

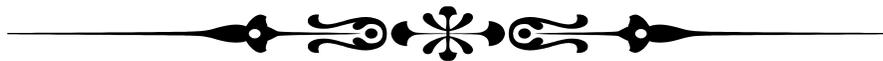
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***VOLUME NO. 22, ISSUE NO. 10  
October, 2022  
TRAINING SHIP RAHAMAN  
NHAVA***

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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



File No. 20-16/4/2020-O/o TRG-DGS (Comp. No.2101)

Date: 16.09.2022

## DGS Circular No. 21 of 2022

### Guidelines and infrastructure required for conduct of EXIT Exam

1. Whereas, the Directorate vide DGS Circular No. 17 of 2020 dated 24.04.2020 issued Guidelines for Online Exit Exam for DGS approved Modular Courses. Para 8.1 of the Circular 'Procedures to be followed by MTI' and Para 8.2 'Procedures to be followed by candidates' were issued.
2. Whereas, the Directorate vide DGS Order 20 of 2020 dated 03.08.2020 issued 'Standard Operating Procedure (SOP) and Instructions for MTI and Candidate on EXIT Examination'.
3. Whereas, as per Para 10 of DGS Order 20 of 2020 candidates were given instructions for smooth conduct of examination which stated "MTI shall ensure that following system requirements are available with the Candidate for smooth conduct of EXIT Examination:  
  
-RAM – Minimum 1 GB; Hard Disk – Minimum 250 GB  
-Processor – Dual Core or Higher (Preferred Intel i3/i5 processor  
-Operating System – Windows 7/8/10 or Higher (Preferred 64 bit); IP Camera / Web Camera minimum Resolution 640 X 480 px (with Audio Mic Option)"
4. Whereas, the Directorate vide DGS Order No. 11 of 2022 dated 23.03.2022 at Part vii of Para 8 stated "*It is expected that the MTIs are having dedicated computer labs and required infrastructure as per the issued Guidelines. The MTIs have to arrange an examination hall, having sufficient number of computers/laptops with IP cameras. Computers/Laptops cameras are to be so arranged that multiple face detentions should be avoided during the exam. Examination Room/ Computer Lab should be well illuminated having one or two CCTV cameras for continuous recording. It is to further clarify that all the candidates have to appear for online Exit Exam from MTI premises on the last*

9वीं मंज़िल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर भोंव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042

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*date of theory. In case, if candidate fails in his online Exit Exam, then for the next attempt he has to again appear from the same concerned MTI only."*

5. All MTIs are further directed to arrange computers with inbuilt camera only. No movable or detachable Cameras are allowed to be used for Exit Examination.
6. Further, all MTIs are directed to install High resolution CCTV cameras capturing the entire examination hall with clear view of all examinee appearing for the online Exit Exam.
7. The recording of the entire examinations period shall be maintained for a minimum period of three years from the date of examination. All such videos may be verified by the Surveyors during inspection of the Institute.
8. Non observance or any deviation from the instructions in para 5 to 7 above shall be treated as a "Major non-conformity" and "Major- deficiency" and necessary action shall be initiated against MTI as per DGS Order 5 and DGS Order 7 of 2016.
9. This issues with the approval of the Director General of Shipping and Additional Secretary to the Government of India.

  
16/09/2022

(Dr. Pandurang K. Raut)  
Deputy Director General of Shipping (Training)

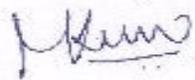
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Ref.no. 25-13011/8/2022 - NT-DGS

Dated 07.11.2022

**Information - notice to all candidates of nautical discipline – rcg**

1. It has been noticed that the candidates of competency exams of nautical discipline are receiving SMS and/or whatsapp message regarding their examination especially oral examination. In this regard it is informed that the DG Shipping/MMD/Exam Centres DO NOT send any kind of message through SMS or whatsapp.
2. It is advised to all candidates that DO NOT entertain such messages and exercise caution.
3. It may be reported to the concerned Mercantile Marine Department (MMD)/ DG Shipping.
4. This is issued with the approval of Chief Examiner of Master and Mates.

  
Capt. Manish Kumar  
Nautical surveyor-cum-DDG (Tech)

## II. IMO NEWS

### **IMO energy efficiency and carbon intensity regulations enter force**

Amendments to the MARPOL Annex VI entered force this morning requiring owners and managers to measure the energy efficiency of their ships by calculating a one-off assessment of the Energy Efficiency Existing Ship Index (EEXI) from January 2023.

At the same time, the Carbon Intensity Indicator (CII) will require data to be collated and reported so that annual ratings of ships' CIIs can be assigned.

EEXI applies to all vessels of 400gt or more, trading internationally; CII applies to ships of 5,000gt and above, also trading internationally. The EEXI is a one-off assessment but the CII is a dynamic index in which the framework will become steadily tighter between 2025 and 2030.

Ships which may initially qualify for one of the three acceptable grades – A, B or C – could therefore well sink into D or E in the future, requiring remedial action as part of a vessel's Ship Energy Efficiency Management Plan (SEEMP) Part III.

The new regulations have caused considerable dissent across shipping's various sectors. Some of the main issues include their possible impact on owners' long-established contractual obligations to their customers under certain types of charter contract, notably time charters. Meanwhile, critics say the regulations lack teeth – there are no sanctions so far for failure to comply.

There is also mounting concern over whether the CII measure is fit for purpose with respect to certain ship types. Experts have warned, for example, that most of today's 640-odd existing LNG carriers will fall into grades D and E during the second half of this decade.

Many are fuel-inefficient steam turbine ships; others lack boil-off management systems. But as LNG plays an increasingly important role in a new era where energy security is paramount, every available LNG carrier will be needed because specialist LNG builders are full for at least the next four years.

For proactive pioneers in shipping's decarbonisation drive, however, perhaps the biggest issue is whether the consensus-based IMO regulatory framework can react sufficiently quickly to the mounting climate crisis and the need to cut shipping's emissions more quickly.

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### **Digital technology to enhance safety**

IMO has delivered a regional workshop on Enhancing the Safety of Navigation by Digital Means, to look at how digital technologies can be utilized to improve the safety of navigation. The workshop was organized in collaboration with the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA) and the Ministry of Oceans and Fisheries (MOF) of the Republic of Korea. The workshop was delivered virtually (2-4 November) for participants representing 10 countries from Asia. Presentations topics including: the use of mobile communication technology as an aid to navigation, the use of unique identifiers in Maritime Resource Names (MRNs), and examples of web-based e-navigation solutions used in the Republic of Korea, Denmark and Ghana. The presentations were delivered by from IALA the MOF the Republic of Korea; and (jointly) the Danish and Ghana Maritime Authorities. Participants shared their digital experience in navigation and gave presentations to share information on the status of the safety of navigation in their countries.

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### **Producing future marine fuels - opportunities for all**

Developing countries are looking to seize the opportunities that decarbonizing shipping presents. "We need to prioritize decarbonization of hard-to-abate sectors like shipping," said Mr. James Mnyupe, Presidential economic adviser, Namibia, speaking during a side event at the United Nations climate conference in Egypt. Namibia has started implementing a portfolio of actions that are needed to profile the country as a future exporter of fuel for ships produced through renewable energy. This includes focusing on people – by establishing the Namibia Green Hydrogen Research Institute to enable people to acquire the right skills to get involved. Partnerships with other countries including Netherland and Belgium were crucial towards Namibia's vision, Mr. Mnyupe said.

The COP 27 side event (10 November), organized by IMO in collaboration with UNCTAD, IRENA and the World Bank, explored opportunities for developing States in renewable fuel production for the maritime industry. "Decarbonization of international shipping requires a rapid shift from today's predominant use of fossil fuels to zero-carbon alternatives," said IMO Secretary-General Kitack Lim. "But shipping is

also a key enabler of the global energy transition as it serves global trade and sustainable development in a safe, clean, efficient and affordable way.”

“Shipping will play a significant role in the transport and trade of renewable fuel,” said Mr. Francesco La Camera, Director General, IRENA

Chile is another country poised to support the decarbonization of the maritime sector by using its abundant renewable energy to provide future fuels, said Mr. Diego Pardow, Minister of Energy, Chile.

Brazil has a long history of producing biofuels (ethanol), with big ambitions to do more, said Mr. José Firmo, CEO, Port of Açu, Brazil. “Our ambitions have to be as big as the challenges. When the world is changing for all of us, we cannot stay doing the same things we used to do. This is a big challenge – but also a major opportunity,” he said, pointing to Brazil’s offshore wind projects with great potential for energy exports.

The World Bank is actively involved in studies and projects to develop green energy projects, said Mr. Nicolas Peltier, Global Transport Director, World Bank. These include green ammonia and green methanol, including in Morocco, Colombia and Brazil; and hydrogen in Namibia. The aim is to harness shipping’s decarbonization as a booster to countries’ ambitions to become key suppliers of green fuels. The shipping sector in return will not only serve as uptaker of green energy, but can play a catalytic role as a primary mode of transport between production and utilization sites,” he said.

Ms. Nawal Yousif Alhanaee, Director of the Future Energy Department, United Arab Emirates, said the country was already updating its energy strategy towards renewable energy, with a focus on hydrogen, hydro-electric power and other renewable energy sources. Public-private partnerships and international collaboration are key, she said.

The technologies are already there, said Concepción Boo Arias Chief Advisor, Climate & Green Transition Public & Regulatory Affairs, Maersk. “Green methanol is ready to use right now but the main challenge is to scale up production,” she said.

Decarbonization of shipping will be the driver of new jobs in shipping and ship building and fuels, said Mr. Geoffrey Ross Pyatt, Assistant Secretary of State for Energy Resources, United States.

The imperative to act means that the energy transition needs to be achieved in just a few decades, with the majority of investment in shipping’s decarbonization taking place in land-based infrastructure, said Ms. Lynn Loo, CEO, Global Centre for Maritime Decarbonisation (GCMD), Singapore. She highlighted the need to address safety issues of fuels such as ammonia, highlighting pilot studies looking at lessons learned from pilots to demonstrate bunkering of ammonia. Seafarers and operators need to be trained in handling new fuels, she said.

Mr. Guy Platten, Secretary-General, ICS, pointed to the 10-point action to achieve a just transition for seafarers, launched by the Maritime Just Transition task force during COP 27. (Read more here). Shipping will be an enabler of the energy transition, he said, and deployment of infrastructure needs to be accelerated so that ships can operate safely. A clean energy marine hubs initiative has been launched with the International Association of Ports and Harbors (IAPH).

“We are at a critical time for energy policy and energy politics,” said Ms. Rebeca Grynspan, Secretary-General, UNCTAD. “The future hinges on investing in non-fossil fuels.” This is a great opportunity for developing countries with solar, wind, thermal, hydro or biomass energy. Innovative financing mechanisms will be needed, she said. “We cannot afford to move backwards - we need efforts of all to support decarbonization.”

Rear Admiral Reda Ahmed Ismail, Head of the Maritime Transport Sector, Egypt, said Egypt – as the host-country of COP 27 - was aiming to boost new and renewable energy sources and was targeting hydrogen production with a focus on trade between Africa, Asia and Europe. “We have to look forward and not stop - as we look for a better future on the same planet,” he said.

All speakers emphasized the need for collaboration and cooperation to achieve shipping’s transition. Secretary-General Lim highlighted the wide range of projects and a knowledge partnership mechanism that bring together IMO’s maritime expertise and an unrivalled global network, with partners providing experience, investment and financial expertise, other resources and in-kind support. “Collaboration and partnerships will help us in finding solutions to the issues we face today and IMO, as the leading global forum to regulate international shipping, will continue to support the decarbonization journey and promote a just and equitable transition to zero-carbon shipping, leaving no one behind,” Mr. Lim said.

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### III. ILO NEWS

#### **About 50,000 Philippine Seafarers Might Lose Their Jobs on EU Vessels**

The deployment of a host of new Filipino seafarers to the EU vessels and jobs of 50,000 others employed on EU-flagged vessels are at risk should the Philippines fail to comply with the International Convention on Standards of Training, Certification, and Watchkeeping for the Seafarers (STCW Convention), the House committee on overseas workers affairs got to know during a hearing that took place on Thursday. The committee reported that the final evaluation by the European Maritime Safety Agency (Emsa) of the nation's STCW compliance is set for November; where the EU panel could reportedly withdraw the recognition of the qualifications of Filipino seafarers to be appointed as officers on Europe-based vessels if it finds the concerns it had raised several years back remain unresolved.

The deployment of Filipino seafarers to Europe will stop should the Emsa makes an adverse finding on the country's compliance next month. While those m deployed on EU-flagged vessels would not lose their jobs immediately, they'd be permitted to work as first mates, captains, and second mates until their STCW certificates expire.

Per Jerome Pampolina, the assistant secretary for sea-based services at the Department of Migrant Workers (DMW), the nation until now hasn't been able to pass the Emsa audit since 2006 or for over a decade, adding that he was informed that this would be the ultimate year for the Philippines to take concrete and corrective measures to ensure compliance.

In February 2022, the EU urged the Philippines to strengthen its efforts to comply with the STCW Convention. It asked the government to submit a written reply formatting. It should contain concrete evidence of the measures taken by the Philippine authorities to establish compliance with the country's obligations per the STCW Convention.

Following the inspection conducted in 2020, the EU notified the Philippines of several deficiencies in the Philippine seafarers' education, certification system, and other training.

Inconsistencies were seen ncerningconcerning competencies covered by the education and training programs that led to issuing officers' certificates and multiple approved programs regarding examination and teaching methods, equipment, and facilities.

Inconsistencies have been identified in monitoring evaluations and inspections of the schools. Besides, there have been many concerning findings about simulators and on-board training, as the EU mentioned earlier.

The Emsa review reportedly covered the main areas of the course and program design, review and approval; monitoring, evaluation, and supervision of training and assessment; examination and assessment of competence; availability and the use of training facilities and simulators; onboard training, and revalidation, issuance, and the registration of certificates along with endorsements.

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#### **Employment opportunities**

The ILO has a new recruitment website, ILO Jobs. Through this site you will be able to access current vacancies as well as information on the different types of jobs offered, and the recruitment process. You can also set up email alerts to be informed of new vacancies as soon as they are published.

#### **Warning**

The ILO wishes to warn the public of fraudulent schemes purporting to offer or soliciting applications for internships or employment or business opportunities on behalf of the ILO or of ILO officials. The ILO strongly recommends that prospective applicants and recipients carefully verify the authenticity of solicitations and offers before sending any response.

Electronic communications should be disregarded if they originate from other than an ILO e-mail account - @ilo.org - or website - ilo.org. The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage.

The ILO does not require or need to know any information relating to the bank account details of applicants. Any such request should be rejected. Suspicious communications purportedly from, for or on behalf of the ILO should be reported to the ILO at the following email address JUR@ilo.org . Fraudulent schemes may also be reported to the local law enforcement authorities for appropriate action.

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## IV. SHIPPING NEWS

### **Latest Seafarers Happiness Index Shows Sustained Recovery in Seafarer Satisfaction**

The Mission to Seafarers today publishes the findings of its Q3 2022 Seafarers Happiness Index report, undertaken with the support of the Standard Club and Idwal. Seafarer happiness levels reached 7.3/10, up from 7.21 last quarter, which follows a sustained increase in seafarer satisfaction, after a record low of 5.85 recorded in Q1 of this year.

The results of the survey show seafarers are much happier with their access to shore leave and more certain about crew changes, with both factors contributing to the overall increase in satisfaction.

However, this is largely a return to normal after the past two years' pandemic restrictions. While the data is largely positive, issues such as food provisions, wages, workload, stress and the reality of life at sea persist, showing that there is no room for complacency and still much work to be done.

#### **Shore leave is most valued**

The biggest jump in satisfaction scores this quarter was on access to shore leave, with happiness leaping up from 4.8 to 5.87. While there are still some restrictions in place in certain regions, the impact of COVID-19 on seafarers is largely waning. This means seafarers are far more certain they will be able to go home on time, which has fuelled much of the positivity. They can also now make more use of welfare centres, giving seafarers access to key facilities, provisions and entertainment when ashore. While there are still restrictions in place for some crews, notably in China, things are decidedly more hopeful.

Connectivity is always highlighted as a key issue for crews, and seafarers were happier about contact with their family and loved ones while at sea in Q3. Good, cost-effective Wi-Fi access is vital to seafarers and has a huge positive impact on their mental health. Our respondents also made it clear that connectivity assists rather than impedes social cohesion on board, as seafarers are happier if they are able to contact loved ones. While positivity increased, there were a number of seafarers who are still faced with slow, expensive and poor-quality connections which is massively frustrating to them.

#### **Basic needs not being met**

While satisfaction has risen, the industry must not fall behind on meeting seafarers' basic needs. The survey showed one key problem area is physical health and wellbeing. Food was an issue for many seafarers who complained about the provision of fresh, quality food on board. There were also complaints about the training standards of some catering crew, an issue which is likely to come to the fore after the tragic death of twelve seafarers from suspected food poisoning recently.

Another barrier to wellbeing was having the time and mental state to keep fit. Seafarers reported feeling tired and stressed due to a high workload, which impacted their ability to exercise – and that's if their vessel had a gym, facilities or even the space to keep fit. There is clearly more to be done to overcome these basic, but essential issues that are vital to seafarer welfare and human rights.

The rise in seafarer happiness in Q3 shows there are signs of better things ahead for seafarers and industry efforts to make life at sea better are working. While we cannot be complacent and there are still areas for improvement, the gains made for seafarer welfare are certainly worth celebrating.

Ben Bailey, Director of Programme at The Mission to Seafarers, said:

"The impact of COVID-19 had a tremendous impact on seafarer happiness in the first two years of the pandemic and into early 2022. It is very pleasing to see those levels increase, as borne out by the fact that this quarter's survey marks the second quarter in a row that seafarer happiness has risen.

It is so important for the industry to hear directly from seafarers on key issues of a life at sea; this insight shapes organisations' understanding of which areas need more attention.

Optimism is slowly returning to life at sea, but we must remember that these gains can quickly be lost if we do not keep up the hard work. There are still vital issues that require immediate attention, and which must be overcome to ensure seafarers' basic needs are not neglected – from food provisions to decent Wi-Fi access and workload problems. As the data shows, by working together, we can improve seafarer welfare and the quality of their lives at sea."

Thom Herbert, Idwal Crew Welfare Advocate and Senior Marine Surveyor said:

"It's pleasing to see that the Q3 report shows another general rise in seafarer happiness. It's refreshing to see the shore leave score increase, albeit whilst still at a relatively low level. The increase seems to stem from a gradual returning, for some, to pre-Covid levels of shore leave, and appears to highlight all the benefits that getting off the ship, even for a few hours, can bring to someone whose place of work, rest and play is one and the same.

This also makes health and fitness onboard of paramount importance and it's still disconcerting to see that numbers were slightly down here for this quarter. The anecdotal references in the report show the disparity in the interpretation of the MLC guidelines on provision of sports and exercise equipment on board and this is also borne out in our own vessel inspections where we observe the types of fitness equipment available to crew, if at all. We fully support the call that the smallest investments can make a huge difference to people who spend all their time on a ship, and health and fitness of crew should be the central driver to providing such equipment on board."

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### **Crew Member Stabbed With A Knife, Another Jumped Overboard**

There was a fight between two crew members of ELANDRA CORALLO on 1 November in the Coral Sea. A seaman reportedly stabbed his opponent and, later on, jumped overboard. The tanker on which this incident happened turned back and looked for him. However, the search was not extensive as the stabbed victim also required urgent medical support.

On 2 November, a wounded seaman was transferred to the Kone, New Caledonia hospital. A helicopter helped carry this out. Meanwhile, the tanker continued on its voyage to New Zealand from Korea. The person who was lost overboard could not be found. SAR was coordinated by MRCC Noumea, with four merchant vessels also involved. However, the SAR was suspended on 1 November at night.

Latvia-based ISM manager firm has to say that the Ukraine-Russia war may cause such a tragic accident, although it is not yet confirmed. But again, these accidents are rare.

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### **Increase of theft against ships transiting Philip Channel in Singapore Strait**

There has been an increase in the number of incidents of theft, robbery and piracy against ships in the Philip Channel in the west of the Singapore Strait this year.

Singapore's Information Fusion Centre (IFC) said there had been eight incidents in the Philip Channel up to 26 October this year, compared to three in the whole of 2021. There has been a noted uptick in the number during October with three of the eight incidents taking place since 1 October.

Of the eight incidents, involving seven bulkers and one tanker, four were successful while the other four were unsuccessful.

"All the incidents occurred in hours of darkness, and there were no confrontation and injury reported in all of the incidents. In 50% of the incidents, some engine parts and equipment were reported stolen," IFC said.

IFC observed that based on past trends opportunistic boardings in the Philip Channel would continue in the months of November and December leading up to the festive season.

The incidents involved three to six perpetrators, who avoided confrontation fleeing on being sighted by the crew.

The same group of perpetrators may try and board more than one vessel in succession. "Vessels are encouraged to report any sightings to the local authorities timely, in order to avoid subsequent boarding attempts," IFC said.

The majority of armed robbery incidents in the Singapore Strait in recent years have taken place in the eastbound lane close to the Indonesian islands of Batam and Bintan. In the first half of 2022 ReCAAP ISC reported that 19 of 27 incidents in the busy shipping lane were in this area.

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### **Crew evacuated from burning boxship off Saudi**

Container ship TSS Pearl has been abandoned in the Red Sea Northwest of Jizan Port due to a fire. Saudi Arabia's Border Guards said it had rescued 25 sailors from the ship and evacuated them to the port of Jizan. The authorities said the crew were in good health and had been transferred to accommodation.

TSS Pearl is a 2008-built, 2,000 teu container vessel flying the Panama flag. It left Jeddah on October 4. The Border Guards said its vessel worked in co-operation with a foreign ship to rescue the crew 123 miles Northwest of Jizan port after receiving a mayday call.

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## **OneCare Solutions launches seafarer support platform**

Adding to a growing number of online support solutions for Seafarers is the launch of a wellbeing platform OneCare Solutions.

The digital platform aims to address the full spectrum of seafarer health and well-being with 24/7 direct access to medical expertise and mental health support. The 24/7 support helpline is manned by qualified physicians and clinical psychologists.

Marinos Kokkinis, OneCare Solutions Managing Director, said having access to a huge range of medical specialists is crucial in the effort to look after the health and welfare of crews. "Being away at sea should not be a reason that seafarers cannot access the same services and care they would seek ashore,". "OneCare Solutions brings together a wide network of specialists and experts and offers ship managers, operators, and owners the peace of mind that whatever health issue arises onboard, we have specialists who can deal with it immediately.

Seafarers will have access to holistic wellness programmes and public health specialists, as well as tailored mental health related training through an e-learning platform (OneLearn Global). Additional training support related to physical health issues is in progress and will further enhance the service offering.

OneCare Solutions provides in-depth medical expertise, and its health and well-being services can enhance medical access and minimise health risks, leading to proactive interventions and a decline in overall illness. This includes unnecessary shoreside referrals and spending. It also offers drug and alcohol testing as well as a medical inventory management solution giving vessels access to vital medical supplies and ensuring each vessel stays in compliance with its registered flag state requirements.

According to a recent International Maritime Health Association report, one in five ships is forced to divert course due to medical reasons, costing the industry over \$168m.

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## **New report marks progress regarding seafarers' rights and welfare**

The Sustainable Shipping Initiative published the "Delivering on Seafarers' Rights progress" report, reflecting on the twelve months since the launch of the [Code of Conduct](#) and self-assessment questionnaire in October 2021.

The report is intended to signpost progress within the industry in respecting seafarers' rights and welfare, and reflect on areas for further work and improvement.

Led by the Sustainable Shipping Initiative (SSI) and the Institute for Human Rights and Business (IHRB), the report brings together a range of stakeholders to reflect on the current situation for seafarers, look at trends in the data from the RightShip Crew Welfare Tool, and identify areas where further work is needed.

The Mission to Seafarers delivered food and water to those left with nothing, lobbied shipowners and flag states, and worked with partners to get crews remunerated and repatriated.

However, for all the industry focus on abandonments, crews continue to be exploited with unenforceable contracts, broken promises and false hope, all the while enduring mental torture at theirs and their family's situation.

However, it noted that a voluntary standardized tool like this is just a start. The Code of Conduct should be included in charter party agreements, charterers should refuse to work with shipowners who do not meet the standards of the Code of Conduct, while at the same time supporting shipowners in their improvement efforts.

According to the ITF, shipowners and operators should publish their performance on the self-assessment questionnaire, they should set public targets for improvement, and chart their progress. Stakeholder engagement with representative trade unions will be critical to achieve this goal as is ensuring collective bargaining coverage of vessels.

In addition to this, the Code of Conduct and self-assessment should undergo a periodic review to ensure that standards do not deteriorate and to maintain a high level of ambition.

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## V. CATERING & HOSPITALITY

### The wave of rising in-home chefs: Safe or Threat?

With a huge chunk of home chefs coming in the past two years, do hoteliers see a trend that there can be a wave of rising home chefs? We ask Chef Feroz Patel, Executive Chef, Courtyard by Marriott Pune Chakan if he considers this to be safe or a threat to the F&B of hotels.

With a passion for cooking, Chef Feroz Patel completed his Hotel Management & Catering Technology (HMCT) degree at Pune University. Chef Feroz has 15 years of expertise in the culinary field and is well-versed in all aspects of food and beverage operations. He specializes in Bakery, Continental and Fusion Foods. A seasoned and accomplished culinary professional, Chef Patel is passionate about curating an experience that nourishes the soul.

1. The pandemic has disrupted the whole hospitality industry and especially F&B industry, what are the key changes you see in the industry today viz-a-viz pre pandemic?

The hotel business is undergoing significant change in the post-pandemic era; in my opinion, the two most important developments are the expansion of the industry's digital infrastructure and the standards for hygiene. We see significantly altered consumer behavior after COVID-19. Customers would anticipate less in-person connection but the highest levels of hospitality and hygienic standards.

Another significant change would be the widespread adoption of digital and contactless services, which would ensure the hotel's readiness for the digitization of key operational procedures like check-in and check-out, self-service payment methods, mobile room keys, high-speed internet, and Wi-Fi connectivity. Digitalization offers the industry incremental economic development.

2. Is there a significant rise in home chefs? What is their differentiator?

During the lockdown months, there is a significant increase in the number of home chefs, who are generally people from the business and those who cook for passion and as a source of income.

The Home Chef company exploded during last year's shutdown, when home delivery services were severely hampered and the rules of the "infection game" were unclear. Starting in March 2020, the home delivery company really took off during the initial lockdown months, as individuals saw working from home as a vacation and ordered like anything else. According to the figures, customers were eating more meals out of necessity as well as a lack of choice and chance to go out.

3. Cloud Kitchens existed even before the pandemic. However, they have managed to be successful and create a make for themselves only post the pandemic. What do you think is the reason behind this? The concept is not new and has existed before the pandemic took mankind by surprise. Most FSAs have been running cloud kitchen for the past few years, and various startups also have been growing successfully on the same model.

Cloud kitchens have set their foot almost everywhere in the world providing solutions to restaurateurs to enhance operational efficiency, deliver stellar guest experience, and improve the bottom line of their business. The advantages that cloud kitchens provide are no doubt huge in number. They are the "tech startups" of the restaurant industry that operators can leverage for an easy entry into the market with maximum efficiency, flexibility, and better profit margins. Therefore, even after the pandemic is over, it is only fair to say that cloud kitchens are here to stay.

4. Do you see home chefs or cloud kitchens becoming a threat to the organized F&B industry or the seasoned players?

In the current environment we don't foresee any threats as such, but I'm certain that there will be some impact on the industry in the future. The epidemic has acted as a "catalyst" in the development story for the Indian food and beverage sector, which is seeing a profound transformation from dine-in to delivery operations.

As cloud kitchens expand, traditional restaurants will probably see a decline in their delivery revenue unless they optimize, i.e., elect to deliver and increase their delivery advertising. That might result in an increase in sales of up to 30% for some establishments.

5. Do you think customers are bothered about Food and Safety certifications while they order food these days?

The consumers worry about food safety may point to a discrepancy between perception and reality. Businesses that allow customers to digitally examine a product's features can reduce the trust gap. Consumers are even prepared to pay extra for trusted items since food safety is substantially more important to them than environmental concerns. If the producer or product is accredited to a food safety standard, or if the product's information has been validated. Customers gain faith in the products when they see these certificates before buying food online.

6. What is the primary channel of discovery of new restaurants, new brands for customers?

We anticipated that the primary route through which consumers would discover about new restaurants or businesses in this era of social media and digitalization would be the online platforms.

Having an online presence not only increases revenue but also gives businesses additional options to expand and attract more customers.

## VI. HEALTH ZONE

### Medical app launched to save seafarer lives

Gard and the Norwegian Centre for Maritime and Diving Medicine have launched a digital medical guide to improve medical treatment onboard and potentially save seafarers' lives.

The Mariners Medico Guide (MMG) is an app, designed and tailored for seafarers. Developed in collaboration with the Norwegian Centre for Maritime and Diving Medicine, it provides step-by-step guidance for treating crew onboard. The app can be used mid-ocean and in remote parts of a ship, even without a signal.

The strain and pressures experienced by seafarers have increased over the last few years. Gard alone saw the number of claims related to crew illness or death increasing by almost 75 per cent from 2018 to 2021.

In 2020, the year the Covid pandemic broke out, the number of cases classified as mental disorder claims increased by 34 per cent. Sadly, the number of deaths and suicides has also increased.

#### Symptom-based

As the Mariners Medico Guide is digital, it can be quickly and easily updated. Moreover, it covers both physical and mental health issues, using a symptom-based approach.

Designed and written by doctors specialised in maritime medicine, guidance is set out in simple steps and language, for users with limited medical experience and reduced accessibility to medications and medical equipment.

The MMG is Flag State approved by the Norwegian Maritime Authority as its national equivalent to the 2007 WHO International Medical Guide for Ships.

The Mariners Medico Guide is available free of charge on both desktop and mobile (Apple App Store and Google Play).

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### How do you realize that you are mentally exhausted?

Emotional exhaustion is a state of feeling emotionally worn-out and drained due to stress from your personal or work lives, or a combination. In fact, emotional exhaustion is considered as one of the signs of burnout, while people experiencing emotional exhaustion often feel like they have no power or control over what happens in life.

#### What is emotional exhaustion?

Emotional exhaustion is kind of like physical tiredness, except it is the mind instead of the muscles that suffers. It tends to show up when we focus on a mentally tough task for a while.

During this time, we might also feel this kind of brain drain if we are always on alert or stressed out. Our job, caring for children or aging parents, and other things can lead to mental exhaustion.

Under this aspect, lack of energy, poor sleep, and decreased motivation can make it difficult to address emotional exhaustion. Over time, this state can cause permanent damage to anyone's health.

#### Emotional exhaustion signs

**Emotional signs:** One major sign of mental exhaustion is feeling far less alert than usual and find it challenging to focus, even when it comes to everyday or routine tasks. Other common signs include:

- Feelings of depression, including a persistent sad, low, or hopeless mood
  - Lingering feelings of anxiety
  - Difficulty caring about anything
  - A sense of detachment, cynicism, or pessimism
  - Anger or irritability
  - Difficulty processing and managing emotions
  - A sense of dread
  - A decline in motivation or productivity
  - Feeling lethargic or slowed down in movements or responses
  - Difficulty concentrating, remembering information, putting thoughts together, or completing work correctly

**Physical signs:** Mental exhaustion can extend to our physical health too, contributing to symptoms that do not have a clear cause. We might notice:

- Head and body aches
- Upset stomach
- Sleep issues, including chronic fatigue, drowsiness, and insomnia

- changes in appetite and weight
- frequent illnesses, such as colds and flu
- A general sense of unwellness

**Behavioral signs:** Mental exhaustion can begin to affect your everyday activities and behavior. We might:

- Find yourself constantly putting off tasks at school, work, or around the house
- Notice a decline in your performance at work or school
- Drink alcohol or use other substances to help manage symptoms
- Start to avoid people you'd usually enjoy spending time with
- Feel irritable or distracted around others and have trouble paying attention during interactions
- Have trouble managing responsibilities or keeping personal or work commitments
- Find yourself calling out of work or school more often

### **Mental vs. emotional exhaustion**

Generally speaking, "mental" tends to refer to cognitive skills, like thinking, memory, decision-making, and problem-solving. "Emotional," on the other hand, has to do with feelings, including your ability to identify, process, and express them.

Someone might notice emotional exhaustion when navigating difficult, painful, or unwanted feelings, such as:

- Grief
- Sadness
- Anger
- Loneliness
- Anxiety

Both mental and emotional exhaustion can leave us feeling detached, unmotivated, apathetic, and trapped. The challenges we are facing might seem impossible to overcome, and we might feel too drained to keep trying.

If burnout comes to mind, we are on the right track, as burnout can come from emotional and mental fatigue.

### **Addressing mental exhaustion**

There are a number of things we can do to help ease mental exhaustion. Making some lifestyle changes can help us address it at the source, while coping strategies can help take steps to feel more rested and renewed when facing challenges that cause significant life stress.

**Remove the stressor:** It is not always possible to eliminate the triggers of stress and fatigue, but this typically does offer one of the best ways to relieve stress. Feeling overwhelmed at work? Having difficulty keeping up with household responsibilities or caregiving? If we find the stressor the eliminating it becomes much easier.

**Exercise:** Regular physical activity can have a positive impact on your mood, energy levels, and brain function, not to mention overall physical well-being. It is not necessary to engage in a complex or high intensity activity to reap the benefits, either. If you are able to, moderate exercise, like a brisk half-hour walk, can still make a difference in the mood and help feel calmer and more relaxed.

**Get professional support:** As said above, mental exhaustion can have serious consequences for the physical and emotional health. Ongoing fatigue can slow our reaction time and contribute to dangerous errors at high risk jobs, such as [seafaring](#).

As a matter of fact, a recent [MARTHA Fatigue Report](#) revealed that fatigue has safety and long-term physical and mental health implications and long tours of duty (over 6 months) may lead to increased sleepiness, loss of sleep quality, reduced motivation which could contribute to 'near-misses' and accidents onboard.

If you have noticed any of the signs and symptoms, consider connecting with a therapist. Mental health professionals can offer support with:

- Identifying causes and triggers
- Exploring treatment options
- Learning helpful ways to cope with stress and demanding responsibilities

A doctor or other healthcare professional might also be able to offer support, especially if there is physical fatigue and other health symptoms.

**Take a break:** Without a doubt, today's world requires everyone to live in an extremely fast paced world. To make matters worse, when we need that we have to break, we feel guilty not to leave all of our responsibilities on hold for a few days.

However, time to rest and recharge can go a long way toward easing feelings of mental exhaustion.

## VII. ARTICLE INDEXING

### **Women Seafarers experience onboard gender-based discrimination, harassment and bullying – A shocking Maritime Report Reveals**

An in-depth survey in the maritime industry revealed shocking figures in gender-based discrimination against women, on board harassment, and bullying. WISTA International, Anglo Eastern, International Seafarers Welfare and Assistance Network (ISWAN), and International Chamber of Shipping (ICS) conducted a public online survey (timeframe to be added) designed to examine how female seafarers perceived “discrimination” and how it manifested on board based on their personal experiences. The complete findings from the survey and recommendations are published in The Diversity Handbook, being launched at the WISTA International conference in Geneva, Switzerland, on 26 October 2022.

- 1128 women seafarers from 78 countries
- 60% of women reported encountering gender-based discrimination on board
- 66% of the respondents concur that their male employees had turned to harassing and intimidating female co-workers
- 25% reported that in the shipping sector, physical and sexual harassment is common, occurring on board and involving intrusions on their privacy

The first handbook on gender diversity’s launch in January 2018 received an impressive response to its survey. The recent one, also initiated by Sanjam Sahi Gupta, Founder of WISTA India and a WISTA International Executive Committee member from 2014-2021 – was completed by 1128 women from 78 countries. The Philippines (399) had the largest proportion, followed by the United States (98), the United Kingdom (57), South Africa (51), Brazil (47), India (41), Peru (36), Columbia (35) and Indonesia (35). The majority of respondents, approximately 90%, work on cruise ships, with the remainder employed on cargo ships, gas and oil tankers, container ships (>8000 TEU), general cargo/geared vessels, chemical tankers, bulk carriers, and tugs.

The survey also made it possible to collect data on company harassment and bullying policies, company, and industry hotlines, and the effect of the pandemic on women’s experiences at sea and provided insights into how businesses may operate in the sector to promote gender diversity and dispel prejudice.

#### **Presence of Discrimination On-board**

The majority of respondents 60% reported encountering gender-based discrimination on board, while just 40% of respondents said there was no such discrimination.

34% of the respondents acknowledged feeling alienated or neglected due to their gender, while 29% of the respondents had encountered harassment and bullying on board. A resounding 66% of the women seafarers concur that their male employees had turned to harassing and intimidating female co-workers.

#### **Offensive Approaches via several media**

13% of the surveyed seafarers have mentioned that they have been offensively approached via different media, while a majority 70% of these women seafarers claim that it was their male colleagues who perpetrated such offensive harassment on board.

#### **On-board harassment with personal questions and other ways of intruding on privacy**

25% of the respondents admitted to having encountered on board harassment, including being approached with personal questions, overly familiar remarks or being invited to meet in the cabin on a private basis. This indicates a widespread issue with on board harassment when the victim is subjected to numerous threats. The statistics show that the vast majority of those engaging in such crimes are male seafarers (88%), while other instances (11%) involve both men and women co-workers, and only about 1% involve women.

#### **Uncomfortable Persuasion, Indecent Remarks, and Body Shaming**

In the shipping sector, physical and sexual harassment is common. According to 25% of respondents, it occurred on board and involved intrusions on their privacy, such as uncomfortable persuasion, inappropriate remarks, and body shaming. Once more, an overwhelming 90% of those involved were male co-workers, while 8% were male and female and only 2% were female seafarers.

#### **Harassment and Bullying Policy**

97% of respondents agreed that the company had a harassment and bullying policy, though nearly 60% of the respondents acknowledged having experienced harassment. Therefore, organizations must ensure that their Company Harassment Policies are extensively publicized to increase their visibility, level of awareness, and stringent on-the-ground enforcement.

80% of the female seafarers reported that their immediate superiors had spoken with them about the company's anti-harassment policy. Again, it is important to note that 60% of these acknowledged experiencing harassment while on board and admitted that they were unsure of what to do in such circumstances.

### **Incidence of Reporting Discriminatory Behaviour**

Although 73% of the respondents felt comfortable escalating their concerns to their senior officers, only 13% reported such incidents to their superiors, while only 7% were satisfied with the outcomes. 59% of all the respondents have faced gender-based discrimination, while 66% felt ignored.

Regarding helplines, only 13% of respondents reported the harassment they had experienced. The efficiency of these helplines, their availability at all times, and how the concerns of the seafarers are addressed at the source must all be seriously addressed.

Regarding the opportunities for training, although 82% of women seafarers agreed that they had received instruction on adapting to the ship's environment, this percentage has to be far higher, given how vital adaptability to the ship's environment is.

Sanjam Sahi Gupta, Founder of WISTA India and co-chair of the WISTA International Diversity Committee, declares:

"There is an urgent need to create a more diverse, inclusive, and equitable maritime community, with women seafarers deserving a respectful and safe working environment. The recent report revealed unacceptable figures with women facing gender discrimination, harassment, and bullying on the sea. The shipping sector is at risk due to a lack of new talent. Over the next decade, there will likely be an even greater need for qualified seafarers. One of the best and most effective strategies to stop the growing disparity is adopting gender-inclusive policies within a safe work culture".

Despina Panayiotou Theodosiou, President of WISTA International, states: WISTA International, through its diversity committee, is working hard to highlight the need for the maritime sector to move from equality to equity. This is an essential distinction because equity ensures everyone has a fair opportunity to make the most of their lives and talents according to their circumstances. This should apply the same at sea as on land. These figures should be a wake-up call to the maritime sector and we will continue at every opportunity to raise the issues and bring about change."

Ongoing campaigns from organizations, including IMO, ITF, and ICS, could make a real difference in attempting to improve through in-depth research into the issue and by consistently engaging with employers and reputable maritime universities. The campaigns should promote the recruitment of more women seafarers while ensuring that women who are accepted on board will have conducive, safe, and inclusive working environments.

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### **Russian Ship's Crew Members Detained in Egypt**

The Egyptian security forces based in Alexandria reportedly arrested five Russians, members of a ship crew transporting medicines, including the captain, a chief aide, and three others, RT informed on Monday. The Russian Embassy in Cairo mentioned that it's dealing closely with the arrest of Russia's citizens in the port of Alexandria.

Reports highlight that Comoros flagged cargo vessel named "Soya" was docking with five citizens from Russia on board, including the ship's captain and the chief aide.

Per preliminary data, drugs that contained narcotic substances were on the cargo vessel and were seized immediately on 4 November. Russia's embassy explained that on receiving information regarding the arrest of Russia's citizens, relevant Egyptian authorities were immediately asked for permission to organise a consular visit.

This will permit continuous embassy contact with the detainees' relatives.

Per local authorities, the health of the crew members is not concerning.

Olga, the ship captain's wife, reported that the fraudster pretended to be a lawyer and demanded \$1,500 for offering his service to her husband.

There was a report on the progress of the inspection and to permit the captain's wife to speak to him when there's a chance.

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## VIII. NEW PUBLICATION

### FUTURE EDITION

Price	Code	Title	Planned Delivery
£80	IK260E	IMSBC Code and Supplement, 2022 Edition	November 2022
£175	KN200E	IMDG Code, 2022 Edition (digital)	November 2022
£85	KL210E	IMDG Code Supplement, 2022 Edition (digital)	December 2022
£175	S200E	IMDG Code on the Web	December 2022
£175	IN200E	IMDG Code, 2022 Edition	January 2023
£85	IL210E	IMDG Code Supplement, 2022 Edition	January 2023
£20	IJ223E	IMDG Code Labels, Marks and Signs	January 2023

### JUST PUBLISHED

1. MARPOL on the Web **S520E** £110 28 October 2022
2. MARPOL Consolidated Edition, 2022 **F520E** £110 3 October 2022
3. IMSBC Code and Supplement, 2022 Edition **KK260E** £80 Sept. 2022
4. MARPOL Consolidated Edition, 2022 (digital) **KF520E** £110 17 August 2022
5. Nautical Almanac 2022
6. Passage Planning Guide
7. Maritime Security - A Comprehensive Guide for Shipowners, Seafarers and Administrations
8. Ballast Water Management, 13th Edition - Understanding the regulations, treatment technologies and practical information
9. ECDIS Procedures Guide, 2022-2023 Edition - Volume 1 & Type Specific Information, Volume 2
10. Liquefied Gas Handling Principles on Ships and in Terminals (LGHP4)

### ***QUOTES ....***

Life at the sea is not a job for the weak of mind.  
Life at the sea teaches you the harsh realities of life.  
Real time challenges, long tiring working hours it teaches you to adjust yourself to the hectic schedule.  
The life can be hard and sometimes it can be lonely.  
Life on land is easier than life on sea.  
Long periods away from the touch of a loved one.  
The voice of one's near and dear ones, the late night barrage of texts and phone calls with a partner.  
And apart all this the love for their job makes them all truly happy on board ships.  
Finding joy in the small and unique pleasures is what keeps each one of them strong, miles away from home.

**Copies of the Bulletin have been distributed to the following Offices / Departments**

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Any suggestions for improvement in quality of this Bulletin will be highly appreciated.

Editor

Mr. Ram Chandra Pollai, Librarian