

DIRECTORATE GENERAL OF SHIPPING, MINISTRY OF SHIPPING, GOVT. OF INDIA, MUMBAI		
	TRAINING BRANCH	Ref : QMS 7.0 IS / ISO Clause No. 7.1
	Subject- Guidelines for Personal Safety and Social Responsibilities (PSSR).	File No. TR/CIR/6(12)/2011
Approved by : Director General of Shipping, Gol	DGS Circular No. : 26 of 2020	Dated 01.07.2020

Introduction:

Maritime safety and efficiency is of utmost concern to the Directorate General of Shipping(DGS), the constituted authority of the Government of India for all maritime affairs.

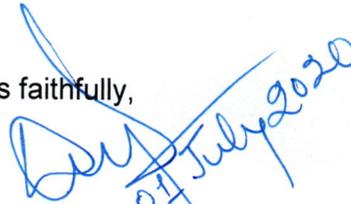
Following the adoption of the International Convention on Standards of Training, Certification and Watch keeping for Seafarers (STCW), 1978, as amended, IMO Member Governments have supported IMO in developing model training courses which assist in the implementation of the Convention and in achieving a more rapid transfer of information and skills regarding new developments in maritime technology.

It is appreciated that a comprehensive set of short model courses in various fields of maritime training supplements the instruction provided by maritime academies and allows administrators and technical specialists already employed in maritime administrations, ports and shipping companies to improve their knowledge and skills in certain specialized fields. IMO has therefore supported the continuing development of the current series of model courses in response to these generally identified needs.

Post the Manila amendments to STCW 2010, IMO MODEL COURSE 1.21 - **PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES** has been revised with the 2016 Edition. Accordingly Course Id. 6101 **PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES** has been revised to take into account the changes included in the Model course.

These Guidelines shall enter into force with immediate effect.

Yours faithfully,


01 July 2020

Deependra Singh Bisen
Asst. Director General of Shipping (Trg.)

Encl : As above

GUIDELINES

PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES Course

1. AIMS

The aim of this course is to provide basic safety training to seafarers to meet the mandatory requirements of Regulation VI/1 of the STCW Convention and covers the competence requirements as given in the table under section A- VI/1-4 of the STCW Code of the International Convention on Standards of Training, Certification and Watch keeping for Seafarers, as amended.

Seafarers receive safety familiarisation and instructions on personal safety, safe working practices and procedures to adopt to make their transition from a shore to a sea career as smooth as possible and provide some understanding of a seafarer's working environment and the hazards they may encounter, before they actually step on board a ship.

This course is part of the "Basic STCW Safety Training" course which comprises of four modules, given under STCW A-VI/1.

2. OBJECTIVES

This course is designed to prepare new recruits for life on a ship at sea where they will experience a vastly different living and working environment compared to that if they were living and working ashore. Working on a ship can be a hazardous occupation for the uninitiated. This course will give new seafarers an insight into the various elements of a ship and working procedures on board so that they adjust to the shipboard environment and are better prepared to cope with any unforeseen circumstances.

Trainees successfully completing this course will be able to:

- comply with emergency procedures
- take precautions to prevent pollution of the marine environment
- observe safe working practices
- contribute to effective communications on board ship
- contribute to effective human relationships on board ship
- understand and take necessary actions to control fatigue
- take necessary actions regards seafarers bill of rights

3. COURSE CERTIFICATE

Documentary evidence in the form of a Course Certificate, the format of which is appended at the end of these Guidelines shall be issued by the DGS approved maritime training institute to all trainees who have successfully completed the DGS approved "**BASIC STCW SAFETY TRAINING**" Course. Basic Safety Training Course comprises of 4 STCW Modular courses given under STCW Section:

A-VI/1-1: PERSONAL SURVIVAL TECHNIQUES

A-VI/1-2: FIRE PREVENTION AND FIRE FIGHTING

A-VI/1-3: ELEMENTARY FIRST AID

A-VI/1-4: PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES

4. ENTRY STANDARDS

This course is mandatory for all prospective seafarers, who should complete this basic training before being assigned to any shipboard duties.

- Holds as a minimum, a Secondary School Leaving Certificate (Xth) from a Board recognised by the Government of India, or its equivalent recognised by the Government of India.
- Minimum 17 years of age
- Medical Fitness Certificate from a DG approved doctor.

5. REQUIRED ATTENDANCE

100% attendance is expected. In case of exigencies, a trainee may be allowed absence up-to a maximum of 1 day in total of the complete 'Basic STCW Safety Training' course comprising of the four modular courses. If a trainee is absent for more than one day, the entire 'Basic STCW Safety Training' course would need to be repeated.

The institute shall keep proper records of such cases.

6. COURSE INTAKE LIMITATIONS

The course intake is limited by the number of trainees who can receive adequate individual attention from instructors. The maximum trainee - instructor ratio may be up to 24 to 1 for classroom lectures and 8 to 1 for practical sessions. The number should not, at any time, exceed that which will allow sufficient opportunity for each trainee to have adequate practical instruction in procedures for the proper use of systems and equipment.

7. COURSE DURATION

Course Duration is 12 days for "BASIC STCW SAFETY TRAINING" course
Section A-VI/1-1: PERSONAL SURVIVAL TECHNIQUES - 3 days
Section A-VI/1-2: FIRE PREVENTION AND FIRE FIGHTING - 2.5 days
Section A-VI/1-3: ELEMENTARY FIRST AID - 2.5 days
Section A-VI/1-4: PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES 4days

8. TEACHING FACILITIES and EQUIPMENT

8.1 The size (carpet area) of the classroom shall be a minimum of 30 m² for 20 trainees and a minimum of 36 m² for 24 trainees. The shape of the classroom should ensure clear visibility of faculty, the boards, projection screens, etc. to every trainee. Standard classroom facilities must be available such as whiteboard / chalkboard, appropriate projection system, etc.

8.2 The following demonstration equipment are required for the practical sessions:

- Helmet
- Goggles
- Gloves
- Safety shoes
- Dust masks and respirators
- Protective clothing
- Self-contained breathing apparatus
- Fall arrestor

- Safety harness
- Hearing protection

The practical demonstrations can be held in the classroom after making a clear space available of 10m².

9. ASSESSMENT and FEEDBACK

On Assessment through Written Multiple Choice Test with 50% as Pass marks
Feedback to be taken from each participant at the conclusion of the course.

10. FACULTY

There shall be a minimum of 2 faculty (includes Course in charge) for the course.

FACULTY QUALIFICATIONS

10.1 The qualifications and experience of Course-in-charge:

- .1 Certificate of Competency as Master (FG) issued or recognised by Government of India;
And
- .2 At least 5 years seetime as a certificated officer on merchant ships, of which at least 1 year as a management level officer.
And
- .3 has successfully completed the DG approved Training for Trainers and Assessors (TOTA) course / VerticalIntegration Course for Trainers" (VICT).

10.2 The qualifications and experience of Faculty members:

- .1 Certificate of Competency as Master (FG) issued or recognised by Government of India;
And
- .2 At least 5 years sea time as a certificated officer on merchant ships,
And
- .3 has successfully completed the DG approved Training for Trainers and Assessors (TOTA) course / VerticalIntegration Course for Trainers" (VICT).

11. COURSE OUTLINE (L-Lecture, D& P- Demonstration and Practical)

The table below lists the competences and the Knowledge, Understanding and Proficiency (KUPs) for this course in the sequence that they are listed in table A-VI/1-1 of the STCW Code.

Subject Area with Learning Objectives	L	D&P	TOTAL Time Hours
1. Introduction 1.1 Importance of the course 1.2 Ship familiarization	1.0	-	1.0
2. Comply with emergency procedures 2.1. Types of emergency which may occur, such as collision, fire, foundering 2.2. Knowledge of shipboard contingency plans for response to emergencies 2.3. Emergency signals and specific duties allocated to crew members in the muster list; muster stations; correct use of personal safety equipment 2.4. Action to take on discovering potential emergency, including fire, collision, foundering and ingress of water into the ship 2.5. Action to take on hearing emergency alarm signals 2.6. Value of training and drills 2.7. Knowledge of escape routes and internal communication and alarm systems	1.5	0.5	2.0
3. Take precautions to prevent pollution of the marine environment 3.1. Basic knowledge of the impact of shipping on the marine environment and the effects of operational or accidental pollution on it 3.2. Basic environmental protection procedures 3.3. Basic knowledge of complexity and diversity of the marine environment	4.0	-	4.0
4. Observe safe working practices 4.1. Importance of adhering to safe working practices at all times 4.2. Safety and protective devices available to protect against potential hazards aboard ship 4.3. Precautions to be taken prior to entering enclosed spaces 4.4. Familiarization with international measures concerning accident prevention and occupational health* <i>*The ILO Code of Practice on Accident prevention on board ship at sea and in port</i>	3.5	0.5	4.0

5. Contribute to effective communications on board ship 5.1. Understand the principles of, and barriers to, effective communication between individuals and teams within the ship 5.2. Ability to establish and maintain effective communications	2.0	1.0	3.0
6. Contribute to effective human relationships on board ship 6.1. Importance of maintaining good human and working relationships aboard ship 6.2. Basic team working principles and practice, including conflict resolution 6.3. Social responsibilities;; individual rights and obligations; dangers of drug and alcohol abuse, eliminating harassment and bullying on board	3.0	-	3.0
7. Understand and take necessary actions to control fatigue 7.1. Importance of obtaining the necessary rest 7.2. Effects of sleep, schedules, and the circadian rhythm on fatigue 7.3. Effects of physical stressors on seafarers 7.4. Effects of environmental stressors in and outside the ship and their impact on seafarers 7.5. Effects of schedule changes on seafarer fatigue, rest hour records	2.0		2.0
8. Maritime Labour Convention (MLC 2006) 8.1 Purpose, Applicability to types of ships, Rights of seafarers 8.2 Minimum age, Medical fitness, Certification & training, Recruitment 8.3 Agreement, Wages, Hours of work and rest, Leave, Repatriation 8.4 Accommodation, recreational facilities, food and catering 8.5 Medical care, Health protection, Welfare, Social security 8.6 Complaint Procedure, Grievance handling mechanism.	3.5		3.5
TOTAL	20.5	2.0	22.5
8. Evaluation			1.5
GRAND TOTAL:			24.0

The lecture hours, demonstration hours and practical training hours are for ideal situations. Instructors may adapt the time allocated to the lectures depending on the needs of the trainees.

12. COURSE TIMETABLE

TIME	SUBJECT	L	D & P
DAY 1			
0845 -0900	Course Entry formalities.		
0900-1000	Introduction to the personal safety and social responsibilities course and its importance to the prospective seafarer and ship familiarization.	1.0	
1000-1030	Comply with emergency procedures	0.5	
1030 -1045	Tea Break		
1045 -1145	Comply with emergency procedures (Cont.)	1.0	
1145-1215	Comply with emergency procedures (Cont.)		0.5
1215-1245	Take precautions to prevent pollution of the marine environment	0.5	
1245-1330	Lunch Break		
1330-1500	Take precautions to prevent pollution of the marine environment (Cont.)	1.5	
1500-1515	Tea Break		
1515-1615	Take precautions to prevent pollution of the marine environment (Cont.)	1.0	
DAY 2			
0900-1000	Take precautions to prevent pollution of the marine environment (cont.)	1.0	
1000-1100	Observe safe working practices	1.0	
1100-1115	Tea Break		
1115-1245	Observe safe working practices (Cont.)	1.5	
1245-1330	Lunch Break		
1330-1500	Observe safe working practices (Cont.)	1.0	0.5
1500-1515	Tea Break		
1515-1615	Contribute to effective communications on board ship	1.0	
DAY 3			
0900-1000	Contribute to effective communications on board ship (cont.)		1.0
1000-1100	Contribute to effective Communications on board ship (cont)	1.0	
1100-1115	Tea Break		
1115-1245	Contribute to effective human relationships on board ship	1.5	
1245-1330	Lunch Break		
1330-1500	Contribute to effective human relationships on board ship	1.5	
1500-1515	Tea Break		
1515-1615	Understand and take necessary actions to control fatigue	1.0	

DAY 4			
0900-1000	Understand and take necessary actions to control fatigue.	1.0	
1000-1100	MLC-2006	1.0	
1100-1115	Tea Break		
1115-1245	MLC-2006 (Cont.)	1.5	
1245-1330	Lunch Break		
1330-1430	MLC-2006 (Cont.)	1.0	
1500-1515	Tea Break		
1445-1615	Assessment	1.5	
	Total Hours	22.0	2.0
	Grand total Hours	24.0	

13. HOLIDAYS

Sundays shall be holidays

Independence Day (15th August) and Republic Day (26th January) shall be compulsory holidays.

Trainees shall normally enjoy the holidays observed by the Govt. of the State in which the institute is located.

14. QUALITY STANDARDS

As per DGS Order No. 5 of 2016

15. INSPECTION

As per DGS Order No. 5 of 2016

16. FEES TO GOVERNMENT

As per DGS Order No. 5 of 2016

17. COST OF INSPECTIONS

As per DGS Order No. 5 of 2016

18. TEACHING AIDS

- A1 Instructor manual
- A2 Audio-visual aids. Video /DVD/Media Player, TV, Slide Projector, OHP etc.
- A3 Videos and pictures of various types of ships, such as bulk carriers, tankers, passenger ships, RO-RO ships and container ships and of various parts of a ship, including
- Gangway and safety net
 - Main deck
 - Holds and hatches
 - Forecastle and poop deck
 - Windlass, anchors and winches
 - Cranes and cargo gear
 - Manifold and deck pipeline system (on a tanker)
 - Accommodation
 - Bridge
 - Engine-room
 - Survival craft and fire-fighting equipment
- A4 Demonstration equipment as follows:
- Helmet
 - Safety Goggles
 - Gloves – Leather, cotton, PVC
 - Safety shoes
 - Dust masks and respirators
 - Protective clothing
 - Self-contained breathing apparatus (SCBA)
 - Fall arrestor
 - Safety harness
 - Hearing protection

19. TEXT BOOKS (T) - MANDATORY

Note: Other textbooks may be used as deemed fit by the faculty.

- T1 *ILO Code of Practice for Accident Prevention on Board Ship at Sea and in Port.*
- T2 *Code of Safe Working Practices for Merchant Seafarers.* London, The Stationery Office Publications Centre
- T3 Maritime Labour Convention, 2006, as amended - ILO

20. BIBLIOGRAPHY (B) – Non-Mandatory

Note: Other equivalent Bibliography may be used as deemed fit by the faculty.

- B1 *International Safety Guide for Oil Tankers and Terminals*, ICS/OCIMF/IAPH
- B2 *Guidelines on the Application of the International Safety Management Code*, The International Chamber of Shipping.
- B3 *Drug and alcohol abuse prevention programmes in the maritime industry*, International Labour Organization
- B4 *Accident Prevention*, Olav Bø

21. IMO and REGULATORY REFERENCES (R)

Note: Below Publications are mandatory

- R1 IMO International Convention on Standards of Training, Certification and Watch keeping for Seafarers, as amended.
- R2 International Convention for the Safety of Life at Sea, 1974, as amended.
- R3 International Convention for the Prevention of Pollution from Ships (MARPOL) as amended.
- R4 IMO Life-Saving Appliances Code (LSA Code)
- R5 IMO Standard Marine Communication Phrases (SMCP).
- R6 Human Resources Management for Marine Personnel
- R7 International Safety Management Code (ISM Code).
- R8 Guidelines for the Development of Shipboard Oil Pollution Emergency Plans.
- R9 Guidance on Fatigue mitigation and management (MSC/Circ.1014)
- R10 Guidance on Eliminating Shipboard Harassment and Bullying (ICS/ITF)

22. VIDEOS

Note: V1 – V7 MANDATORY. Other Videos may be used as deemed fit by the faculty.

- V1 Who Needs It? Personal Protective Equipment (Code No. 597)
- V2 Alcohol Beware! Edition 2 (Code No. 739)
- V3 Drugs - Way Off Course Edition 2 (Code No. 740)
- V4 Entering into Enclosed Spaces (series) (Code No. 1132, 682)
- V5 Unsafe act awareness (Code No. 710)
- V6 Shipshape: Good Housekeeping Part 3: Accommodation (Code No. 976)
- V7 Minimizing fatigue, maximising performance (Code 939)

Available from: Videotel Marine International Ltd

84 Newman Street

London, W1P 3LD, UK

Tel: +44 (0)20 7299 1800, Fax: +44 (0)20 7299 1818

E-mail: mail~videotelmail.com

URL: www.videotel.co.uk

- V8 Personal Safety (CBT # 0001)
- V9 Ship General Safety (CBT #0002)
- V10 Human Relations (CBT #0088)
- V11 Conflict Management (CBT #0250)
- V12 Active Listening (CBT #0252)
- V13 Communication for maritime leaders (CBT #0271)
- V14 Drug and Alcohol Policy & Training (CBT #0608)
- V15 Marine Environmental Awareness (CBT #0187)

Available from: Seagull Maritime AS

Gamleveien 36 P.O. Box 1062 N-3194 Horten, Norway Phone: +47 33 03 09

10 Fax: +47 33 04 62 79 Email: seagull@sgull.com

Internet website references

Further useful material to support the preparation of lessons, teaching and assessment may be found by researching on the internet on appropriate websites such as those of flag State Administrations, major shipping companies, classification societies and other professional maritime organizations.

23. DETAILED TEACHING SYLLABUS

The detailed teaching syllabus has been written in learning objective format in which the objective describes what the trainee should do to demonstrate that knowledge has been transferred. Each specific outcome is presented as a topic or sub-topic as a Learning Objective reflecting the knowledge, understanding and proficiency (KUP) in table A-VI/1-4.

All objectives are understood to be prefixed by the words, "The expected learning outcome is that the trainee..."

Before commencing with instruction on the detailed teaching syllabus, there shall be a course overview to introduce the learning objectives and main topics to the trainees.

In order to assist the instructor, reference publications are shown against the learning objectives in addition technical material and teaching aids, which the instructor may wish to use when preparing course material.

The material listed in the course framework has been used to structure the detailed teaching syllabus; in particular, teaching aids (indicated by A) and references (indicated by B, R, T or V) will provide valuable information to instructors. A description of the teaching material is listed at the end of Part A (Course Framework) of this document.

To assist in identifying how each detailed learning objective is related to Table A-VI/1-4 of STCW, a *Compliance Table* is provided following the detailed teaching syllabus. The Compliance Table demonstrates how each knowledge, understanding and proficiency (KUP) in Table A-VI/1-4 is supported by a number of related learning objectives which the trainee is required to learn.

Note

Throughout the course, safe working practices are to be clearly defined and emphasized with reference to current international requirements and regulations.

It is expected that the institution implementing the course will insert references to national and/or regional requirements and regulations as necessary.

24. LEARNING OBJECTIVES

Detailed Learning Objectives	IMO Reference	Textbooks Bibliography	Teaching Aids
<p>1 Introduction (1 hr)</p> <p>1.1 Importance of the course</p> <p>1.2 Ship familiarization</p> <p>1.2.1 list various ship types and common nautical terms applicable to them</p> <p>1.2.2 describe the working environment of the ship</p>	R1	T2	A1, A2, V9
<p>2 Comply with emergency procedures</p> <p>2.1 Types of emergencies which may occur such as collision, fire, foundering</p> <p>2.1.1 Explains the term 'emergency'</p> <p>.1 describes an emergency as being a situation involving danger or potential danger to persons, the ship or the environment</p> <p>.2 emphasizes the need of immediate action in the case of an emergency</p> <p>.3 lists various emergencies which may occur on board ships:</p> <ul style="list-style-type: none"> - fire - collision - grounding - foundering - person overboard - ingress of water into the ship - oil or chemical spill - and others <p>2.2 Knowledge of shipboard contingency plans for response to emergencies</p> <p>.1 describes shipboard contingency plans for response to emergencies mentioned above</p> <p>2.3 Emergency signals and specific duties allocated to the crew members in the muster list; muster stations; correct use of personal safety equipment</p> <p>2.3.1 Emergency signals</p> <p>.1 states the alarm systems available on board ships and their locations</p> <p>.2 states the appropriate signals to indicate different emergency situations</p> <p>2.3.2 Emergency duties allocated to crew members in the muster list; muster stations</p> <p>.1 Musters and drills describes where to find a muster list on board and the general structure of muster lists:</p> <ul style="list-style-type: none"> - muster lists placed in the ship's alleyways on the bulkhead, on the bridge, mess room and engine room control room - specific duties allocated to crew members for different emergencies - division of crew in various squads and teams for different emergencies 	<p>R1: Reg.VI/1 and sec.A-VI/1 pa.2 and Table A-VI/1-4</p> <p>R2, R3, R7, R8</p> <p>R2, R3, R7, R8</p> <p>R1, R2</p> <p>R1, R2</p>	<p>T1, T2, B2</p> <p>T1, T2, B2</p> <p>T2</p> <p>T2, B2</p>	<p>A1, A2, A3,</p> <p>A1</p> <p>A1</p> <p>A1, A2, A3</p>

<p>.2 Muster stations</p> <p>2.3.3 Correct use of personal safety equipment - wear personal safety equipment when mustering at the station</p> <p>2.4 Action to take on discovering potential emergency, including - fire - collision - grounding - foundering - person overboard - ingress of water into the ship</p> <p>2.5 Action to take on hearing emergency alarm signals .1 states the action to be taken on hearing emergency alarm signals and discovering potential emergencies</p> <p>2.6 Value of training and drills .1 states three aspects of the need for drills and training Required performance criteria:</p> <p>2.7 Knowledge of escape routes and internal communication and alarm systems</p> <p>2.7.1 Internal communication .1 explains various internal communications in use on board ships - especially for emergency situations .2 lists their location and operation .3 describes probable location of emergency escape routes on board ships .4 explains the "citadel" concept of the ship's design and the need of knowledge of number and locations of escape routes</p>	<p>R1</p> <p>R1, R2, R3, R7, R8</p> <p>R1, R2, R7</p> <p>R1, R2, R7</p> <p>R1</p>	<p>T2</p> <p>B2</p> <p>T2</p> <p>T2, B2</p> <p>T2</p>	<p>A1, A2, A3, A4, V8</p> <p>A1, A2,</p> <p>A1, A2,</p> <p>A1, A2,</p> <p>A1, A2, V13</p>
<p>3 Take precautions to prevent pollution of the marine environment</p> <p>3.1 Basic knowledge of the impact of shipping on the marine environment and the effects of operational or accidental pollution on it</p> <p>3.1.1 Basic knowledge of impact of shipping on the marine environment .1 defines "pollution" .2 explains pollution caused by human activities and nature .3 lists main sources of marine pollution .4 states pollutants discharged or likely to be discharged by ships due to operational or accidental causes .5 explains causes resulting in marine pollution at sea by ships</p> <p>3.1.2 Effects of operational or accidental pollution of the marine environment .1 states impact of pollution on marine life and food chain .2 explains hazards posed by chemical, sewage, ballast and garbage disposal</p>	<p>R1: Reg.VI/1, sec.A-VI/1 pa.2 and Table A-VI/1-4</p> <p>R1, R3</p> <p>R1, R3</p>	<p>B2</p> <p>B1</p>	<p>A1, A2, V15</p> <p>A1, A2, V15</p> <p>A1, A2, V15</p>

<p>.3 explains hazards to human beings and marine life and to the livelihood of human beings due to pollution of marine environment</p> <p>3.2 Basic environmental protection procedures</p> <p>3.2.1 International measures for pollution prevention, pollution avoidance and containment of pollutants</p> <p>.1 briefly describes contents of MARPOL</p> <p>.2 explains sewage disposal arrangements and garbage management plan / record book</p> <p>.3 explains contents and purpose of the shipboard oil pollution emergency plan (SOPEP)</p> <p>.4 describes garbage disposal arrangements and handling</p> <p>.5 states shipboard organization to deal with pollution</p> <p>.6 explains obligation to report pollution incidents</p> <p>.7 states when to report pollution incidents</p> <p>.8 states to whom to report pollution incidents</p> <p>.9 describes structure of oil spill response team and assigned duties to officers and crew</p> <p>.10 explains measures for control of oil spills</p> <p>.11 describes shipboard response to oil spills due to various causes</p> <p>.12 explains importance of shipboard drills to deal with pollution of the marine environment</p> <p>3.2.2 Pollution by sewage from ships</p> <p>.1 defines what constitutes sewage</p> <p>.2 explains prohibition on discharge of sewage</p> <p>3.2.3 Pollution by garbage from ships</p> <p>.1 defines what is garbage</p> <p>.2 describes disposal of garbage as per MARPOL requirements</p> <p>3.2.4 Control of oil discharge from ship</p> <p>.1 states purpose of oily-water separator and the MARPOL requirements for discharge of oily water</p> <p>3.2.5 Contents of Oil and Garbage Record Books</p> <p>3.2.6 Introduces the contents of Annex VI of MARPOL</p> <p>.1 states that Annex VI regulates air pollution</p> <p>3.3 Basic knowledge of complexity and diversity of the marine environment</p> <p>.1 understands the fragile nature of the eco system and delicate balance of the marine environment.</p>	<p>R1,R3</p> <p>R8</p> <p>R3</p> <p>R3</p> <p>R3, R8</p> <p>R3</p> <p>R3</p> <p>R1, R3</p>	<p>B1</p> <p>B1</p>	<p>A1, A2, V15</p>
<p>4 Observe safe working practices</p>	<p>R1: Reg.VI/1, Sec.A-VI/1 pa.2 and Table A-VI/1-4</p> <p>R1</p>	<p>T1, T2, B2</p> <p>T2</p>	<p>A1, A2, A3 V4, V5, 0V6, v8, v9</p> <p>A1, A2 V4, V5</p>

4.1	Importance of adhering to safe working practices at all times			
4.1.1	states that working on ship is a hazardous occupation	R1	T1, T2	A1, A2, A3, V4, V5, V6, V8, V9
4.1.2	explains the necessity of understanding the hazards on board and equipment and procedures provided to avoid the hazards lists the various shipboard hazards			
4.1.3		R2, R7		
4.2	Safety and protective devices available to protect against potential hazard aboard ships			
4.2.1	states that the ship's safety manual contains all the necessary procedures and checklists required to be followed for any ship board operation		B2	
4.2.2	describe the importance of creating a safety culture on board a ship to enable a safer working environment and to counter workplace hazards and the importance of safety meetings onboard	R2, R7		
4.2.3	states the requirement for the shipboard familiarization induction for all joining ship's personnel			
4.2.4	states the basic principles of the International Safety Management Code, the requirement for the ship to have a safety management system and procedures identifying individual seafarer responsibilities	R4 R3		
4.2.5	states the principles of safety audits, the on board safety committee, ship's safety officer, incident, near-miss and hazard reporting and reviews			
4.2.6	describes the principles of job hazard analysis (JHA)			
4.2.7	lists personal protective equipment (PPE) in common use		T1, T2	A5, V8
4.2.8	lists onboard life-saving appliances			
4.2.9	lists on board fire-fighting appliances			
4.2.10	Medical equipment			
4.2.11	Oil spill equipment			
4.2.12	Demonstrate the proper use of PPE			
	.1 Head protection			
	.2 Gloves			
	.3 Eye protection		T1, T2	A1, A2, A3, V4
	.4 Hearing protection			
	.5 Respiratory protection			
	.6 Safety footwear			
	.7 Fall protection			
	.8 Protective clothing			
4.2.13	Describes the operations that take place on board which can be hazardous to personnel or ship			
	- loading/unloading of cargoes			
	- mooring - working aloft			
	- handling of chemicals	R2	T2	A1, A2, V4
	- engine-room watchkeeping and maintenance			
	- lifting loads (manually and mechanically)			
	- entry into enclosed spaces			
	- hot work			
4.3	Precautions to be taken prior to entering enclosed spaces			
4.3.1	defines enclosed spaces			

4.3.2	lists the possible enclosed spaces on a ship on a ship			
4.3.3	states that careless entry into such spaces has resulted in many accidents, sometimes fatal, if the person is overcome by a lack of breathable atmosphere or is injured and not rescued in time			
4.3.4	divides the hazards into: (a) atmospheric hazards and (b) physical hazards			
4.3.5	states that atmospheric hazards could result from: - deficiency of oxygen - presence of hydrocarbon gas - presence of toxic gas or			
4.3.6	states that dangerous gases can be present due to: - leakages - retention in tank structure - retention in pipeline - disturbance of sludge/scale			
4.3.7	states that toxic gases can evolve from cargo, ship's stores or ship operations			
4.3.8	defines a toxic hazard as one that is harmful or poisonous to the body			
4.3.9	states that the atmosphere may be rendered deficient in oxygen			
4.3.10	states that oxygen deficiency can result in anoxia			
4.3.11	states that the symptoms commence with dizziness, breathlessness and unconsciousness and progress onto brain damage causing memory loss, mental instability, paralysis, coma or death			
4.3.12	states that, if an individual experiences the above symptoms in an enclosed space, he/she should immediately evacuate and entry should be restricted			
4.3.13	states that physical hazards could cause a person to be physically or even fatally injured			
4.3.14	describes physical hazards in an enclosed space			
4.3.15	states that the following precautions are to be followed prior to entry into enclosed spaces: - an enclosed space entry permit system must be strictly followed - the space is to be thoroughly ventilated and confirmed by testing of the atmosphere for oxygen content, presence of any flammable or toxic gas			
4.3.16	states that proper protective equipment - overalls, hard hat, safety shoes, etc. approved torchlights, non-sparking tools, etc. must be used			
4.3.17	states that vigilance and alertness must be exercised, the atmosphere must be monitored and all precautions observed while work is in progress			
4.3.18	states that supervisory personnel must be stationed outside the enclosed space			
4.3.19	states that protective clothing and the workplace is to be cleaned up after any work.			
4.3.20	Contents of an enclosed permit			

<p>6.2.1 Team building</p> <ul style="list-style-type: none"> .1 states that the shipboard operation is one of team work and its effectiveness depends on the effectiveness of each individual team member .2 states that teamwork helps in better decision making .3 describes: <ul style="list-style-type: none"> - a team - role of individual members - need of cohesiveness - principles of team resource management .4 lists deterrents to team operation .5 describe principles of good team work .6 discusses how good teams resolve conflicts among team members 	R6		A1, A2, V2, V3, V14
<p>6.3 Social Responsibilities, employment conditions, individual rights and obligations, dangers of drug and alcohol abuse</p> <p>6.3.1 Social Responsibilities –rights and obligations of crew</p> <ul style="list-style-type: none"> .1 states that each crew member has a social responsibility to their ship, their self, their colleagues, to the company and to the environment .2 measures against harassment and bullying on board ship. .3 describe harassment ,bullying and give examples of each .4 Company Policy on harassment , Reporting and Complaints procedure .5 describes the obligation towards fellow crew members, the ship and their employer .6 states that there is dignity in labour .7 states that there are responsibilities towards: <ul style="list-style-type: none"> - obedience, respect, discipline and following orders of superiors - abiding by company's policies as laid down in the safety manuals and rules and regulations governing flag State requirements and other mandatory legislation - adhering to the safety and environment protection policy at all times and to assist fellow seafarers in distress, search and rescue operations and oil pollution mitigation operations 	R6 R10	T3 B3	Social Responsibilities, employment conditions, individual rights and obligations, dangers of drug and alcohol abuse Social Responsibilities –rights and obligations of crew A1, A2, V7 A1, A2V2, V3, V14
<p>7 Understand and take necessary actions to control fatigue</p> <p>7.1 Importance of obtaining the necessary rest</p> <p>7.1.1 Causes of fatigue</p> <ul style="list-style-type: none"> .1 describes the causes of fatigue .2 describes the effects of physical, mental and 	R1: Reg.VI/1 & Sec.A-VI/1 pa.2 & Table A-VI/1-4 R1 Sec. A-VIII/1 R9		A1, A2,

<p>environmental stressors in and outside of the ship and their impact on seafarers levels of fatigue</p> <p>7.2 Effects of sleep, schedules and the circadian rhythms on fatigue</p> <p>.1 states the importance of obtaining the necessary rest, in particular sleep</p> <p>.2 states the importance of sleep quality and quantity and on board factors that can detract from both</p> <p>.3 states the different types of sleep</p> <p>.4 describes the human biological clock and circadian rhythm and explains the importance of time of day when considering effects of fatigue on seafarers</p> <p>.5 states they types of factors that may deteriorate sleep quality</p> <p>7.3 Effects of physical stressors on seafarers</p> <p>.1 lists the physical stressors</p> <p>.2 describes the effect of physical stressors on seafarers</p> <p>7.4 Effects of environmental stressors in and outside the ship and their impact on seafarers</p> <p>.1 lists the environmental stressors</p> <p>.2 describes the effect of environmental stressors on seafarers</p> <p>7.5 Effects of schedule changes on seafarer fatigue</p> <p>7.5.1 Consequences of fatigue</p> <p>.1 describes the consequences and effects of seafarer fatigue with respect to individual performance</p> <p>.2 states cognitive, physiological and behavioural signs and symptoms of fatigue</p> <p>.3 case studies of maritime casualties attributed to fatigue</p> <p>7.5.2 Fatigue mitigation and management for individuals</p> <p>.1 states that sleep is the only 'cure' for fatigue</p> <p>.2 describes why "reset breaks" should be scheduled to maximize the influence of the circadian rhythm to be effective in recovering from fatigue</p> <p>.3 states techniques for maximizing rest breaks</p> <p>.4 states that seafarers are responsible for maximizing their own opportunities for rest and sleep</p> <p>.5 states that it is every seafarers responsibility to advise their supervisor when they are feeling fatigued</p> <p>7.5.3 Rest and work hours records</p>	<p>R9</p> <p>R9</p> <p>R9</p> <p>R9</p> <p>R9</p> <p>R9</p> <p>R1</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p>T3</p>	<p>V7</p> <p>A1, A2, V7</p> <p>V2, V3, V7, V14</p> <p>A1, A2 V7</p> <p>V7</p> <p>A1, A2, V7</p> <p>A1, A2, V7</p>
<p>8 MLC 2006 Purpose of the Convention</p> <p>Sets minimum requirements for all aspects of working and living conditions for seafarers including recruitment and placement practices,</p>	<p>R1</p>	<p>T3</p>	<p></p>

conditions of employment, accommodation, food catering, health protection, occupational health and safety, medical care and social protection.

The Regulations, the standards(Part A) and Guidelines (PartB) in the code are integrated and organised under 5 Titles.

Title 1: Minimum requirements for a seafarers to work on a ship.

Minimum age, Medical fitness, Training and certification, Recruitment and placement services.

Title 2: Conditions of Employment

Agreements, Wages, Hours of Rest and hours of Work, Entitlement to leave, Repatriation of seafarer.

Title 3: Accommodation, Recreation, Food and Catering.

Accommodation and Recreational facilities, Food and catering,

Title 4: Health protection, Medical Care, Welfare and Social Security Protection.

Medical care on board and ashore, Shipowners liability, Health and Safety protection and accident prevention, Social Security.

Title 5: Compliance and Enforcement.

On board complaint procedures. Grievance handling mechanism

Application of MLC to type of vessels and Certification.

9. Review and Assessment



NAME and ADDRESS of the D. G. Approved Training Institution

Certificate No: _____

THIS IS TO CERTIFY THAT *[Full name of candidate]*

Date of Birth (dd/mm/yyyy)

Holder of C.D.C. No.

Indian National Database of Seafarers (INDoS No.)

has successfully completed a training course for

CERTIFICATE OF PROFICIENCY IN

**PERSONAL SURVIVAL TECHNIQUES;
FIRE PREVENTION AND FIRE FIGHTING;
ELEMENTARY FIRST AID; AND
PERSONAL SAFETY AND SOCIAL RESPONSIBILITIES**

held fromto

The course is approved by the Directorate General of Shipping and meets the requirements Laid down in Regulation VI/1, Section A-VI/1 Paragraph 2.1, Table A-VI/1 -1, Table A-VI/1-2, Table A-VI/1-3 and Table A-VI/1-4 of the STCW Convention and Code 1978, as amended.

This certificate is issued under the authority of the Directorate General of Shipping,

Signature of Candidate

Name and Signature of Course In-charge

Date of Issue: _____

Date of Expiry: UNLIMITEDsubject to refresher training every 5 years for Personal Survival Techniques and Fire Prevention and Fire Fighting.

Colour Photograph
(35 mm x 35 mm)



Name and Signature of
Dean / Principal

MLC 2006	10 Mins	Introduction
<p>PURPOSE</p> <p>TO ENFORCE SEAFARERS RIGHTS</p> <p>CONSOLODATED SET OF GLOBAL STANDARDS</p> <p>GLOBALLY ACCEPTABLE</p> <p>READILY UPDATABLE</p> <p>UNIFORMLY & UNIVERSALY ENFORCED</p> <p>EASY TO UNDERSTAND</p> <p>MLC IN 4 PARTS</p> <p>16 ARTICLES (Rights and Principles)</p> <p>REGULATIONS (Rules)</p> <p>CODE A (Mandatory Standards)</p> <p>CODE B (Non Mandatory Guidelines)</p> <p>05 TITLES (Chapters)</p>		
TITLE 1 MINIMUM REQUIREMENTS FOR SEAFARER TO WORK ON A SHIP.	35 Mins	
<p>REGULATION 1.1 MINIMUM AGE</p> <p>Persons below age of 16 shall NOT work on ships</p> <p>Seafarers under age of 18 are 'Young Seafarers' and following prohibited</p> <p>a) Night Work</p> <p>b) Work that would jeopardise their health and safety</p>	10 Mins	<p>Minimum age of a Cook to be 18 years</p> <p>Night: 9 hours of continuous rest</p> <p>Start NOT later than Midnight and end NOT earlier than 5 AM. Night work may be permitted by Competent Authority.</p> <p>MLC 2006 Guideline B4.3.10- Safety and health Education of young seafarer</p> <p>Refer MS Notice 16 of 2016.</p>
<p>REGULATION 1.2 MEDICAL CERTIFICATE</p> <p>All seafarers to have valid Medical Certificate</p> <p>Certificate issued by Qualified and Approved Medical Practitioner</p> <p>RPSL/Company has a right to ask a seafarer to undergo Medical Examination even if seafarer holds a valid Fitness Certificate.</p> <p>Updated list of approved Medical Examiners of Seafarers.</p> <p>dgshipping.gov.in/WriteReadData/userfiles/file/regularlist 06.12.2019df</p>	10 Mins	<p>Medical Certificate should state Issuing Authority</p> <p>Maximum Validity 2 Years seafarer 18 years and above</p> <p>Colour Vision Certificate Validity 6 years</p> <p>Language of Certificate ENGLISH</p> <p>Certificate should state SIGHT and HEARING is Satisfactory</p> <p>Certificate should state 'FIT to perform duties' Limitations' or 'Restrictions' to be clearly stated.</p> <p>Medical Certificates should comply with FLAG STATE requirements</p>
REGULATION 1.3 TRAINING and		

<p>QUALIFICATIONS Trained and Certified as Competent or Qualified</p>	<p>05 Mins</p>	<p>Trained in accordance with STCW 1978 as amended requirements Training for Personal Safety on board. Refer MLC REGULATION 4.3 Mandatory STCW Courses : PST, FPFF, EFA, PSSR, STSDSD Special Training for persons on certain types of ships: BTOC, GTFC, Passenger ships, IGF.</p>
<p>REGULATION 1.4 RECRUITMENT AND PLACEMENT Manning and Recruitment Agents shall be Licensed to operate.</p> <p>DGS Approved RPS Agencies DGS Website "Menu" - RPS Agencies.</p>	<p>10 Mins</p>	<p>Certificate of MLC Compliance RPS LICENSE- for the Agent NO Charges for recruitment or employment or retaining employment other than cost of sea farer obtaining Medical Certificate, CDC or Passport. NO VISA fees from seafarer Agent Responsible for WAGES and REPATRIATION of seafarer, Examine and respond to seafarers complaint, Maintain upto date of Register of all seafarers recruited, Inform seafarers of their Rights. Protection by way of Insurance to compensate seafarer for monetary loss as a result of failure of RPSL.</p>
<p>TITLE 2 CONDITIONS OF EMPLOYMENT</p>	<p>65 Mins</p>	
<p>REGULATION 2.1 SEAFARERS EMPLOYMENT AGREEMENTS</p> <p>Contents of Agreement- MS NOTICE 16 of 2016. NOTE: Indian Trainees/Cadets on Indian FLAG ships are NOT covered by CBA</p>	<p>15 Mins</p>	<p>Minimum contents of Agreement as per MLC and FLAG state requirements Signed by both Seafarer and Shipowner or his authorised representative Seafarer shall have ORIGINAL signed Copy. Language ENGLISH. Opportunity to review agreement and seek independent advice. CBA copy available on board Record of EMPLOYMENT to be given to seafarer and the record should NOT state WAGES or QUALITY of WORK</p>
<p>REGULATION 2.2 WAGES Ensure Wages are paid for their services as per their agreements. Can be Consolidated, Partially Consolidated or Formula based (Basic +)</p>	<p>15 Mins</p>	<p>Paid NOT more than Monthly interval. Paid in Full (If NOT paid in Full DUES shall be reflected in Account of Wages) and paid Regularly. Monthly Account of Wage statement Signed by Master issued to seafarer. Wages means 08 hours of work per day and NOT more than 48 Hours per week or as per CBA. Any hours worked in excess of weekly specified will be treated as Overtime. Records of Overtime to be maintained. Allotment of wages facility should be available. Rate of Foreign Exchange shall be prevalent market rate.</p>

<p>NOTE: Indian Trainees/Cadets on Indian FLAG ships are NOT covered by regulation 2.2</p>		<p>NO deductions of wages permitted except as allowed by FLAG State or CBA.</p>
<p>REGULATION 2.3. HOURS OF WORK & HOURS OF REST Working hours is EIGHT hours day with ONE day Rest per week & Rest on public holidays declared by FLAG State</p> <p>STCW 1978 as Amended in 2010. Compare MLC 2006 Regulation with STCW 2010 Amendments.</p>	<p>15 Mins</p>	<p>Maximum hours of work: 14 Hours in any 24 hour period or 72 Hours in any SEVEN day period Minimum hours of Rest : 10 Hours in any 24 hour period & 77 Hours in any SEVEN day period. 10 Hours Rest period can be split in NO more than 2 periods. One period of Rest Minimum 06 hours, & interval between TWO Rest hours NOT to exceed 14 Hours. Short breaks and MEAL breaks are NOT treated as REST period. Ship board working arrangement to be posted in an easily accessible place. Drills and Musters shall be conducted in a manner that minimises disturbance of rest period and does NOT induce FATIGUE. Sea farer shall receive a copy of records pertaining to Rest and work hours endorsed by MASTER. Masters Right to suspend the Rest hour Schedule.</p>
<p>REGULATION 2.4- ENTITLEMENT OF LEAVE To ensure seafarers have adequate leave</p> <p>Accumulation of Annual leave in respect of ONE year together with Subsequent period of leave is to be authorised</p>	<p>10 Mins</p>	<p>Annual leave with pay entitlement shall be Minimum 2.5 Calendar days per month of employment or Pro Rata. Period of Service includes: Absence from work on account of illness or injury or maternity, attend an approved maritime vocational training course, service OFF Articles as defined by FLAG State or CBA. Following do NOT count as part of Leave: Public Holidays as declared by FLAG state, whether worked or Not worked, shore leave, period of incapacity due illness, injury or maternity. Any Agreement to forgo Annual leave with pay is be PROHIBITED. Seafarer can be recalled from leave earlier only when urgent</p>
<p>REGULATION 2.5- REPATRIATION To ensure that seafarers are able to return home.</p> <p>Justified Reasons for termination of contract- MLC B2.5.1</p>	<p>10 Mins</p>	<p>Right to be repatriated at NO cost to seafarer Maximum service for Repatriation at Owners cost to be LESS than 12 Months Seafarer entitled for Repatriation: i) Expiry of employment agreement ii) Termination of Agreement by either parties iii) Seafarer unable to carry out their duties iv) Seafarer do NOT consent to go to WAR ZONE. Expenses borne by Owner:</p>

<p>Trainees/Cadets if they prefer may be allowed to continue on board for longer period >12 months to complete sea time required for CoC examinations. (MS Notice 4 of 2017)</p>		<p>i)Accommodation and food till seafarer reaches destination as per Agreement ii)Pay and Allowance iii)30 Kilograms of Luggage allowance. Repatriation destination: Place of Signing Contract or Place of Residence or Mutuallyagreed destination.</p>
<p>TITLE 3- ACCOOMMODATION, RECREATIONAL FACILITIES, FOOD</p>	<p>20 Mins</p>	
<p>REGULATION 3.1 To ensure that seafarers have decent accommodation and recreationalfacilities on board</p> <p>(MLC 2006 B4.3.2, B4.3.3)</p> <p>Recreational Facilities NOTE: Refer A3.1 and B3.1 & B 3.1.11 for Recreational Facilities.</p>	<p>10 Mins</p>	<p>Accommodation is Constructed as per the applicable ACCOMMODATION Rules. Accommodation inspected by MASTER weekly basis w.r.t: i)Cleanliness, Hygiene, decently habitable and maintained in good state ii)Ventilation and Heating arrangements if required iii)Lighting Natural and Electrical iv)Sanitary Facilities; Hygiene, Sanitary fittings, drainage, exhaust, lightingseparate sanitary facilities for men and women seafarers. v)Hospital accommodation vi)Noise and Vibration factors. Reasonable access to telecommunication facilities on board.</p>
<p>REGULATION 3.2-FOOD and CATERING. To ensure seafarers have access to good quality food and drinking water.</p>	<p>10 Mins</p>	<p>Food and Drinking water: Quantity commensurate with number of crew. Quality to be monitored, Varied Menu, having regard to religious requirements and Cultural practices Nutritious meals served in hygienic conditions Free of Charge Ship's cook shall be trained and Certified. Catering staff shall be trained and instructed Frequent inspections by Master of Supplies of food and Drinking water, Spaces used for storage and handling of food and water, and Galley equipment</p>
<p>TITLE 4- HEALTH PROTECTION, MEDICAL CARE, WELFARE & SOCIAL SECURITY</p>	<p>35 Mins</p>	
<p>REGULATION 4.1- To protect health of seafarers and ensure their prompt access to medical care.</p>	<p>10 Mins</p>	<p>Right of seafarer to visit a medical Doctor or Dentist without delay in Ports of call. Prompt and adequate medical care, free of Cost Standard Medical Form.On board hospital and medical care facilities Medical guide, have atleastone seafarer on board who has to be in charge of medical care Medical advice by Radio or Satellite</p>

		communication to ships is available 24 hours
<p>REGULATION 4.2- SHIP OWNERS LIABILITY To ensure seafarers are protected from financial consequences</p>	10 Mins	<p>Liability of the ship owner to defray expenses to be NOT less than 16 weeks Sickness or Injury leads to incapacity to work: Seafarer to be paid full wages till seafarer is on board,wages to be paid as per FLAG State law or CBA till Repatriation. Ship owner is excluded from liability if: i)Injury incurred otherwise in service of the ship ii)Injury or sickness due to wilful misconduct iii)Sickness or infirmity intentionally concealed at time of engagement</p>
<p>REGULATION 4.3- HEALTH AND SAFETY PROTECTION To ensure seafarers work environment promotes occupational safety</p> <p>NOTE: Young Seafarers Refer MS Act 1958 as amended</p>	10 Mins	<p>Implement and follow Occupational Health and Safety Programmes. Take Precautions to prevent occupational accidents, use of Personal Protective equipment Inspection and reporting of unsafe conditions. Safety Committee to be established on board. Accident reporting procedure adopted on board.</p>
TITLE 5- COMPLIANCE & ENFORCEMENT	45 Mins	
<p>REGULATION 5.1.5- ON BOARD COMPLAINT PROCEDURE.</p> <p>MS NOTICE 06 of 2019 and DGS WEBSITE ("Seafarers" click 'Grievance Redress')</p>	20 Mins	<p>Procedure in working language of ship All seafarers provided with copy of procedure Guide or Mentor on board to advice seafarers (To be identified in the procedure) No Victimisation of Seafarer Right to be accompanied by a witness Complaint to be recorded in Official register and a Copy issued to seafarer. Complaints to be resolved at lowest level possible. Right to complaint directly to MASTER/Ship Owner or even External Authorities. Identity of Seafarers who have filed complaints ashore shall NOT be revealed Right to approach Competent authority through Grievance handling mechanism</p>
<p>REGULATION 5.1.3- MARITIME LABOUR CERTIFICATE Applicable to ships 500 GT or over</p> <p>MS Notice 01 of 2019 - Implementation of MLC 2006 On ships < 500GT, River sea vessels</p>	10 Mins	<p>Exempted Ships: Naval vessels and their Auxiliaries, Fishing Vessels, Traditionally built ships- Dhows or Junks Vessels under IV Act or Governed by Port Regulations/sheltered waters, Vessels < 200 GT and NOT on International Voyage. Valid for 05 Years with ONE Intermediate verification.</p>

<p>DEFINITIONS</p> <p>SEAFARER</p> <p>SHIP</p> <p>SHIP OWNER</p>	<p>05 Mins</p>	<p>Any person who is employed or engaged or works in any capacity on board a ship Refer Indian MLC Rules of 2016.</p> <p>Ship other than one which Navigates exclusively in Inland waters, or closely adjacent to, sheltered waters or areas where port regulations apply.</p> <p>Owner of the ship or Organisation or person who has assumed the responsibility for the Operation of the ship (Name of Owner will be on MLC Certificate)</p>
<p>ARTICLE III- FUNDAMENTAL RIGHTS OF SEAFARER</p> <p>Need to explain each Right</p>	<p>Article III and IV</p> <p>Total 15 Mins</p>	<p>Freedom of Association and Right to Collective bargaining</p> <p>Effective Abolition of Child Labour</p> <p>Elimination of all forms of forced or Compulsory labour</p> <p>Elimination of Discrimination in terms of employment and Occupation.</p>
<p>ARTICLE IV- EMPLOYEMENT & SOCIAL RIGHTS</p> <p>Need to explain each Right</p>		<p>Right to:</p> <p>Safe and Secure Workplace</p> <p>Decent work and living conditions on board</p> <p>Fair terms of employment</p> <p>Health Protection, Medical Care welfare measures and Social Security.</p>
	<p>TOTAL 3.5 HOURS</p>	