...	... Decisions are most effective for the situation Awareness is shown of appropriate industry guidance*
...	...	...	...

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ANNEX 2*

**PROPOSED AMENDMENTS TO SECTIONS B-II/4, B-II/5,
B-III/4, B-III/5 AND B-III/7 OF THE CODE**

CHAPTER II

Guidance regarding the master and the deck department

- 1 Section B-II/4 is proposed to be amended, as follows:

"Section B-II/4

Guidance regarding the training and certification of ratings forming part of a navigational watch

1 In addition to the requirements stated in table A-II/4 of this Code, Parties are encouraged, for safety reasons, to include the following subjects in the training of ratings forming part of a navigational watch:

- .1 a basic knowledge of the International Regulations for Preventing Collisions at Sea, 1972, as amended;
- .2 rigging a pilot ladder;
- .3 an understanding of wheel orders given by pilots in English;
- .4 training for proficiency in survival craft and rescue boats;
- .5 support duties when berthing and unberthing and during towing operations;
- .6 a basic knowledge of anchoring;
- .7 a basic knowledge of dangerous cargoes;
- .8 a basic knowledge of stowage procedures and arrangements for bringing stores on board; ~~and~~
- .9 a basic knowledge of deck maintenance and of tools used on deck; ~~;~~
- .10 ability to recognise violence and harassment, including sexual harassment, bullying and sexual assault; and
- .11 basic awareness of appropriate industry guidance*.

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* Tracked changes are used based on the existing provisions, which are provided in document HTW 12/6/1, i.e. "strikeout" for deleted text and "grey shading" to highlight all modifications and new insertions, including deleted text.

2 Section B-II/5 is proposed to be amended, as follows:

"Section B-II/5

Guidance regarding the certification of ratings as able seafarer deck

Onboard training should be documented in an approved training record book.

1 In addition to the requirements stated in table A-II/5 of this Code, Parties are encouraged, for safety reasons, to include the following subjects in the training of ratings as able seafarer deck:

- .1 Knowledge of measures to prevent violence and harassment, including sexual harassment, bullying and sexual assault*.

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

CHAPTER III

Guidance regarding the engine department

3 Section B-III/4 is proposed to be amended, as follows:

"Section B-III/4

Guidance regarding the training and certification of ratings forming part of a watch in a manned engine-room or designated to perform duties in a periodically unmanned engine-room

1 In addition to the requirements stated in section A-III/4 of this Code, Parties are encouraged, for safety reasons, to include the following items in the training of ratings forming part of an engineering watch:

- .1 a basic knowledge of routine pumping operations, such as bilge, ballast and cargo pumping systems;
- .2 a basic knowledge of electrical installations and the associated dangers;
- .3 a basic knowledge of maintenance and repair of machinery and tools used in the engine-room; ~~and~~
- .4 a basic knowledge of stowage and arrangements for bringing stores on board; ~~;~~
- .5 ability to recognize violence and harassment, including sexual harassment, bullying and sexual assault; and
- .6 basic awareness of appropriate industry guidance*."

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

- 4 Section B-III/5 is proposed to be amended, as follows:

"Section B-III/5

Guidance regarding the certification of ratings as able seafarer engine

Onboard training should be documented in an approved training record book.

1 In addition to the requirements stated in table A-III/5 of this Code, Parties are encouraged, for safety reasons, to include the following subjects in the training of ratings as able seafarer engine:

- .1 Knowledge of measures to prevent violence and harassment, including sexual harassment, bullying and sexual assault*."

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"

- 5 Section B-III/4 is proposed to be amended, as follows:

"Section B-III/7

Guidance regarding training and certification for electro-technical ratings

~~(No provisions)~~

1 In addition to the requirements stated in section A-III/7 of this Code, Parties are encouraged, for safety reasons, to include the following items in the training of electro-technical ratings:

- .1 Ability to recognise violence and harassment, including sexual harassment, bullying and sexual assault; and

- .2 Basic awareness of appropriate industry guidance*.

* Guidance on Eliminating Shipboard Violence and Harassment – International Chamber of Shipping & International Transport Workers' Federation"