



Crew Annual REPORT

2024-25

Disclaimer

All data and inputs in this publication has been validated and all attempts have been made to represent factually correct information. However, in the event of any error/ inconsistency, concerned quarter may kindly communicate the specific aspects to email: crews-dgs@nic.in for verification and clarification.

Crew Annual **REPORT**

2024-2025



Directorate General of Shipping
Ministry of Ports, shipping and waterways
Government of India

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MESSAGE FROM THE DIRECTOR GENERAL

India being foremost a Seafaring nation, the nation's seafarers as key worker are its core strength and the human element in maritime is paramount. The objective of surpassing 20 % contribution to the global seafaring pool from the present approximately 12 % is built on the four pillars of enhancement of quality of maritime training, improved on-board training opportunities and placements, promotion of careers at sea, sea farers welfare and attractive alternative career opportunities and a robust grievance redressal system.

The emphasis is on watchkeeping, wellness and welfare and Indian maritime is engaging with all the 22 areas of engagement envisaged in the comprehensive revision of the STCW (Standards of Training, Certification, and Watchkeeping for Seafarers- an international convention established by the International Maritime Organization (IMO) to set minimum standards for training, certification, and watchkeeping for seafarers worldwide). Initiatives like "Sagar Mey Yog" addresses the 10 (ten) components of wellbeing for seafarers at all times, whether on board or on shore while "Sagar Mey Samman" as a gender inclusion drive has transformed into a measurable rise of 739% in women seafarer registration from 1,669 in 2015 to 14,255 in 2024.

Ensuring an authentic job portal and transparent and accountable Recruitment and placement with proper Seafarer employment agreements and compliances to the Maritime Labour convention (MLC, 2006), to address the rights of seafarers to decent conditions of work in every aspect of their working and living conditions,



**Shri Shyam
Jagannathan, IAS**
Director General of Shipping

including minimum age, employment agreements, hours of work and rest, payment of wages, paid annual leave, repatriation, on board medical care, the use of recruitment and placement services, accommodation, food and catering, health and safety protection and accident prevention, and complaint procedures for seafarers.

The strategies engaged with to ensure full spectrum protection of seafarer's rights which may be based on the action strategies listed herein under for Seafarer welfare and protection of rights of seafarers.





MESSAGE FROM THE DIRECTOR GENERAL

Action Strategy 1: To address Abandoned seafarer's with regular review and coordination with MEA and the MoPSW to ensure that Indian seafarer's stranded abroad for a multitude of reasons like ship owner deserting the vessel, expiry of insurance cover, non payment of wages, arrest/ detention of vessel etc are duly addressed. Further in the spirit of a seafarer being only recognised as a seafarer (irrespective of nationality), the same diligence for scrutiny and resolution of seafarers of other nationalities marooned in the territorial jurisdiction in India is to be ensured.

Action Strategy 2: Sea farer's rights and the model code of conduct for seafarer's to be planned with extensive social media engagement on the internet from March 2025 with official social media handles and a 24 X 7 Grievance redressal mechanism to be operational from March 2025 onwards. A specific module on Seafarer's rights shall be included as formal curriculum for all MTIs, and all RPSLs shall be directed to communicate the booklet and intimation of helpline prior to signing on board for a contract and all MTIs and legitimate seafarer's unions to ensure a resilient and well informed seafarer protected with multiple layers of cover for his or her welfare and wellbeing.

Action Strategy 3: RPSL compliance drive and steps to incorporate new RPSL module and on existing technology stack the introduction of SMS Alerts for sign on and acceptance by Seafarers to obviate malpractices on sign on. The relevant circulars and guidelines to be reiterated and advisory issued to seafarer's for RPSLs and for their roles and responsibilities also to be mentioned.

Action Strategy 4: Seafarer Welfare infrastructure DGS Circular 8 of 2024 constituted a Seafarer Welfare Board Audit team as a continued engagement for creation of seafarer welfare infrastructure at ports where a continuous effort is being made to ensure streamlined shore leave processes and through the Seafarer's Welfare Fund Society in an incremental process bound manner the creation of seafarer welfare infrastructure is being planned and projects intended to be rolled out in the entire nation.

Action Strategy 5: Sagar Mey Yog - wellness at Sea- a distillate of the 10 (ten) components of Wellbeing, officially launched as 10 structured modules for institutionalisation of formal training in all Maritime Training Institutes (pre sea and post sea) has been launched by the Hon'ble Union Cabinet Minister Shri Sarbananda Sonowal on the International Yoga Day on the 21st of June 2025 in a momentous ceremony held at the Gateway of India historic backdrop setting the tone for commencing a wellness journey for each and every Indian seafarer.

Action Strategy 6: Sagar Mey Samman – 'Honour at Sea' initiative in details for gender parity and empowerment in Maritime domain is the Maritime administration's salute to women taking up seafaring careers and professional engagements in the maritime domain, powering India's maritime growth alongside their male counterparts. A five year cogent resource backed action plan to exponentially add momentum to the phenomenal growth of over 700% in the number of women taking up careers in maritime is to be institutionalized as a key engagement agenda.





MESSAGE FROM THE DIRECTOR GENERAL

Action Strategy 7: Revamped MTI module and aspects related to seafarer training and certification being engaged with separately in a dedicated manner by the Deputy Director General, Training Division as the Training branch strategy of engagement including cutting edge learning management systems and quality skilling, training and certification with an end to end digitalization of the assessment and certification of seafarers for their competencies.

Action Strategy 8: Safety at Sea- Suraksha Sarva Pratham initiative from Nautical wing of the Directorate General of Shipping with the effective Casualty analysis and learning and the emphasis on the safety to reduce casualty levels for Indian Seafarers engagement is to be continually engaged with. The year 2025 is targeted with an engaging Indian Global safety portal with the singular focus on 'Safety first- Always'.

Action Strategy 9: Crisis Management Group constituted and the achievements in terms of quick settlement of claims, repatriation and other coordination with over 85 weekly reviews and the Grievance Redressal mechanism monitoring and coordination with over 75 weekly coordination meetings to be reflected and the extent of grievance redressal done to be indicated. The efforts are to ensure a 24 X 7 handy, reliable and dependable grievance redressal platform to the seafarer always. Future action plan includes an integrated technology leveraged cutting edge facility for the grievance redressal help line.


Action Strategy 10: Aspects related to Shore leave:- follow up with MHA and with port authorities and FRRO and State Governments for sensitisation and ensuring streamlined processes. As a first an experimental effort for a seafarer's dedicated sign on counter at the Mumbai airport for assistance in documentation and immigration check is being taken up.

Action Strategy 11: Enterprise Resource Planning for Seafarer's Welfare Fund Society to transform the Society into an effective organization with new welfare schemes and active participation in creation of seafarer welfare infrastructure and further, effective annual organisation of a crew connect - Milan portal on lines of what other major seafaring nations are doing and bettering the same.

Action Strategy 12: Seafarer's Provident Fund Organization - complete implementation of the Enterprise Resource Planning to enable ready status of the Provident fund position for seafarers and expeditious settlement of claims thereof is a foremost deliverable.

Action Strategy 13: Engagement with Protector General of Emigrants and integration with E-Migration of MEA and desertion cases being followed up and other specific aspects of concern by immigration authorities being followed up for caution and check on any illegal immigration practices.





MESSAGE FROM THE DIRECTOR GENERAL

Action Strategy 14: Constitution of MLC Compliance Board and its follow up with the discussions and transparent appraisal of all crew engagement activities thereby security participation with eminent stakeholders and ensuring all voices are heard and considered and there is oversight for all steps taken under statutory authority.

Action Strategy 15: Constitution of the Advisory board and the steps taken to ensure effective incorporation of effective suggestions and course correction on the strategies with an industry connect and with seafarer representatives.

Action Strategy 16: Interaction with Seafarer representative associations and unions and regular feedback on compliances and resolution of issues raised thereof.

Action Strategy 17: initiation of authentic job portal and ready assistance for seafarer issues for employment and aspects thereof to obviate.

While it is an onerous task the Directorate General of Shipping is committed to continue its dedicated service of 75 years for the seafarers and I am emboldened to my colleague officers who have proven to be an excellent repertoire of phenomenally committed and talented professional, many being domain experts with immersion in the seafaring traditions of yore. I appeal for their best in terms of commitment and application in their respective statutory and professional capacities to translate the vision as envisioned herein.

I am sincerely grateful to the Ministry of Ports, Shipping and Waterways, Government of India for having being a guiding light and supporting multiple engagements of the Directorate General of Shipping as a subordinate office, with unwavering and continuous support at national and international forum with the singular principle of keeping seafarer's welfare paramount.

Just as nothing is perfect except nature and the supernatural, there may be shortcomings and performance which are suboptimal and there shall always be room for improvement, I appeal to all the stakeholders to handhold and guide, support and deliberate, inform and also check, as we together traverse this journey to work towards a Seafaring utopia where there are zero accidents and all is well with the seafarer physically, socially and mentally.

JAI HIND





MESSAGE FROM THE ADDITIONAL DIRECTOR GENERAL



Seafarer welfare is the foundation of a safe and strong maritime workforce.



**Shri Sushil Mansing
Khopde, IPS**
Additional Director General of
Shipping

The Crew Branch of the Directorate General of Shipping plays a central role in achieving these goals by managing the entire lifecycle of seafarers. The Maritime India Vision 2030 sets a clear direction for the growth of India's maritime sector, with a strong emphasis on improving the welfare, training, and global standing of Indian seafarers.

This Crew Annual Report captures the key efforts made throughout the year to support and strengthen the seafarer community. It highlights work done in regulating recruitment practices, digital transformations, strengthening grievance redressal mechanisms, and promoting wellness programmes. It documents the launch and progress of initiatives like Sagar Mein Samman, which promotes gender inclusivity, and Sagar Mein Yog, which supports mental and physical well-being through structured wellness modules.

These efforts are aimed at creating a safe, inclusive, and supportive environment for Indian seafarers, in line with national priorities and international standards.

I commend the officers and staff of the Crew Branch for their dedication and professionalism in compiling this report. Their work has resulted in a valuable resource that not only records our progress but also helps guide future improvements in service delivery and policy implementation.





MESSAGE FROM THE DEPUTY DIRECTOR GENERAL



"The ocean stirs the heart, inspires the imagination, and brings eternal joy to the soul."

— Wyland

Behind every voyage, beyond every horizon, and beneath every tide lies the unwavering spirit of the Indian seafarer. The Directorate General of Shipping, through its Crew Branch, stands firm in its mission to protect, empower, and uplift those who embrace this noble profession. This Annual Report is more than a record of achievements; it is a tribute to the men and women who carry the aspirations of a nation across the seas.

In a profession marked by long absences, unpredictable risks, and demanding conditions, financial security and social dignity are lifelines. Every policy we frame, certificate we issue, and grievance we resolve is anchored in empathy, integrity, and responsibility. The Seamen's Provident Fund Organisation (SPFO) ensures financial stability through old-age protection and timely access to funds, while the Seafarers' Welfare Fund Society (SWFS) supports maternity needs, education, and emergency aid. Together, they recognise that maritime welfare must span both economic security and emotional care.

Onshore, welfare is being reimagined. Upgraded Seafarer Welfare Clubs at JNPA, Kochi, and Kolkata and envisioned hubs offering mental health support, rest spaces, legal aid, and digital connectivity are transforming ports into sanctuaries of respect and safety. These are not mere facilities; they are commitments to honouring sacrifices.



Capt. Nitin Mukesh
Senior Deputy Director General of
Shipping
Extra Master, MSC (WMU)

The progress is clear: a 395% rise in Indian seafarers since 2010, a 270% surge in women joining maritime roles since 2020, and balanced growth across ranks. Yet, success lies in the peace of mind of a retired seafarer, the strength of a widow receiving aid, the dreams of a student on a scholarship, and the quiet pride of a family welcoming home a loved one.

As India sails toward becoming a global maritime hub, the Directorate remains committed to innovation, inclusion, and human-first governance because the ocean may carry our ships, but our seafarers carry the nation forward.





MESSAGE FROM THE DEPUTY DIRECTOR GENERAL



Each soul is precious at sea and every call for help must be heard and answered.

As being in-charge of the Crew branch as Dy Director General for past few years, I have had the immense honor of serving India's seafaring community. For me, this role was not just an assignment, it was a calling. The ocean is unpredictable, but what should never be uncertain is our commitment to those who sail it.

At the heart of our Crew Branch lies the belief that every seafarer's voice matters. Just as a call center treats every call as a business opportunity, we treat every seafarer grievance as a mission. Whether it is repatriation, harassment, medical emergencies, fanatic calls from airport immigration counters or abandonment, no issue is too small because no life is dispensable. In my tenure, we institutionalized robust support systems that are responsive, inclusive and forward-looking.

The launch of Sagar Mein Samman, a first-of-its-kind gender inclusion program backed by a 60-member women task force, and Sagar Mein Yog, a pioneering mental wellness initiative, represent our renewed focus on holistic welfare. These initiatives reflect our unwavering commitment to both compassion and action.



Capt. (Dr.) Daniel Joseph
Deputy Director General of Shipping
Extra Master, MSC in Maritime Law and
Policy (WMU)

This report is a testament to the collective patience, coordination, and dedication of the Crew Branch, qualities I hold dear. Helping seafarers is my passion, and it gives me pride to pass on this legacy of empathy, diligence, and reform to the next generation of officers.

The journey continues, but the mission remains the same, to protect those who protect our seas.





MESSAGE FROM THE DEPUTY DIRECTOR GENERAL



Having sailed those very waters, I understand what it means to be at sea. My vision is to be a guide, a guardian, and a voice for every Indian seafarer, to ensure no one is left unheard, unprotected, or behind.

As someone who has spent over 15 years at sea, I do not just work for seafarers, I have lived their life. Every challenge faced by a seafarer is one I deeply understand. That is why, in my role today, I consider it both a duty and a privilege to be their strongest voice within the system.

Having served onboard various merchant vessels, I know that the call for help from an abandoned or distressed seafarer is not just a complaint, it's a lifeline. My mission has been clear: to ensure that no Indian seafarer is ever left behind. Repatriating stranded crew, holding defaulters accountable, and ensuring quick resolution through robust institutional mechanisms is not just policy, it is a personal commitment.

I believe that if India is to become a global seafaring powerhouse, we must institutionalize reforms that give our seafarers the respect, protection, and recognition they truly deserve. That means ensuring recruitment agencies are compliant, transparent, and accountable. It also means bridging the long-standing disconnect between seafarers and institutions, building trust by acting as a guardian, not just a regulator.



Capt. P C Meena

**Deputy Director General of Shipping
Extra Master, MSC in Maritime Law and
Policy (WMU)**

During my tenure as the Deputy Director General (Crew), I aim to build a responsive and empathetic ecosystem that prioritizes the safety, dignity, and welfare of every Indian seafarer. My vision is to place the seafarer at the heart of every reform, ensuring that every voice is heard, every grievance is addressed, and every effort contributes to making India the most trusted and respected seafarer nation in the world.

This Annual Report reflects the steps we have taken together as the Crew Branch, and the roadmap for reforms that lie ahead. It is my hope that through empathy, accountability, and strong governance, India will emerge not only as the largest supplier of seafarers but also the most respected.





MESSAGE FROM THE ASSISTANT DIRECTOR GENERAL



In every voyage sailed and every challenge overcome, lies the strength of India's seafarers. As we chart the course ahead, our compass remains set on dignity, safety, and global excellence.

It gives me immense pleasure to present the Annual Report of the Crew Branch of the Directorate General of Shipping for the year 2024-2025. This report encapsulates our collective efforts, achievements, and the challenges we have navigated in our mission to uphold the highest standards in maritime manpower management in line with the vision of Honourable Prime Minister of India, Shri Narendra Modi and guided by Honourable Union Minister of MoPSW Shri Sarbananda Sonowal.

It is the impeccable leadership of respected Shri Shyam Jagannathan The Director General of Shipping that the Crew Branch continues to play a pivotal role in ensuring the welfare, certification, and continuous development of Indian seafarers. Over the past year, we have made significant strides in streamlining processes, enhancing digital infrastructure, and fostering international cooperation to align with global maritime standards.

Our commitment to transparency, efficiency, and seafarer welfare remains unwavering. Initiatives such as regular Crisis and Grievance meetings and reports aimed at improving crew documentation and grievance redressal mechanisms, have yielded encouraging results.



Major Anutosh Singh
Assistant Director General of Shipping

We are also proud of our efforts in promoting gender diversity and inclusivity within the maritime workforce.

I extend my sincere gratitude to all stakeholders, maritime training institutes, shipping companies, unions, and especially our seafarers for their continued support and collaboration. Together, we are shaping a resilient and future-ready maritime sector.

Let us continue to work with dedication and integrity to uphold India's reputation as a leading provider of skilled maritime professionals during the Amrit Kaal and ahead in future.

I am sanguine that Indian Seafarers may lead the global maritime fraternity as a key human resource to global safe and secure sea.





EXECUTIVE SUMMARY

India's maritime strength rests firmly on the shoulders of its seafarers. As we navigate the transformative decade of Amrit Kaal, the Crew Branch of the Directorate General of Shipping (DGS) continues its mission to build an ecosystem that supports, protects, and empowers every Indian seafarer—from cadets and ratings to officers and veterans.

The 2024–2025 Annual Report encapsulates our strategic journey through welfare enhancement, regulatory enforcement, digital transformation, and international alignment. Anchored in the vision of the Honourable Prime Minister and guided by the Ministry of Ports, Shipping and Waterways, this year's efforts reflect a singular goal: to make India the most trusted and respected seafarer-supplying nation in the world.

Among our key achievements are the launch of seafarer-centric initiatives such as Sagar Mein Samman for gender inclusivity and Sagar Mein Yog for mental wellbeing, the rollout of a 24x7 grievance redressal framework, and the development of seafarer welfare clubs across major ports, including the successful inauguration of the JNPA Seafarers Club. The year also witnessed significant strides in ERP implementation for SPFO and SWFS, aiming to bring transparency, efficiency, and accessibility to seafarer benefits and pensions.

We continued to respond decisively to crises such as seafarer abandonment, onboard deaths, and fraudulent recruitment. Through training, stakeholder coordination, and strong policy direction, we ensured that each call for help was not just answered—but acted upon.

As we look ahead, the Crew Branch remains committed to institutional reform, global benchmarking, and making the merchant navy a career of dignity, trust, and ambition. This report is both a testament to our accomplishments and a call to action—for all stakeholders to work together in steering India toward maritime excellence.



OVERVIEW

About Directorate General Of Shipping

In a country as vast and diverse as India, the movement of goods and people relies heavily on three major modes of transport—roadways, railways, and waterways. Among these, maritime transport quietly plays one of the most vital roles, often invisible to the public eye, yet indispensable to the economy. In fact, over 95% of India's external trade by volume and approximately 70% by value is carried by sea, making maritime infrastructure the backbone of international commerce.

Guiding and regulating this vast seascape is the Directorate General of Shipping (DGS), the apex maritime authority of the country functioning under the Ministry of Ports, Shipping and Waterways (MoPSW). Headquartered in Mumbai, DGS serves as India's lighthouse for maritime governance—setting standards, ensuring safety, protecting the environment, nurturing talent, and defending the rights of seafarers who form the beating heart of this industry.

The functioning of DGS is structured into multiple key wings, each with a distinct area of responsibility. The Nautical Wing ensures safety of navigation, oversees vessel traffic management, and contributes to coastal security. The Engineering Wing monitors technical health and functionality of ships, covering machinery inspections, system audits, and compliance with international safety codes. The Naval Architecture Wing looks at the structural integrity and design standards of ships, ensuring seaworthiness and innovation in vessel construction. Finally, the Administrative Wing acts as the central nervous system—coordinating between ministries, training bodies, and field offices while shaping policies that touch every facet of maritime operations.

Within this administrative structure lies the Crew Branch, one of the most human-centric arms of DGS. This branch is responsible for the management, welfare, and regulatory support of over five lakh Indian seafarers who sail under the Indian and foreign flags across oceans. Whether it is issuing key documentation, resolving grievances, regulating recruitment, or responding to crises at sea—the Crew Branch ensures that the people behind India's maritime strength are always protected and empowered.

True to its vision of being a globally recognized, responsible, and progressive maritime administration, DGS operates not only as a regulator but also as a catalyst for change. Its mission spans a wide arc—from ensuring safety and environmental stewardship to building a modern fleet and nurturing globally competitive maritime professionals. In doing so, it continues to align itself with national goals such as the Maritime India Vision (MIV) 2030 and Amrit Kaal Vision 2047.

Role of Crew Branch

If the Directorate General of Shipping (DGS) is the nerve centre of India's maritime administration, then the Crew Branch is its beating heart. Functioning under the Administrative Wing of DGS, the Crew Branch is wholly dedicated to one of the most critical elements of maritime operations—India's seafarers.

India has earned global recognition as a hub for high-quality maritime talent. Indian officers and ratings crew thousands of ships worldwide, navigating oceans under Indian and foreign flags alike. Supporting this vast and complex network of maritime professionals is the Crew Branch, which ensures that every Indian seafarer progresses through a structured, safe, and globally compliant system.

Vision

To ensure that every Indian seafarer is globally respected, professionally empowered, and personally safeguarded through a transparent, efficient, and humane regulatory ecosystem.

Mission

To protect the welfare, rights, and career growth of Indian seafarers through strong regulatory oversight, international compliance, and responsive support systems.

At its foundation, the Crew Branch oversees:

- **Certification and Licensing:** Administering Certificates of Competency (CoC) and Proficiency (CoP) for Indian seafarers, ensuring their compliance with STCW and MLC standards.
- **Seafarer Registration and Tracking:** Managing the Indian National Database of Seafarers (INDOS) and issuing Continuous Discharge Certificates (CDCs).
- **Grievance Redressal and Crisis Response:** Responding to distress calls, wage complaints, abandonment, and other emergencies with speed, legal backing, and human sensitivity.
- **Regulation of Recruitment:** Enforcing standards for RPSL agencies to ensure ethical recruitment, fair treatment, and contractual compliance for all Indian seafarers.
- **Oversight of Training Ecosystem:** Accrediting and supervising Maritime Training Institutes (MTIs), ensuring consistency and quality in maritime education.
- **Digital Transformation:** Bringing seafarer services onto integrated online platforms like e-Governance modules and mobile grievance portals to increase access and transparency.
- **Compliance with International Conventions:** Aligning national processes with global standards under IMO and ILO conventions—especially SOLAS, MARPOL, STCW and MLC.

But the Branch's work goes beyond administration—it is a lifeline. Every time a stranded crew member is brought home, a fraudulent recruiter is blacklisted, or a young cadet receives their first certificate, the Crew Branch stands quietly in the background—ensuring order, dignity, and support in the often-uncertain world of seafaring.

It balances policy with compassion, law with logistics, and regulation with reform. As the maritime world evolves—with new technologies, changing labour markets, and greater inclusion—the Crew Branch is steadily steering Indian seafarers forward.

Citizen's (Seafarer's) Charter

The Crew Division of the Directorate General of Shipping is dedicated to protecting the rights, welfare, and professional growth of Indian seafarers. This Action Charter outlines our service commitments, timelines, and responsible officers, ensuring transparency and accountability in service delivery.

1. Recruitment & Licensing

MS Notice 6 of 2018

Application Submission Issues (Inspection, Renewal, Change of Name/Address, New RPS License)

Responsible: RO → AD → DD → DSEO → PO → DGS/DDG Crew

Timeline: Pre-Inspection – 3 days | Post-Inspection – 15 days

MS RPSL Rules 2016, Rule 19

Appeals against Orders (Against RPSL agencies)

Responsible: DSEO → PO → DGS

Timeline: 30–60 days

2. Grievances & Appeals

DGS Cir. 04 of 2017

Non-payment of wages, abandonment, MLC non-compliance, fraud/accident cases

Responsible: DGCOMM → DSEO/SMO → PO → DGS

Timeline: 2–60 days

DGS Cir. 02 of 2024

Form I missing & corrections (valid RPS agencies)

Responsible: DGCOMM → DSEO/SMO → DDG Crew → DGS

Timeline: 2–15 days

DGS Cir. 29 of 2021

Form I missing & corrections (invalid RPS agencies)

Responsible: DGCOMM → DSEO/SMO → DDG Crew → DGS

Timeline: 2–15 days

3. Welfare & Compensation

MS RPSL Rules 2016 (Citizen Charter)

Death of seafarers – Compensation

Responsible: DSEO/SMO → DDG Crew → DGS

Timeline: 30–60 days

DGS No. 43(24) CR/2001

Missing seafarers (Presumed Dead Certificate)

Responsible: SMO → DDG Crew → DGS

Timeline: 15 days

4. Certification & Documentation

MS Notice 15 of 2020

Comprehensive Inspection Programmes (CIP) of RPS agencies

Responsible: DA Crew → DDG Crew → RO → DGS

Timeline: Pre-Inspection – 3 days | Post-Inspection – 15 days

MS CDC Rules 2017 (Citizen Charter)

Continuous Discharge Certificate (Fresh, Renewal, Duplicate, Replacement)

Responsible: DA SMO → SMO → DDG Crew → DGS

Timeline: 3–15 days

MS CDC Rules 2017 (Citizen Charter)

Continuous Discharge Certificate (Cancellation, particulars change)

Responsible: DA SMO → SMO → DDG Crew → DGS

Timeline: 2–7 days

MS SID Rules 2016 (Cir. 23 of 22)

Seafarers Biometric Identification Document matters

Responsible: DA SMO → SMO → DDG Crew → DGS

Timeline: 2–15 days

5. Welfare Funds

SWFS Constitution

SWFS matters

Responsible: DA → CAAO → DDG Crew → DGS

Timeline: 2–7 days

SPFO Act 1966

SPFO matters

Responsible: DA → Commissioner → DDG Crew
→ DGS

Timeline: 2–7 days

6. Crisis Management

DGS Order 10 of 2023

Casualty-related (collision, sinking, abandon ship, fire, explosion, SAR, oil spill, heavy weather, etc.)

Responsible: DGCOMM → DA Tech → DDG Tech
→ DGS

Timeline: 1–15 days

DGS Order 10 of 2023

Crew-related (MOB, missing, death, medical evacuation, serious injury)

Responsible: DGCOMM → DA Crew → DDG Crew → DGS

Timeline: 1–15 days

7. Miscellaneous

Citizen Charter

Miscellaneous matters (seafarers/others)

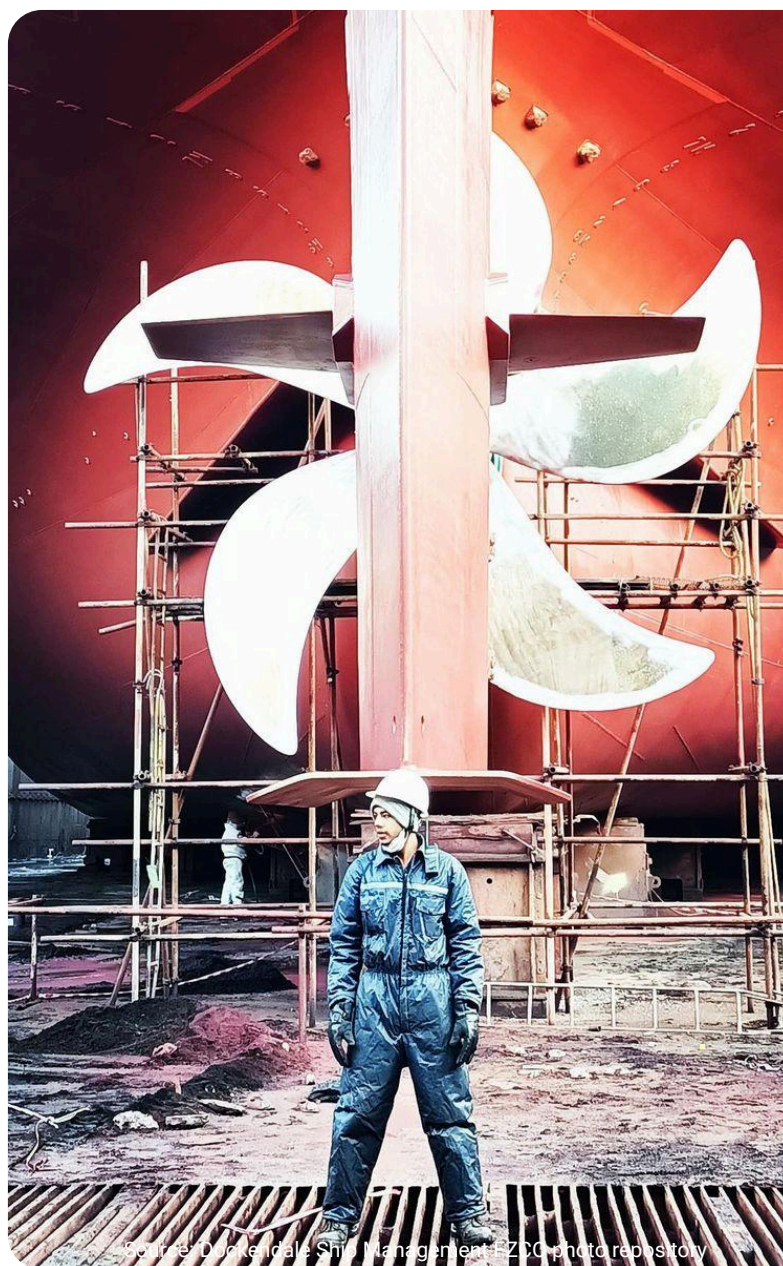
Responsible: DA Crew → DDG Crew → DGS

Timeline: 3–15 days

The Rule and Responsibility Charter of the Crew Division serves as a comprehensive guide to the regulatory, welfare, and crisis-response functions entrusted to the Directorate General of Shipping. By clearly mapping each issue type to responsible officers and defined timelines, the Charter ensures accountability, transparency, and timely service delivery to India's seafaring community.

This structured framework not only strengthens compliance with international maritime labour conventions but also reflects the Directorate's commitment to seafarer welfare, grievance redressal, and operational efficiency. By aligning processes with fixed service standards, the Charter reinforces the Directorate's role as a responsive regulator and a trusted guardian of seafarers' rights.

As the maritime sector continues to expand, this Charter will serve as a cornerstone for building a future-ready governance system anchored in efficiency, fairness, and the unwavering commitment to the dignity and well-being of every Indian seafarer.



Alignment with MIV 2030 & MAKV 2047

India's long-term maritime journey is guided by two powerful blueprints, the Maritime India Vision (MIV) 2030 and the Maritime Amrit Kaal Vision (MAKV) 2047. While MIV 2030 set the stage with actionable goals for the current decade, MAKV 2047 envisions a deeper transformation spanning the next 25 years. Together, these documents represent the Government of India's roadmap to elevate India into a global maritime powerhouse and at the core of this vision lies the Indian seafarer.



MIV 2030: Building a World-Class Seafaring Nation

Launched in 2021 by the Ministry of Ports, Shipping and Waterways (MoPSW), MIV 2030 recognizes that no maritime ambition can be realized without a robust, future-ready seafaring workforce. The vision seeks to transform India into a top supplier of seafarers globally, while ensuring their safety, dignity, and employability.

Under **Chapter 10** of MIV 2030, the following goals are mapped specifically to the seafarer ecosystem:

10.1 Innovation and Knowledge Infrastructure: Creation of Maritime Knowledge Clusters and Living Labs that will drive research and enable continuous upskilling of maritime professionals.

10.3 World-Class Maritime Education and Training: Focus on digital certification, smart assessments, improved onboard training, and upgrading Maritime Training Institutes to global standards.

10.9 Global Placement and Recognition: Initiatives to increase the global demand for Indian seafarers by aligning training and certification with international benchmarks, improving recognition of Indian CoCs, and ensuring ethical recruitment practices.

10.15 Gender Inclusion and Support for Women Seafarers: Dedicated programs that aims to promote gender equity at sea by encouraging participation of women, strengthening onboard safety protocols, and creating institutional mechanisms to address harassment and discrimination.

10.16 Welfare-Centric Ecosystem: Comprehensive plans for grievance redressal, mental health support, and inclusion of women and marginalized groups in seafaring careers.

At its core, MIV 2030 sees seafarers as the driving force behind India's maritime future and aims to empower them with the tools, protections, and recognition they need to thrive globally.

MAKV 2047: A Vision for the Seafarer of Tomorrow

MAKV 2047 builds on MIV 2030 with a more ambitious, future-facing perspective. It is not just a plan, it's a transformation roadmap to usher India into its maritime golden age during Amrit Kaal. The Ministry envisions seafarers as the human capital backbone of this transformation, capable of operating tomorrow's autonomous, green, and AI-powered vessels.

MAKV 2047 outlines a future where:



Chapter 7. Maritime Education is Globally Competitive: Indian training institutions offer internationally recognized degrees, supported by strong faculty and modern infrastructure.

Chapter 7. Career Mobility is Seamless: With recognition frameworks and leadership development programs, Indian seafarers are enabled to rise from ratings to management roles, both at sea and ashore.

Chapter 8. Global Collaboration Enhances Exposure: Through partnerships with BIMSTEC and IORA nations, seafarers will benefit from exchange programs, international internships, and multi-country certifications.

Chapter 9. Innovation is Integral to Skill Building: Seafarers engage with emerging technologies through simulation labs, e-learning platforms, and startup accelerators.

Chapter 10. Inclusivity is a Norm: The seafaring profession reflects diversity in gender, background, and roles, with clear pathways for women, youth, and professionals from inland and coastal regions.

AIM:

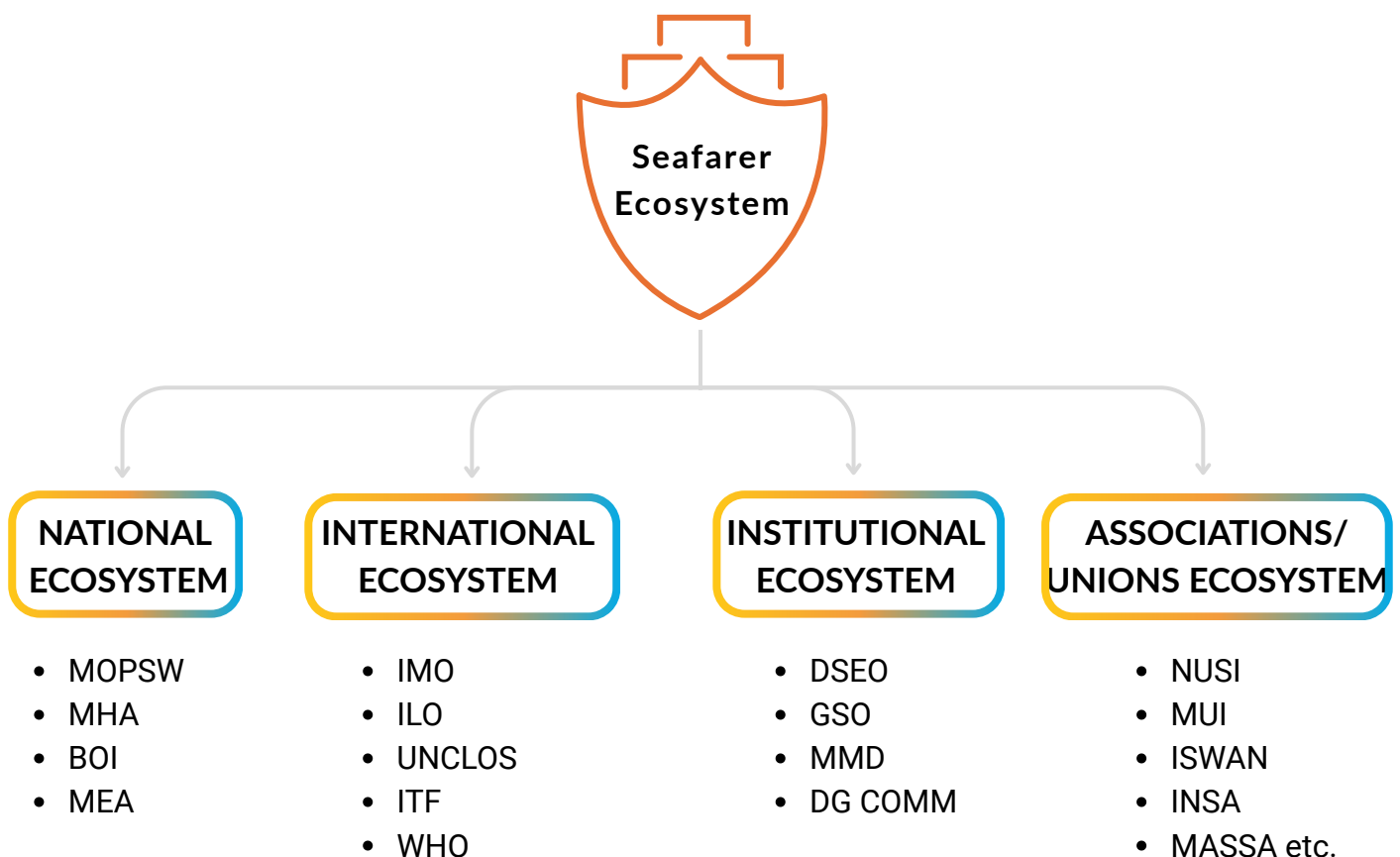
The key objective is to traverse a journey from the present 12% to 20% and above contribution from India to the global seafaring pool and to ensure the best quality in terms of skilling while not compromising on the seafarer's wellbeing and further gender inclusion.

In essence, both MIV 2030 and MAKV 2047 envision a future where the Indian seafarer is not just employed but empowered, respected, and future ready. These national visions place seafarers at the core of India's maritime growth story, ensuring they are equipped, protected, and positioned to lead in a rapidly evolving global industry.

SEAFARER WELFARE ECOSYSTEM



India's maritime landscape is shaped by a strong network of international conventions, national regulators, labour unions, and support institutions—all working together to safeguard the rights and welfare of Indian seafarers. From global frameworks like IMO, ILO, and UNCLOS to national stakeholders such as MoPSW, MEA, seafarer unions, and field offices like DSEO, GSO, and MMD, this ecosystem ensures that Indian seafarers are protected, empowered, and globally respected. This section maps the collaborative framework that upholds seafarer welfare, labour rights, grievance redressal, and international compliance.



Ministry of Ports, Shipping and Waterways

The Ministry of Ports, Shipping and Waterways (MoPSW) plays a pivotal role in shaping India's maritime infrastructure, encompassing key areas such as ports, shipping, waterways, shipbuilding, and inland transport. As the nodal Ministry for maritime affairs, it is responsible for policy formulation, strategic planning, and implementation across the sector – including seafarer welfare, shipping operations, and regulatory oversight.

The Directorate General of Shipping (DG Shipping) functions as the technical arm of MoPSW, entrusted with the administration of shipping and seafarer-related regulations. Under its ambit, the Crew Branch oversees the working and living conditions of Indian seafarers, enforcement of international conventions like MLC and STCW, issuance of seafarer documentation (INDOS, CDC, CoC), and monitoring of Recruitment and Placement Service License (RPSL) agencies.

MoPSW's broader initiatives to improve port infrastructure, promote Make in India shipbuilding, and increase private sector participation are crucial to ensuring sufficient employment opportunities and modern working conditions for Indian seafarers. The Ministry's investment in digital transformation and policy modernisation has enabled DG Shipping to introduce systems like e-Samudra, Ship Building Financial Assistance (SBFA) Portal, grievance redressal mechanisms, and compliance dashboards, strengthening transparency and efficiency in crew-related processes.

By supporting the Crew Branch in areas like international coordination, seafarer training standards, and crisis response, MoPSW acts as an essential enabler of India's global maritime workforce. It also ensures that Indian seafarers are well-positioned to serve on Indian and foreign-flagged vessels under fair and safe conditions, thereby reinforcing India's reputation as a key provider of skilled maritime manpower.

Website: <https://shipmin.gov.in/>



Source: Anglo-Eastern Ship Management (India) Pvt Ltd

International Maritime Organisation

As the United Nations' specialized agency for maritime affairs, the International Maritime Organization (IMO) plays a pivotal role in ensuring safety, environmental protection, legal frameworks, and efficiency in global shipping. India, as a signatory and active participant in IMO's regulatory processes, aligns closely with its conventions and updates, contributing significantly to IMO discussions and compliance. Website: <https://www.imo.org/en>

The Directorate General of Shipping (DGS) ensures strict implementation of IMO instruments and conventions across all Indian-flagged vessels, ports, and maritime institutions. Among the core conventions ratified and actively enforced by India are:

- **SOLAS**- *International Convention for the Safety of Life at Sea*
- **MARPOL**- *Marine Pollution Convention*
- **STCW**- *Standards of Training, Certification and Watchkeeping for Seafarers*

SOLAS – Safety of Life at Sea

The International Convention for the Safety of Life at Sea (SOLAS), administered by the International Maritime Organization (IMO), stands as the most significant treaty governing the safety of merchant ships and those who serve aboard them. Among its various chapters, several directly impact the well-being and operational environment of seafarers.

Chapter III mandates life-saving appliances and arrangements, ensuring that every seafarer has access to essential safety equipment like lifeboats, life rafts, life jackets, and survival suits. It also standardizes evacuation procedures, drills, and crew training, enhancing readiness in case of emergencies.

Chapter V addresses navigational safety, reinforcing the responsibilities of seafarers in command roles and mandating systems that reduce risks at sea.



Source: Bernhard Schulte Shipmanagement

Chapters II-1 and II-2 define technical standards for ship construction, machinery safety, and fire protection—all of which contribute to a safer working and living environment onboard.

Together, these provisions place seafarer safety at the heart of international shipping. Regular surveys and certifications under Chapter I further ensure that seafarers operate within a framework of verified compliance. By doing so, SOLAS not only protects seafarers' lives but also empowers them with clear protocols, modern equipment, and the structural assurance of a vessel built and maintained to international safety standards.

Through regular inspections, survey certifications, audits, and alignment with ISM (International Safety Management) and ISPS (International Ship and Port Facility Security) codes, the Directorate strengthens India's role as a safe and secure maritime state.

MARPOL - Marine Pollution

As part of its international obligations under the International Maritime Organization (IMO), the Directorate General of Shipping (DGS), under the Ministry of Ports, Shipping and Waterways (MoPSW), ensures the implementation and monitoring of the MARPOL Convention—an international treaty focused on preventing pollution from ships.

The International Convention for the Prevention of Pollution from Ships (MARPOL) is the cornerstone of marine environmental protection. It addresses a broad range of pollution types, including oil spills, hazardous chemicals, air emissions, garbage disposal, sewage, and ballast water discharge.



Why MARPOL Matters to Seafarers?

MARPOL not only protects the marine environment, it directly impacts the daily duties, responsibilities, and rights of seafarers. Crew members are at the frontline of enforcing shipboard environmental practices. Their training, record-keeping, and compliance with standard operating procedures—like handling oil-water separators, incinerators, garbage management systems, and emissions logs—are vital to a vessel's MARPOL compliance.

Moreover, MARPOL equips seafarers with a structured operational framework, helping them avoid accidental discharges, follow environmentally sound practices, and ensure their ships meet global standards. It also protects them legally and professionally, reducing the risk of penalties or detention during port inspections.

India's Compliance

- The DG Shipping ensures that Indian-flagged vessels comply with MARPOL standards and conducts Port State Control (PSC) checks on foreign ships calling at Indian ports.
- Special area compliance is enforced in ecologically sensitive zones like the Arabian Sea and Bay of Bengal.
- Routine inspections and audits are conducted to verify shipboard pollution prevention systems, including oil record books, garbage logs, and emissions control equipment.

India's Proactive Enforcement

- Shields its extensive coastline and rich biodiversity from marine pollution.
- Contributes to global climate goals and the UN Sustainable Development Goals (SDGs)—especially SDG 13 (Climate Action) and SDG 14 (Life Below Water).
- Strengthens operational standards across Indian and foreign vessels, benefiting both the environment and the crew.



Source: Bernhard Schulte Shipmanagement

STCW – Standards of Training, Certification and Watchkeeping for Seafarers

This convention lays down globally agreed standards to ensure that every seafarer—irrespective of nationality—undergoes uniform training, holds valid certification, and maintains proper watchkeeping duties while onboard. For India, a nation with one of the world's largest seafaring workforces, STCW ensures that Indian seafarers remain employable across global fleets. Indian-issued STCW certifications are internationally recognized, opening up employment opportunities on foreign-flagged vessels and supporting India's status as a trusted provider of skilled maritime personnel.

The convention has evolved to meet contemporary maritime challenges—integrating competencies related to marine environmental protection, electronic navigation systems like ECDIS, ship security training, and fatigue management. Indian seafarers are trained not only in technical operations but also in emergency preparedness, leadership, and awareness of issues like piracy and pollution prevention.

The DGS ensures robust implementation of STCW through a nationwide network of approved Maritime Training Institutes (MTIs). These institutes are audited regularly, and seafarers' qualifications are tracked and certified through India's e-Governance system, which allows digital verification, real-time course approvals, and transparent management of certifications. For Indian seafarers, STCW compliance means better safety, global employability, and readiness for a changing maritime landscape—from automated vessels to operations in polar waters. For the administration, it reinforces India's global reputation as a seafaring nation committed to high standards, safety, and sustainability at sea.



International Labour Organization

For the maritime sector, the ILO plays a critical role in protecting the rights and welfare of seafarers. The Directorate General of Shipping (DGS), under the Ministry of Ports, Shipping and Waterways, actively aligns with ILO conventions and standards, particularly through implementation of the Maritime Labour Convention (MLC), 2006, which is regarded as the “seafarers’ bill of rights.”

Through its development cooperation initiatives, the ILO supports capacity building for governments, worker unions, and employers to formulate and implement effective labour policies. With a presence in over 140 countries, including India, and managing a portfolio of over 770 programs and projects, the ILO remains a key global stakeholder in ensuring dignified, safe, and fair working conditions.

Website: <https://www.ilo.org/>

MLC– Maritime Labour Convention (MLC), 2006

Adopted under the framework of the International Labour Organization (ILO), the Maritime Labour Convention (MLC), 2006 serves as a global reference on maritime labour issues, representing the fourth pillar of quality shipping alongside SOLAS, STCW, and MARPOL. It establishes a comprehensive set of basic maritime labour principles and rights, significantly simplifying international maritime labour standards and obligations. The MLC consolidates numerous existing maritime labour instruments, entering into force on 20 August 2013. Its strong enforcement regime, backed by a rigorous certification and verification system, ensures global and uniform compliance, benefitting seafarers, shipowners, and maritime administrations alike.

Website:

<https://www.ilo.org/international-labour-standards/maritime-labour-convention-2006>



Source: Indo-Eastern Ship Management (India) Pvt Ltd

Benefits for Seafarers:

- **Fair Employment Agreements:** Contracts clearly outlining employment terms, wages, and benefits.
- **Safe and Secure Work Environment:** Rigorous standards for onboard living conditions, medical care, sanitation, and accommodation.
- **Protection and Welfare:** Clear protocols for repatriation, compensation for accidents or illnesses, and grievance redressal mechanisms.
- **Social Security and Welfare:** Access to comprehensive social security protections.
- **Transparent Recruitment:** Fair and ethical recruitment processes through regulated recruitment and placement agencies (RPSL).

DGS's Implementation of MLC:

India ratified the MLC in 2015, and the Directorate General of Shipping (DG Shipping) serves as the primary authority to ensure its compliance across the Indian maritime sector. DG Shipping enforces the convention through:

- **Regular Inspections and Audits:** Conducting thorough inspections of Indian-flagged vessels to verify compliance with MLC standards.
- **Issuance of Maritime Labour Certificates:** Certifying vessels that meet compliance standards, which are essential for international port clearances.
- **Grievance Redressal Framework:** Establishing clear channels for seafarers to raise and resolve issues related to working conditions, wages, or other grievances.
- **RPSL Regulation and Oversight:** Strict oversight of Recruitment and Placement Service Licenses (RPSLs) to prevent exploitation in recruitment.
- **Capacity Building and Training:** Regular training for shipowners, seafarers, and maritime officers to enhance awareness and compliance with MLC obligations.



Source: Bernhard Schulte Shipmanagement

By aligning its domestic maritime framework with the MLC, DG Shipping ensures that Indian seafarers benefit from globally recognized labour standards, promoting fairness, safety, and dignity at sea.

Global Alignment: Incorporating the 2025 Amendments to MLC, 2006

India remains closely aligned with the International Labour Organization's evolving standards. In June 2025, the 113th Session of the International Labour Conference (ILC) adopted a comprehensive set of amendments to the Code of MLC, 2006. These amendments mark a significant advancement in the global maritime labour framework and are summarised below:

Amendments to the code of MLC 2006

1. Non-Discriminatory Repatriation

A new provision mandates repatriation without discrimination based on nationality or flag State, thereby reinforcing universal rights for all seafarers.

2. Shore Leave Without Visa Restrictions

Seafarers are now entitled to shore leave without needing visas or special permits, unless public health, safety, or order are compromised. Authorities must provide written reasons for denial upon request.

3. Seafarers as Key Workers

All ILO members are required to officially designate seafarers as key workers, ensuring unhindered access to repatriation, medical care, and crew changes.

4. Fair Treatment in Marine Casualties

New guidelines reinforce due process and consular protection for detained seafarers and incorporate IMO standards for marine casualty investigations.

5. Cost of Repatriation

Expanded definitions ensure that shipowners must cover travel, food, accommodation, luggage transport, and medical expenses until seafarers are fit to travel.

6. Enhanced Medical Training Standards

Medical training must now reflect updated international guides, including the International Medical Guide for Seafarers and Fishers.

7. Violence and Harassment Protections

Extensive amendments now require shipowners and states to address violence, harassment, and sexual assault at sea, ensure reporting mechanisms, and provide menstrual hygiene products onboard. These are aligned with the ILO Violence and Harassment Convention, 2019 (No. 190)



Source: Dockendale Ship Management FZCO photo repository

United Nations Convention on the Law of the Sea

The United Nations Convention on the Law of the Sea (UNCLOS), often referred to as the constitution of the oceans, is a comprehensive legal framework governing all aspects of ocean space. It defines nations' rights and responsibilities regarding the use of the world's seas, including navigation, resource exploitation, environmental protection, and maritime boundaries.

UNCLOS entered into force in 1994 and is the foundational treaty for maritime governance. It codifies long-established customary maritime laws and has significantly shaped modern international maritime practices, especially through mechanisms like the establishment of the Exclusive Economic Zone (EEZ), territorial seas, and the rights of innocent passage. Find Below their relevance to Seafarer's Ecosystem.

Website: https://www.un.org/depts/los/convention_agreements/texts/unclos/unclos_e.pdf



Source: Anglo-Eastern Ship Management (India) Pvt Ltd

1. Rights of Innocent Passage and Freedom of Navigation

- Ensures that ships (and thus seafarers onboard) can move through territorial seas or international waters without obstruction, as long as they comply with international law.
- Article 19 prohibits activities like fishing, surveillance, or pollution during innocent passage, affecting the duties and limitations for seafarers while in foreign territorial seas.

2. Jurisdiction and Law Enforcement

- Defines when a coastal state can exercise criminal or civil jurisdiction over incidents onboard foreign ships (Articles 27 & 28). This matters if a seafarer is involved in a legal incident in another country's territorial sea.
- It also governs procedures for dealing with crimes, disputes, or labor violations committed at sea.

3. Dispute Resolution

- In cases where seafarers' rights might be affected due to flag state vs. port state conflicts, UNCLOS lays down dispute resolution mechanisms, including the International Tribunal for the Law of the Sea (ITLOS).

International Transport Workers' Federation

The International Transport Workers' Federation (ITF) plays a pivotal role in safeguarding the rights and welfare of seafarers globally. It is a global union federation of transport workers' trade unions, active in over 150 countries, and a key stakeholder in ensuring compliance with labour rights at sea.

A significant area of ITF's involvement pertains to cases of abandonment of seafarers. In line with Regulation 2.5.2 of the Maritime Labour Convention (MLC), 2006, abandonment is defined to occur when a shipowner:

- Fails to cover the cost of repatriation, or
- Leaves the seafarer without necessary maintenance or support, or
- Unilaterally severs ties with the seafarer, including non-payment of wages for two months or more.

Website: <https://www.itfseafarers.org/en>



Source: Dockendale Ship Management FZCO photo repository

When such cases are identified, the ITF Seafarers' Support Team, shares verified information and case details directly with the Crew Branch. This partnership ensures a swift response from Indian authorities, coordinated repatriation efforts, and the enforcement of responsibilities by Indian RPSL agencies or foreign employers. Crew Branch in coordination with its global network of Inspectors, actively works to:

- Repatriate abandoned crew,
- Recover unpaid wages, and
- Support seafarers with food, shelter, and legal aid wherever necessary.

To ensure transparency and systemic tracking, all abandonment cases by ITF are also uploaded to the ILO's global Abandonment of Seafarers database. This database includes cases reported not only by ITF, but also by national governments and other international bodies.

Through this strong alignment with the ITF, the DGS is able to uphold the principles of the MLC, expedite crisis response, and maintain India's standing as a responsible maritime nation committed to seafarer welfare.



Source: Dockendale Ship Management FZCO photo repository

Seafarers' Unions & Associations Coordination

The Directorate General of Shipping (DGS), as the apex regulatory authority for Indian seafarers, actively collaborates with registered seafarers' unions to safeguard labour rights, ensure welfare, and facilitate coordinated grievance redressal. These unions play a vital role in representing seafarers' voices and complement the Crew Branch's outreach and policy implementation efforts.

Prominent recognized unions/ associations include:

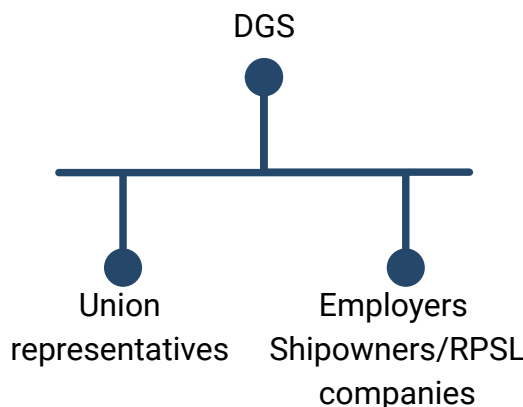
National Union of Seafarers of India (NUSI)
Maritime Union of India (MUI)
Forward Seamen's Union of India (FSUI)
Indian Seafarers Federation (ISF)
Indian National Shipowners' Association (INSA)
Indian Coastal Conference Shipping Association (ICCSA)
Maritime Association of Shipowners, Ship Managers and Agents (MASSA)
The Foreign Ship-owners Representatives and Ship Managers Association (FOSMA)
International Seafarers' Welfare and Assistance Network (ISWAN)

Role and Recognition of Seafarers' Unions:

- DGS recognizes multiple registered maritime trade unions operating under the Trade Unions Act, 1926.
- These unions are engaged in:
 - Wage negotiation and collective bargaining under IBF (International Bargaining Forum) agreements.
 - Legal and welfare representation for seafarers in cases of death, injury, abandonment, and unfair dismissal.
 - Dispute resolution and mediation between RPSL companies and aggrieved seafarers.

Coordination Framework with DGS:

- DGS conducts regular tripartite consultations involving:



- These are held in compliance with ILO's Maritime Labour Convention (MLC), 2006 which mandates dialogue with seafarers' organizations for:
 - Setting minimum standards of welfare.
 - Reporting MLC non-compliance.
 - Drafting repatriation and compensation guidelines.

Challenges and Way Forward:

Challenges:

- Multiple smaller unions remain unregulated or inactive, leading to fragmentation.
- Limited awareness among young seafarers about union affiliation benefits.
- Some unions lack digital infrastructure for case management and real-time reporting.

Way Forward:

- DGS to notify standard operating procedures for union registration, conduct, and engagement.
- Encourage digital integration of registered unions with the DGS grievance redressal portal.



Details of the Unions/ Associations

National Union of Seafarers of India (NUSI)

Website: <https://nusiitf.in/>

Address: NUSI ITF Trust for Indian Seafarers
5th Floor, 'Samudraseema', Plot No. 329, TPS
III, Dr BR Ambedkar Road, Bandra (West),
Mumbai, Maharashtra 400050
Telephone: 022 2600 6147

Maritime Union of India (MUI)

Website: <https://maritimeunionofindia.com/>

Address: Udyog Bhavan, 4th floor,
29 Walchand Hirachand Marg,
Ballard Estate, Mumbai 400 001.
Telephone: (91-22) 3522 0466, 3522 0716, 3522
1178, 3522 1336

Forward Seamen's Union of India (FSUI)

Website: <https://www.fsui.org/>

Address: 101, Usha Sadna Flat No.3, 2nd Floor
Bora bazar Street, Mumbai- 400001
Telephone: +91-22-22692858

Sailor's Union of India

Website: <https://www.suiindia.org/>

Address: Sailors' Union of India (SUI-BMS)
office No.36, 2nd Floor, 277, Hansraj Damodar
building, Shahid Bhagat Singh Rd, Ballard
Estate, Fort, Mumbai, Maharashtra 400001
Telephone: +91 022 22630998

Indian National Shipowners' Association (INSA)

Website: <https://insa.in/>

Address: 22 Maker Tower-F, 2nd Floor, Cuffe
Parade, Mumbai - 400 005, India.
Telephone: +91 22 4160 1160

Indian Coastal Conference Shipping Association (ICCSA)

Website: <https://iccsa.in/>

Address: ICC Shipping Association, 204,
Wellington Business Park 1, Near Marol Naka
Metro Station, Andheri-Kurla Road
Andheri (E), Mumbai 400059
Telephone: +91 22 28510444

Maritime Association of Shipowners, Ship Managers and Agents (MASSA)

Website: <https://massa.in.net/>

Address: Unit No.301, 3rd Floor, B-Wing,
Kanakia Wallstreet, Chakala, Andheri Kurla
Road, Andheri (East), Mumbai 400 09
Telephone: 022 40642400

Foreign Ship-owners Representatives and Ship Managers Association (FOSMA)

Website: <https://fosma.net/>

Address: 102A, Fulcrum, Sahar Road, Andheri
(East) Mumbai – 400099
Telephone: +91-22-68160000

International Seafarers' Welfare and Assistance Network (ISWAN)

Website: <https://www.iswan.org.uk/>

Address: 4th Floor, Silverstream House
45 Fitzroy Street, Fitzrovia London, W1T 6EB
United Kingdom
Telephone: +44 (0) 300 012 4279



Institutional Ecosystem

The Directorate General of Shipping (DG Shipping), through its field offices and institutional ecosystem, ensures robust enforcement and operational support to the Crew Branch. The following key offices play a vital role in seafarer management, welfare enforcement, certification, engagement, grievance handling, and legal compliance:

Seamen's Employment Offices (DSEO)

The DSEOs in Mumbai, Chennai, and Kolkata are tasked with regulating the employment of Indian seafarers and monitoring the functioning of Recruitment and Placement Services (RPS). Their responsibilities include:

- Issuing and renewing RPS licenses and maintaining a central database of licensed agencies.
- Recording complaints on working and living conditions onboard.
- Triggering repatriation action and utilizing bank guarantees in cases of seafarer abandonment.
- Referring critical complaints to the Advisory Board for further action.
- Authorizing placement of technicians on foreign flag vessels.

These offices are directly linked with the Crew Branch for operational coordination and grievance escalation, especially in cases involving repatriation and licensing disputes.

Government Shipping Office (GSO)

The GSOs, headed by Shipping Masters, handle the official engagement and discharge of seafarers and issue essential documents like CDCs and BSIDs. Their roles include:

- Facilitating legal sign-on/sign-off of seafarers.
- Resolving employment disputes under the Merchant Shipping Act.

- Issuing Continuous Discharge Certificates (CDC), Seafarers Identity Documents (SID), and Certificates of Competency (CoC) for cooks.
- Investigating deaths or missing seafarer cases onboard Indian flag vessels.
- Administering welfare fee collection and statutory compliance related to crew documentation.
- Verification of documentation for seafarers' identity and competency.
- Liaison with the Crew Branch during crisis events such as death or abandonment.
- Coordination in joint inspections and enforcement drives, especially for compliance and certification cases.

Mercantile Marine Departments (MMDs)

The MMDs act as the regional arms of DG Shipping and play a critical role in:

- Conducting ship inspections for crew-related compliance under MLC, STCW, and safety codes.
- Administering oral exams and issuing competency certificates.
- Supporting the Crew Branch with data, regional trends, enforcement status, and technical inspections.
- Coordinating investigations during casualties and supporting audit or compliance checks.

Directorate General Communication (DG COMM)

The DG COMM operates the national helpline 24 by 7, handles real-time casualties, crisis and grievance intake via calls, WhatsApp, and email, and maintains a centralized tracking system for follow-up. They:

- Escalate them to the respective DSEO or other departments.
- Ensure direct communication with seafarers in distress and maintain regular updates to the Crew Branch.



Allied Office Contact Details

OFFICE	TELEPHONE	EMAIL
Seamens Employment office, Mumbai	022-22692984/85	dirseo-dgs@gov.in
Seamens Employment office, Kolkata	033-2223-0248/69 , 033-2223-0336	seo.kol-ship@gov.in
Seamens Employment office, Chennai	044-25255552	dseo.chn@gmail.com
Government Shipping Office, Mumbai	022-22697971-72 022-22693053	sm-mum-ship@gov.in
Government Shipping Office, Kolkata	0288-2754693 0288-2753693	sm-kol-ship@gov.in
Government Shipping Office, Chennai	044-25255552	sm-chn-ship@gov.in
MMD Mumbai	022-2203 9881/ 2203 9883/9981/9781	mumbai@mmd.gov.in
MMD Goa	0832-2520617	goammd@gmail.com sic-mmd.goa@gov.in
MMD Noida	0120-2420742	mmdnoida-exam-ship@gov.in exame.noida-mmd@gov.in
MMD Chennai	044-25255555/ 044-25233336	chennai-mmd@gov.in
MMD Tuticorin	0461-2352872	mail.ttn-mmd@gov.in

Allied Office Contact Details

OFFICE	TELEPHONE	EMAIL
MMD Visakhapatnam	0891-2954148/2525475/ 2729431	sic.vizag-mmd@gov.in
MMD Kandla	02836-297015 / 02836-297127/28	kandla-mmd@gov.in
MMD Jamnagar	0288-2752873	jamnagar-mmd@gov.in
MMD Kochi	0484-2587033	po.mmd-ker@gov.in
MMD Mangalore	0824-2400430/2407572	mlr-sicmmd@gov.in
MMD Kolkata	033-2223 0236/37/38/0229	pommd.kol-wb@gov.in
MMD Port Blair	03192-232530	mmd.portblair@gov.in
MMD Haldia	03224 - 252323 / 252968	mmdhaldia@gmail.com
MMD Paradip	06722 - 220053	paradip-sicmmd@gov.in

5 CREW PROCESSES



At the heart of India's maritime workforce lies a complex yet dynamic ecosystem of regulatory, operational, and welfare mechanisms collectively referred to as Crew Processes. These processes are the backbone of how the Directorate General of Shipping (DGS) governs, protects, and empowers over five lakh Indian seafarers across the globe.

From ensuring ethical recruitment through the RPSL system to upholding international conventions like the Maritime Labour Convention (MLC) and STCW standards, every element of this framework is designed with the seafarer in mind. The Crew Branch, functioning under the Administration Wing of DGS, plays a pivotal role in harmonizing policy enforcement with real-time operational responsiveness. This includes the monitoring of recruitment agencies, oversight of training institutions, enforcement of grievance redressal protocols, and coordination of welfare schemes through bodies like the Seafarers Welfare Fund Society.

As maritime practices evolve and international obligations grow more complex, the Crew Branch continues to adapt its systems digitizing records, strengthening inspections, integrating welfare initiatives, and refining crisis management protocols. This section provides an in-depth look at the major pillars of Crew Processes, showcasing the regulations, standards, and institutional linkages that collectively ensure the dignity, rights, and career progression of Indian seafarers worldwide.



01 Regulatory standards and Enforcement in Crew

MS Notice Framework

MS Notice 1 of 2024

Dedicated Grievance Redressal Helpline

Introduces a 24x7 Seafarer Helpline managed by DGS and supported by ISWAN. The notice mandates:

- Publicizing helpline numbers via DG Shipping's website, RPSL offices, and shipboard notice boards.
- Ensuring access to support in cases of abandonment, non-payment, or abuse.
- Designating helpline escalation officers for timely response.

MS Notice 4 of 2024

Standard Reporting Format for Seafarer Deaths

Prescribes a uniform template to be used by all shipowners and RPSL agencies in case of:

- Onboard or shore-based deaths
- Reporting medical cause, nature of employment, and insurance claim status
- Submitting the report to DGS within 72 hours

MS Notice 2 of 2024

Mandatory Display of Emergency Contact Information

Requires all Indian-flagged vessels and vessels employing Indian seafarers through RPSL agencies to display:

- Contact details of DGS, ISWAN, Embassy/Mission, and onboard grievance officers.
- The helpline must be available in English and the vernacular of the crew.

MS Notice 5 of 2024

SOP for Handling Missing Seafarer Cases

Defines the responsibilities of:

- Shipowners, RPSL, Port Authorities, Indian Missions, and DG Shipping
- Time-bound notifications, coordination with police, insurance, and consular liaison

MS Notice 3 of 2024

Enhanced E-Grievance Portal Functionality

Outlines improvements to the DGS E-Grievance portal, including:

- Seafarer login with INDOS and OTP-based authentication.
- Pre-filled complaint forms and grievance category tagging.
- Auto-escalation to higher authorities if no response within defined timelines.

MS Notice 6 of 2024

Timelines for Compensation Disbursal

Mandates:

- Compensation must be paid within 30 days of death/injury with 12% annual interest for delays
- Includes interim payments and coordination with insurers

MS Notice 7 of 2024

Mandatory Medical Reporting Format

Introduces a standard medical case report format for documenting:

- Illness or injury onboard
- Diagnosis, treatment, medication, and referral records



MS Notice 8 of 2024

Centralized Coordination of Compensation

Directs RPSL agencies and shipowners to:

- Coordinate with SWFS, insurance firms, and port authorities
- Report pending cases to a central compensation monitoring cell at DGS

MS Notice 9 of 2024

Mandatory Onboard Display of Helplines

Mandates onboard posters for:

- DG Shipping
- ISWAN
- Indian embassies
- Maritime welfare contact points

MS Notice 10 of 2024

Guidelines for Onboard Mental Health Support

Requires shipowners and RPSL agencies to:

- Organize mental health awareness sessions
- Provide access to counselling services onboard and during post-disembarkation
- Train senior crew in basic psychosocial care

MS Notice 11 of 2024

Penal Actions for Fraudulent Practices by RPSL Agencies and Seafarers

Cracks down on:

- Use of fake sea-time certificates or forged CoCs by seafarers
- Misrepresentation by RPSL agencies or sub-agents
- Provides for suspension/cancellation of licenses and blacklisting

MS Notice 12 of 2024

Addendum to MS Notice 2 of 2018 on Non-Seafarer Placement

Clarifies:

- RPSL license is only valid for placing “seafarers” as defined under MLC
- Placement of hotel, retail, or other non-seafarer staff requires separate permission.



Source: Dockendale Ship Management FZCO photo repository

MLC Compliance Board

Seafarers operate in challenging and often isolated environments, where swift and fair grievance resolution can make a critical difference to their safety, dignity, and welfare. To uphold their rights and address work-related concerns, India has institutionalized dedicated legal and operational mechanisms. Chief among these is the Maritime Labour Convention (MLC) Compliance Board—an apex forum committed to seafarer justice—and the suite of Merchant Shipping (MS) Notices that bolster procedural and regulatory clarity across the seafaring ecosystem.

The MLC Compliance Board was constituted under Regulation 5.1.5 of the MLC, 2006, which mandates each member state to provide an effective complaint mechanism for seafarers to raise issues related to working and living conditions onboard vessels. India operationalized this mechanism via DGS Order No. 13 of 2024. The Board serves as the highest statutory forum to act as an advisory board for all aspects related to MLC 2006. It embodies India's commitment to upholding international labour standards and ensures accountability from all maritime stakeholders.

The Board is mandated to hear and adjudicate unresolved complaints related to wage disputes, contract violations, repatriation delays, abandonment, and substandard working or living conditions. Functioning as a quasi-judicial forum, it is capable of recommending penalties or corrective action to the Directorate General of Shipping while ensuring that the principles of natural justice and seafarer welfare are embedded in every decision.

The MLC Compliance Board comprises a Chairperson—typically a senior officer from DGS—and members drawn from recognised seafarer unions, RPSL agencies or shipping companies, welfare NGOs (e.g., ISWAN). This diverse composition ensures that both regulatory oversight and ground-level seafarer representation are incorporated in decision-making.

Over the course of the year, more than 20 meetings have been held with the MLC Compliance Board, during which the Crew Branch presents updates on various crew-related processes, policies, and reforms. These sessions offer a critical platform for the Board to review ongoing initiatives, provide recommendations, and share formal opinions on any proposed policy changes or welfare measures that affect Indian seafarers. To complement the MLC framework, the Crew Branch issued a comprehensive suite of MS Notices in 2024 to address key aspects of seafarer welfare, compliance, and transparency.



Source: Dockendale Ship Management FZCO photo repository

The MLC Compliance Board plays a quasi-judicial and advisory role, ensuring accountability across the recruitment, placement, and working conditions of seafarers. Its key responsibilities include:

- Reviewing the Merchant Shipping (Maritime Labour) Rules, 2016 and the Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016 to ensure the recruitment and placement of seafarers adhere to international standards set forth by the MLC 2006 standards, thus safeguarding the rights and welfare of seafarers in the maritime industry.
- Reviewing RPSL agency inspections and approval processes, recommending improvements to monitoring frameworks and inspection protocols.
- Advising on policy reforms related to Maritime Labour Rules (2016) and Recruitment and Placement of Seafarers Rules (2016), ensuring their alignment with MLC 2006.
- Evaluating Comprehensive Inspection Programmes (CIP) reviews and suggesting structural reforms to strengthen regulatory enforcement.
- Reviewing recommendations of the inspecting authority for the initial approval of RPS agencies and advising the Directorate Seafarers' Employment Office (DSEO) on the way forward.



Source: Bernhard Schulte Shipmanagement

Multiple MS Notices reinforce and enhance the Board's mandate: -

MS Notice 3 of 2024: Strengthens the grievance portal's connectivity to the MLC Board by enabling escalation after response deadlines lapse.

MS Notice 6 of 2024: Routes compensation-related complaints through this Board for speedy direction in case of delays beyond 30 days.

MS Notice 11 of 2024: Enables the Board to examine fraudulent practices by RPSL agencies or crew and recommend blacklisting or suspension.

MS Notice 10 of 2024: Empowers the Board to review workplace conditions in mental health-related grievances.

Together, these rules and frameworks not only elevate India's compliance with ILO conventions but also build trust among Indian seafarers by offering them an independent forum to voice complaints. As of June 2025, more than 20 MLC Board meetings have been conducted, and minutes for each of these meetings have been meticulously documented, serving as an important institutional record of deliberations and actions taken.



Source: Bernhard Schulte Shipmanagement

Recruitment and Placement Services License

In the professional journey of an Indian seafarer, the first and most crucial step is often mediated through a Recruitment and Placement Services License (RPSL) agency. These agencies are the formal, regulated bridge between seafarers and their employers whether Indian or foreign ship owners. For seafarers, the presence of a licensed intermediary is not just a procedural requirement but a safeguard that protects their employment rights, welfare, and legal recourse across the high seas.

RPSL agencies operate under licenses issued by the Directorate General of Shipping (DGS) and are the only entities legally permitted to recruit and place Indian seafarers aboard ships. Their role goes beyond recruitment, it is rooted in accountability and legal responsibility, forming the backbone of India's maritime labour governance framework.

This licensing mechanism was introduced through the Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016, in response to longstanding concerns over unregulated recruitment, exploitation, and abandonment. The objective was clear: ensure that only vetted, transparent, and compliant agencies operate in the sector, creating a protective and disciplined environment for Indian seafarers.

Core Functions of RPS Agencies:

Every RPSL agency holds direct responsibilities that significantly influence the safety, dignity, and employment continuity of the seafarer. Their core functions include:

- Maintaining comprehensive employment records of all recruited seafarers.
- Ensuring full transparency regarding employment contracts and obligations before and after signing.

- Verifying the credentials of both seafarer and ship owner, including alignment with flag state laws and international conventions.
- Guaranteeing repatriation in cases of abandonment, injury, or death, with support from bank guarantees and mandatory welfare contributions.
- Prohibiting the collection of recruitment fees from seafarers to uphold the principle of fair employment.
- Addressing grievances and providing timely resolution of complaints filed by or on behalf of the seafarer.
- Extending emergency support, especially during crises, with empathy and diligence toward both seafarers and their families.

Reinforcing Accountability and Seafarer Welfare

RPSL agencies are not just recruiters—they serve as institutional custodians of trust and transparency in the maritime employment landscape.

The DGS mandates each agency to:

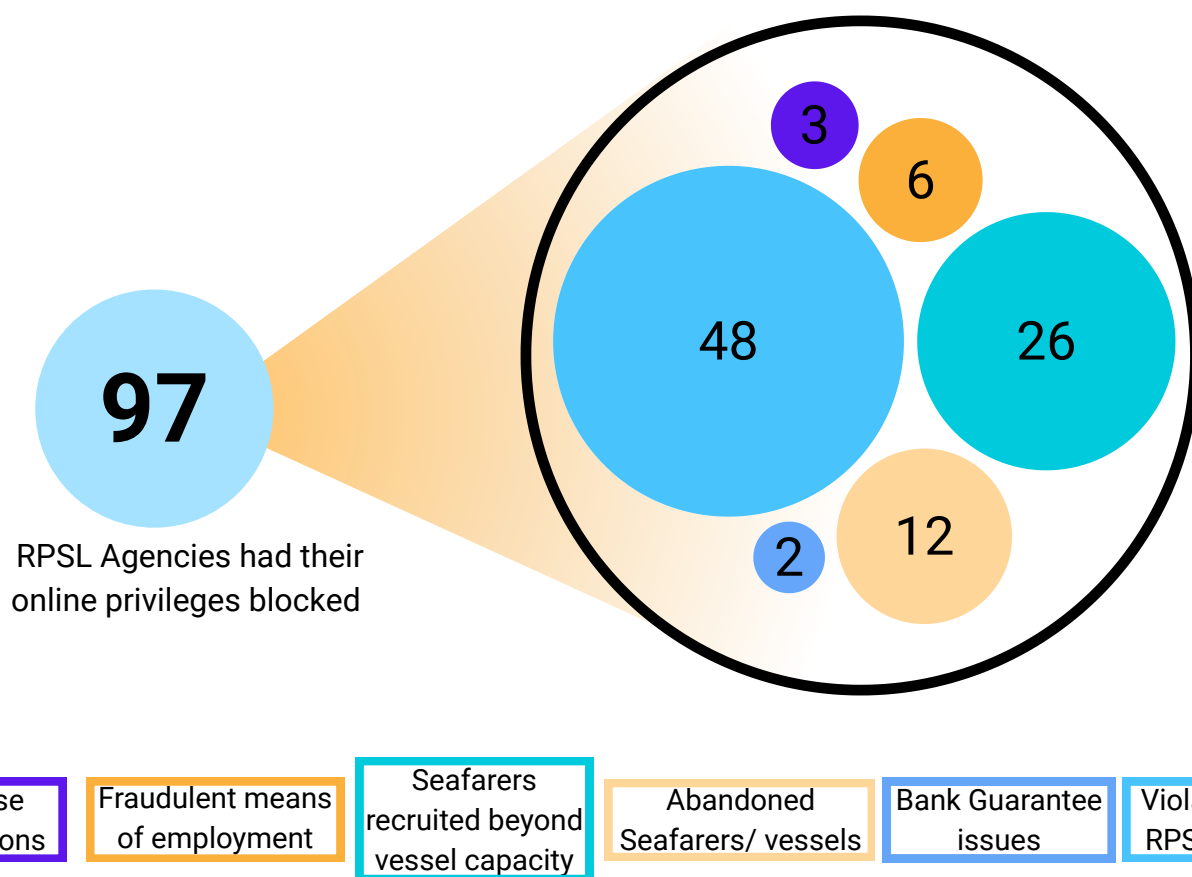
- Submit monthly reports,
- Display their license details publicly,
- Undergo annual inspections, and
- Adhere to guidelines on data protection, due diligence, and grievance redressal.

In the event of incidents such as injury, death, or disappearance of a seafarer, the agency is required to notify DGS within 24–48 hours, ensuring immediate intervention.

Furthermore, for every seafarer deployed on a foreign-flag vessel, the agency must contribute **₹6,000** annually to the Seafarers Welfare Fund Society (SWFS). This fund enables emergency assistance and broader welfare programs, reinforcing the agency's long-term accountability to the seafarer community.

Continuous Monitoring and Enforcement by Crew Branch

To ensure full compliance and safeguard seafarer interests, the Crew Branch of the Directorate General of Shipping oversees the monitoring and enforcement of RPSL regulations. This includes conducting regular inspections, reviewing agency performance, and ensuring adherence to RPSL rules and MS Notices.



A significant example of this enforcement occurred on 10th May 2025, when the Crew Branch blocked the online privileges of **97 RPSL agencies**. These agencies were found to be in violation of regulatory norms, including over-recruitment beyond vessel capacity, fraudulent recruitment practices, and involvement in abandonment cases. Blocking online privileges acts as a preventive step—restricting new sign-ons while allowing the safe sign-off of existing crew—pending investigation outcomes and issuance of Show Cause Notices.

Why RPSL Matters to Every Seafarer?

For Indian seafarers, choosing a licensed RPSL agency means gaining a legal shield that covers every phase of their maritime career. From recruitment and documentation to dispute resolution and emergency support, the RPSL framework ensures that seafarers have recourse, protection, and support.

Unlicensed recruitment remains strictly prohibited. Seafarers are strongly encouraged to verify the license status of any agency through the official DGS portal. Engaging with unauthorized agents not only jeopardizes their employment prospects but exposes them to legal, financial, and safety risks—with no assured recourse for recovery or repatriation.

Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016

Recruitment and placement of Indian seafarers shall be in accordance with the rules made under the Merchant Shipping Act, 1958. Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016 was promulgated on 15 Feb 2016.

1. These rules apply to the seafarers recruited through licensed recruitment and placement services.
2. They also apply to the Indian ship owners who are recruiting seafarers for any other employers, including recruitment for the foreign flag ships: Provided that nothing in these rules shall apply to the seafarers who seek any employment through unlicensed entities or any employment directly with the foreign ship owners or employers.

Rule 4

No person shall, directly or indirectly, carry on the business, in India, of recruitment and Placement of any seafarer on behalf of an employer or ship owner of Indian or foreign ship, unless it is registered and licensed under these rules.

Recruitment and placement service means any person, company, institution, agency or other organization, in the public or private sector, which is engaged in recruiting seafarers on behalf of employers or placing seafarers with employers.

Ship owner means

- (a) the owner of the ship registered under the Act as an Indian flag ship; and
- (b) any organization or any person such as a manager, agent or bareboat charterer, other than the Indian flag ship, who has assumed the responsibility for the operation of the ship from such owner and who or which, on assuming such responsibility takes over all the duties and

responsibilities of such owner regardless of whether any other organizations or persons fulfil certain duties or responsibilities on behalf of the ship owner.

Rule 5(1)(a)

RPS shall maintain an up-to-date record of all seafarers recruited or placed through it, which shall be available for an inspection by the inspecting authority, as and when required.

RULE 5(1)(b)

RPS shall ensure that its management and staff are adequately trained and have relevant knowledge of the maritime industry to the extent of the duties assigned to them in this context

Rule 5(1)(c)

RPS shall ensure that seafarers recruited or placed by it are informed of their rights and duties under their employment agreements, prior to or in the process of their engagement and that proper arrangements are made for such seafarers to examine their employment agreements before and after they are signed on and also that they are provided with copies of the said agreements.

RULE 5(1)(d)

RPS shall verify that seafarers recruited or placed by them are qualified and hold the documents necessary for the jobs concerned, and that the seafarers' employment agreements are in accordance with the applicable flag State laws and regulations and any collective bargaining agreement that forms part of their employment agreements.

Rule 5(1)(e)

RPS shall ensure, as far as practicable, that the ship owner has the means to protect such seafarers from being stranded in a port; and in such an event shall make adequate provisions for the repatriation of a stranded seafarer along with his maintenance and required emergency medical assistance prior to repatriation and the transportation of the mortal remains of a seafarer in the event of his death, and it shall also furnish a bank guarantee to cover the cost of repatriation of the seafarer in an event of his abandonment and being stranded.

RULE 5(1)(f)

RPS shall examine promptly and adequately and respond to any complaint concerning its activities and inform the Director-General about any unresolved complaint.

Rule 5(1)(g)

RPS shall establish a system of protection, by way of a bank guarantee to compensate seafarers for any monetary loss that they may incur as a result of the failure of a recruitment and placement service and the relevant ship owner under the seafarers employment agreement to meet its obligation to them.

RULE 5(1)(h)

RPS shall ensure that no means or mechanism or lists are used to prevent or deter seafarers from gaining an employment for which they are qualified.

Rule 5(1)(i)

RPS shall ensure that no fees or other charges is borne, directly or indirectly, in whole or in part, by the seafarer, other than the cost to the seafarers in obtaining a medical certificates, seafarer's book and passport or other similar personal travel documents, provided that the cost of visa, and charges for pre-sign on and post - sign off medical examination, wherever required, shall be borne by the ship owner

RULE 5(1)(j)

RPS shall ensure that any incident or casualty on-board causing injury (excluding minor injuries) or death, disappearance, loss overboard or homicide by or of an Indian National, is reported to the Director-General, at the earliest and not later than twenty- four hours of the receipt of such information

Rule 5(1)(k)

RPS shall develop and maintain operational practices to verify the seafarers' medical examination, identity documents and such other items as may be required for seafarers to gain an employment

RULE 5(1)(l)

RPS shall ensure with due regard to the right to privacy & need to protect confidentiality, full & complete records of the seafarers covered by their RPS, which should include but not be limited to (i) the seafarers' qualifications; (ii) record of employment; (iii) personal data relevant to employment; and (iv) medical data relevant to employment.

Rule 5(1)(m)

RPS shall maintain up-to-date lists of the ships, owned by the ship owners for which the recruitment and placement service provides seafarers and ensure that there are reasonable means by which the ships can be contacted in an emergency, at all hours.

RULE 5(1)(n)

RPS shall ensure that seafarers are not subject to exploitation by their personnel with regard to offer of engagement on particular ships or by particular companies.

Rule 5(1)(o)

RPS shall put in place the procedures to prevent the opportunities for exploitation of seafarers arising from the issue of joining advances or any other financial transaction between the ship owner and the seafarer which are handled by the recruitment and placement service

RULE 5(1)(p)

RPS shall clearly publicize cost, if any, which seafarer is expected to bear in the recruitment process

Rule 5(1)(q)

RPS shall ensure that the seafarers are informed of any particular condition applicable to the jobs for which they are to be engaged and of the particular ship owners policies relating to their employment.

RULE 5(1)(r)

RPS shall ensure that the seafarers are informed of any particular condition applicable to the jobs for which they are to be engaged and of the particular ship owners policies relating to their employment

Rule 5(1)(s)

RPS shall ensure that all mandatory certificates and documents submitted for employment are up to date and have not been fraudulently obtained and that employment references are verified.

RULE 5(1)(t)

RPS shall ensure that requests for information or advice by families of seafarers while the seafarers are at sea are dealt with promptly and sympathetically and at no cost to the seafarers.

Rule 5(1)(u)

RPS shall verify that the labour conditions on ships where seafarers are placed are in conformity with applicable collective bargaining agreements concluded between a ship owner and a representative seafarer's organization.

RULE 5(1)(v)

RPS shall ensure that the terms and conditions of employment to seafarers comply with applicable laws or regulations or collective bargaining agreements.

RULE 5(1)(w)

RPS shall endeavor that the death compensation or disability compensation are paid by the ship owner without undue delay.

Rule 5(1)(x)

RPS shall ensure that a copy of the licence granted under these rules is prominently displayed at the premises of the RPS at a place accessible to public.

RULE 5(1)(y)

RPS shall ensure that the number, date of issue and the validity period, of the license are mentioned in all of their advertisements published and the license number is mentioned in all its communications.

Rule 5(1)(z)

RPS shall ensure that it sends the reminder to the Director for its annual inspection, three months before its due date and be prepared for the same.

RULE 6(1)

Welfare contribution to Seafarers Welfare Fund Society shall be paid by fifteenth of the month following the end of every quarter.

The Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016, form the cornerstone of India's regulatory framework for ethical and transparent recruitment in the maritime sector. Through rigorous licensing, structured inspections, and digital integration of RPS workflows, the Crew Branch has significantly advanced the accountability of RPSL agencies. As India positions itself as a global maritime leader, robust enforcement of RPSL regulations will remain central to maintaining international credibility and safeguarding the future of Indian seafarers.

Seafarers' Rights

Seafarers operate in one of the most challenging professional environments, often far from home and across international jurisdictions. Ensuring that their legal, contractual, and humanitarian rights are upheld is central to building a just, secure, and sustainable maritime ecosystem. For Indian seafarers, these protections are codified under international conventions, domestic regulations, and institutional mechanisms led by the Directorate General of Shipping (DGS). The recognition and enforcement of these rights not only guarantee dignity and justice at sea but also enhance India's maritime reputation globally.

India, as a signatory to the Maritime Labour Convention (MLC), 2006, upholds the legal, contractual, and humanitarian rights of its seafarers through statutory regulations, collective agreements, and enforcement mechanisms. The Directorate General of Shipping (DGS) actively promotes awareness of these rights through educational initiatives such as the Sea-ries and operationalizes protections via legal instruments.

1. Legal and Fundamental Rights under MLC, 2006

Seafarers are entitled to:

- Freedom of association and collective bargaining
- Freedom from forced labour (voluntary employment with fair compensation)
- Non-discrimination in employment (irrespective of gender, religion, nationality, or beliefs)
- Regulated working hours and rest hours
- Access to medical care, welfare schemes, and social protection
- Decent onboard accommodation and food standards

2. Rights under Seafarers Employment Agreement (SEA) and Collective Bargaining Agreements (CBA)

Every seafarer must be issued a clear, legally enforceable employment contract that:

- States contract duration, wage structure, and rest hours (max 48 hours/week as per ILO)
- Defines overtime rates (minimum 1.25x basic wage)
- Provides minimum 30 days paid leave per year
- Ensures repatriation costs are borne by the shipowner
- Prohibits withholding or retention of wages
- Separately itemizes basic pay, overtime, and leave entitlements

Additionally, CBAs cover:

- Death, disability, or abandonment compensation
- Rights during vessel loss, termination, or repatriation

3. Compensation Rights (Death, Disability, Abandonment)

Seafarers or their next of kin (NoK) are entitled to compensation for:

- Death or long-term disability under CBA and MS Rules
- Interim payments in prolonged disability cases
- Claims made directly to the company or escalated to DGS if delayed
- Exclusions: Compensation may be denied in cases of suicide (with evidence), undisclosed pre-existing illness, or non-occupational diseases.

4. Rights in Cases of Abandonment

Warning signs of abandonment include:

- Delayed salaries, no food/water supply, fuel shortages, or communication cut-off

If abandoned:

- With valid P&I insurance: Master should invoke MLC's financial security system for unpaid wages (up to 4 months) and repatriation.
- Without valid P&I: Seafarer may arrest the vessel under maritime lien laws with help from unions, ITF, Indian missions, or lawyers.

5. Rights of Next of Kin (NoK) for Missing Seafarers

In case of a missing seafarer:

- SAR (Search and Rescue) operations are initiated
- If found deceased: Post-mortem, repatriation, and P&I-based compensation follow
- If not found: Based on investigation, Presumed Death Certificate (PDC) is issued by DGS enabling NoK to claim insurance and compensation

6. Rights When Vessel is Detained or Arrested Abroad

If detained for illegal cargo, narcotics, or geopolitical issues:

->DGS, through the Indian Embassy/MEA, ensures:

- Consular access and legal support
- Food, water, and accommodation assistance
- Diplomatic efforts for repatriation

If seafarers are jailed abroad:

- Indian missions intervene legally and diplomatically
- Shipowners/RPSL are directed to arrange legal defense
- Repatriation and welfare continue till judicial closure

The DG Shipping, through statutory frameworks, grievance platforms, and international coordination, ensures that seafarers' dignity, safety, legal rights, and well-being are protected. The Crew Branch, in collaboration with national and global stakeholders, plays a critical role in upholding these rights, addressing violations, and supporting seafarers through difficult situations such as abandonment, death, detention, and repatriation.



Source: Bernhard Schulte Shipmanagement

Seafarer's Model Code of Conduct

India's maritime strength is rooted not only in its fleet and infrastructure, but in the values that govern its seafarers and their employers. In alignment with national legislation and international conventions, the Directorate General of Shipping affirms a comprehensive Code of Conduct for Indian seafarers and stakeholders, reflecting our collective commitment to human dignity, ethical operations, safety, inclusivity, and sustainability across the maritime sector.

Human Rights

Respect for human rights is the foundation of all seafaring activity. The Directorate mandates compliance with the UN Guiding Principles on Business and Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. Every Indian seafarer is entitled to fair, safe, and discrimination-free working conditions. Forced labour, imprisonment on board, child labour, or any form of human trafficking, including coercion, abduction, or exploitation are strictly prohibited and actively combated across all maritime operations. Freedom of association and collective bargaining are also fully supported.

Health and Safety

The maritime sector is a people-centric industry. The health and safety of seafarers are paramount and regarded as a shared responsibility. Equal emphasis is placed on physical and mental well-being, with access to medical care, shore-based outreach services, and compliance with ISO 45001 Occupational Health and Safety Management standards. Seafarers are expected to uphold safety protocols and report any unsafe conditions or practices. Employers are encouraged to pursue zero-incident goals through regular QHSE-led training and proactive risk mitigation campaigns.

Equal Opportunity

Indian seafaring must reflect the diversity of the nation. Companies are required to uphold inclusive hiring and workplace practices irrespective of religion, region, gender, age, orientation, or political belief. Seafarers are expected to conduct themselves professionally, with mutual respect and zero tolerance for bullying or harassment. Diversity of thought, individuality, and feedback are valued as critical components of a vibrant maritime workforce.

Training and Development

India aspires to produce the most skilled and future-ready seafarers in the world. Employers are expected to invest in the continuous training and upskilling of their crew, facilitating both vertical and lateral career growth. With a robust network of DGS-approved Maritime Training Institutes across the country, opportunities are provided for certifications, vessel-type exposure, and transitions into shore-based leadership roles. Structured development pathways are vital to sustaining long-term careers at sea and ashore.

Social Responsibility

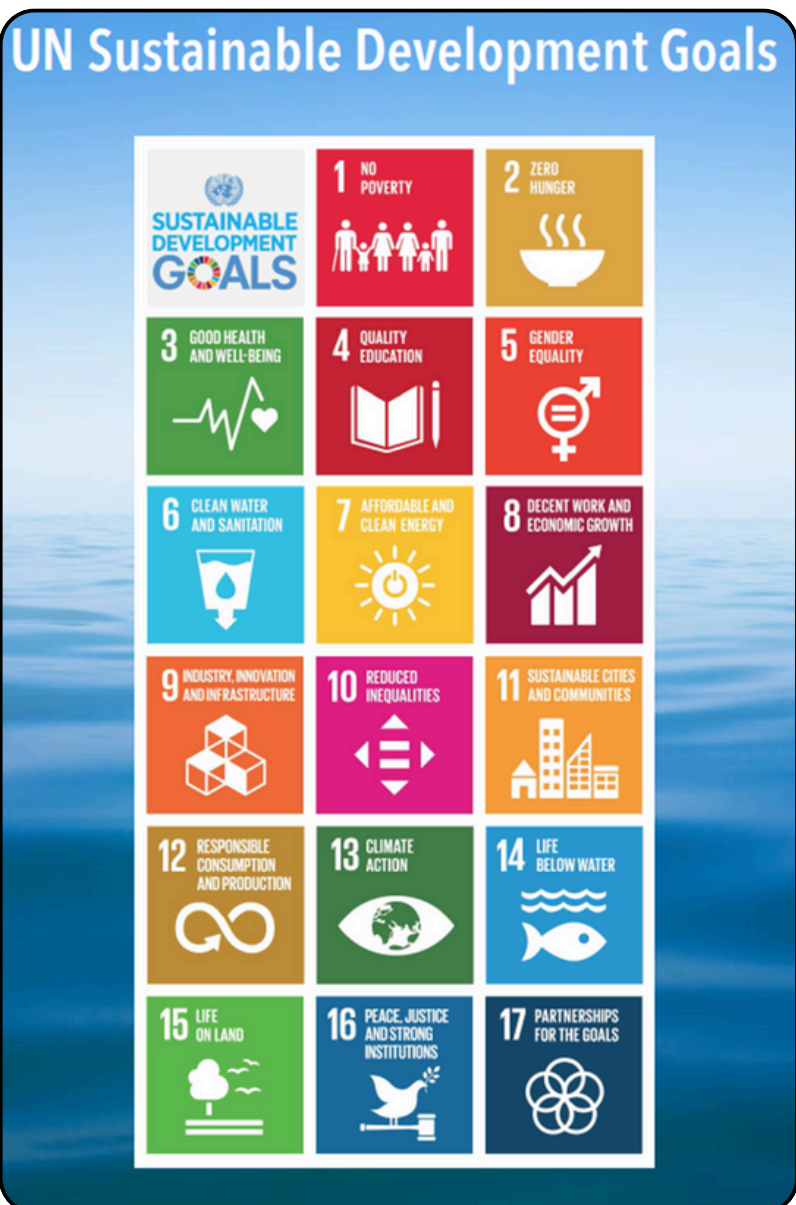
Maritime stakeholders are encouraged to contribute to nation-building and the UN Sustainable Development Goals (SDGs) through community engagement and charitable initiatives. The Directorate promotes active collaboration with government bodies, industry associations, NGOs, and civil society to create a socially responsive maritime ecosystem. Seafarers and companies are urged to give back to the communities they represent and serve.

Environmental Stewardship

India's maritime vision is inseparable from its environmental responsibilities. The Directorate upholds marine protection through education, responsible shipping practices, and adoption of clean fuels and green technologies. Awareness campaigns around reducing plastic use and promoting the 4Rs that is Reduce, Reuse, Recycle, and Rethink, aim to preserve oceanic biodiversity and champion sustainable maritime operations for future generations.

Sustainability

Sustainability is a non-negotiable pillar of maritime growth. Companies are encouraged to lead the charge on decarbonisation and climate action, working toward carbon-neutral operations. By aligning business models with global climate goals, India's shipping industry is actively contributing to shaping a sustainable future – environmentally, economically, and socially.



STCW Compliance Board

For Indian seafarers, professional growth and global employability hinge upon the credibility of their training, certification, and assessment systems. To uphold the integrity and standardization of these processes, the Directorate General of Shipping has institutionalized the STCW Compliance Board. This body plays a pivotal role in ensuring that the rights of seafarers—particularly those related to fair certification and assessment—are protected under international and national maritime conventions.

Its formation was guided by regulatory reforms and quality assurance requirements under Chapter I – Regulation I/8 and I/9 of the STCW Convention. This Board is aimed at ensuring uniform enforcement, grievance handling, and compliance verification in the areas of seafarer training, certification, and competency assessments.

Structure and Composition

As per official DGS communications:

- The Board comprises officials from the Crew and Examination branches, along with external domain experts and STCW auditors.
- Includes representatives from recognized maritime training institutes (MTIs), certifying authorities, and seafarer unions (on rotational basis).
- Meets regularly to review grievances, training anomalies, fraudulent certification issues, and interpret compliance ambiguities.

Mandate and Scope

The STCW Compliance Board is entrusted with the following core responsibilities:

- Hear appeals or complaints related to refusal, delay, or anomalies in the issuance of CoC, CoP, and endorsements.

- Investigate non-compliance reports submitted by training institutions, examiners, or seafarers.
- Review alleged fraudulent documentation, impersonation, or malpractice in competency exams.
- Recommend corrective measures or penalties such as suspension of candidate eligibility, derecognition of MTIs, or disciplinary action against staff/examiners.
- Address grievances regarding oral examinations, simulator assessments, and result appeals.

Procedural Framework

The STCW Board operates under a structured procedural mechanism:

1. Complaint/Appeal Submission: By aggrieved seafarer or MTI via DGS online module.
2. Preliminary Review: By Examination Branch or Quality Cell.
3. Board Hearing: Monthly sittings with documented proceedings.
4. Recommendations to DG(S): Final action advised for implementation.

This mechanism ensures fairness and impartiality in resolving technical and regulatory disputes in the certification process.

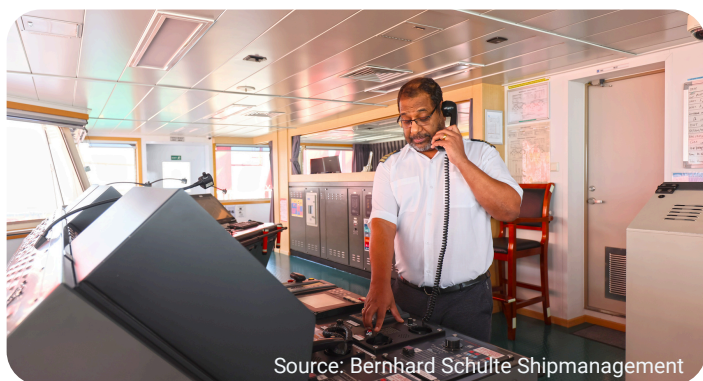
Strategic Importance

- Ensures uniform application of training and certification standards across India.
- Helps identify systemic gaps or misconduct in maritime education delivery.
- Supports India's international reputation for STCW compliance and enhances quality of seafarer certifications issued by Indian authorities.

02 Grievance Redressal Mechanism

In a profession defined by distance, isolation, and high-stakes responsibilities, Indian seafarers often operate far from shore with limited access to institutional support. To bridge this gap and uphold the rights and dignity of seafarers, the Directorate General of Shipping (DGS) has institutionalized a comprehensive Grievance Redressal Mechanism. This framework ensures that every Indian seafarer—no matter where in the world they are—is supported by a responsive, transparent, and accessible system to address their concerns.

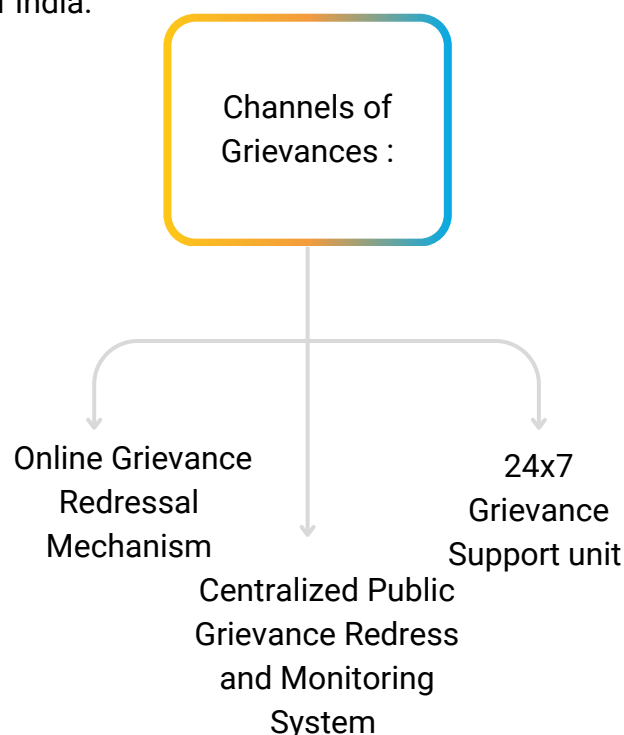
Since its inception in 2011, the mechanism has matured into a structured and integrated platform that spans physical offices, national grievance portals, and a 24x7 digital interface. It is designed not only to resolve individual issues, but to strengthen institutional accountability across the maritime ecosystem.



Why It Matters: Addressing Unique Maritime Challenges

The life of a seafarer is shaped by unique challenges—prolonged deployment, limited access to shore-based services, and complex employer structures. For Indian seafarers, these challenges are further compounded when employed under foreign flags or through third-party intermediaries. In such a scenario, a robust grievance system becomes not just a facility, but a fundamental right.

The Crew Branch of the Directorate General of Shipping houses a dedicated Grievance Redressal Cell, responsible for receiving, categorizing, escalating, and disposing grievances related to Indian seafarers. The system caters to complaints received directly via the Online Grievance Redressal Mechanism, 24x7 Grievance Support unit, as well as those routed through the CPGRAMS of the Government of India.



Grievances received broadly pertain to:

- Abandonment, unpaid wages, or misconduct by employers
- Seafarer documentation and certification (e.g., INDOS, CDC, BSID, COC/COP)
- Medical neglect, accidents, and repatriation issues
- Disbursement delays under social security schemes like SPFO and SWFS
- Misrepresentation, fraud, or grievance redressal non-compliance by RPSL agencies

All grievances are monitored by designated Grievance Redressal Officers (GROs) and resolved in coordination with field offices, RPSL agencies, and shipping companies.

Online Grievance Redressal Portal

One of the most impactful strides in recent years has been the operationalization and continuous enhancement of the Online Grievance Portal. This platform has become a lifeline for seafarers and their families, enabling them to lodge complaints from any part of the world and track their progress in real time.

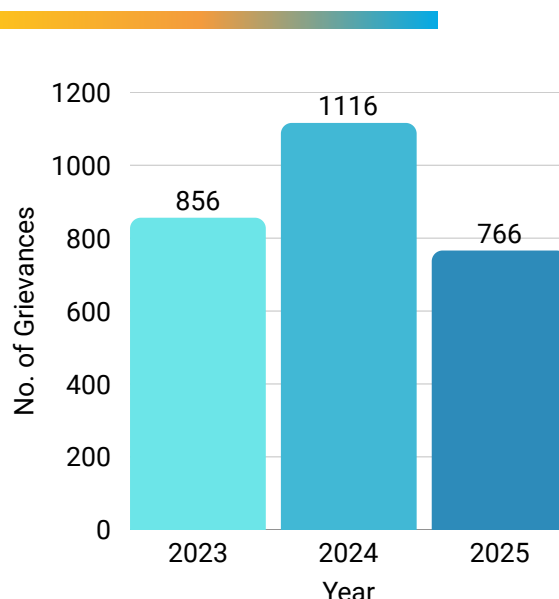
Key Features

- Seamless online grievance submission with automated acknowledgment
- Categorized complaints for targeted resolution
- Dashboards to track real-time status and officer responses
- Two-way communication with RPSL agencies and DGS officers
- Tagged case histories for escalation and audit purposes

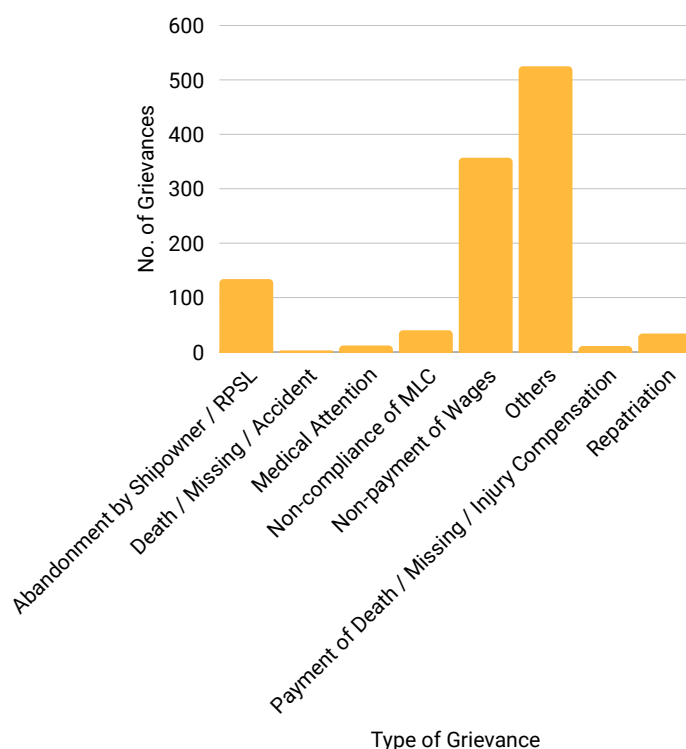
The portal now serves as the primary grievance interface for thousands of seafarers, providing not just transparency, but also assurance that their concerns are heard and acted upon.

The second graph outlines the types of grievances received during the year 2024. A total of **1,116** cases were recorded across categories such as abandonment, wage disputes, medical issues, and repatriation. Notably, the "Others" category—comprising the highest number of grievances—includes issues related to BSID, CDC, and INDOS, etc.

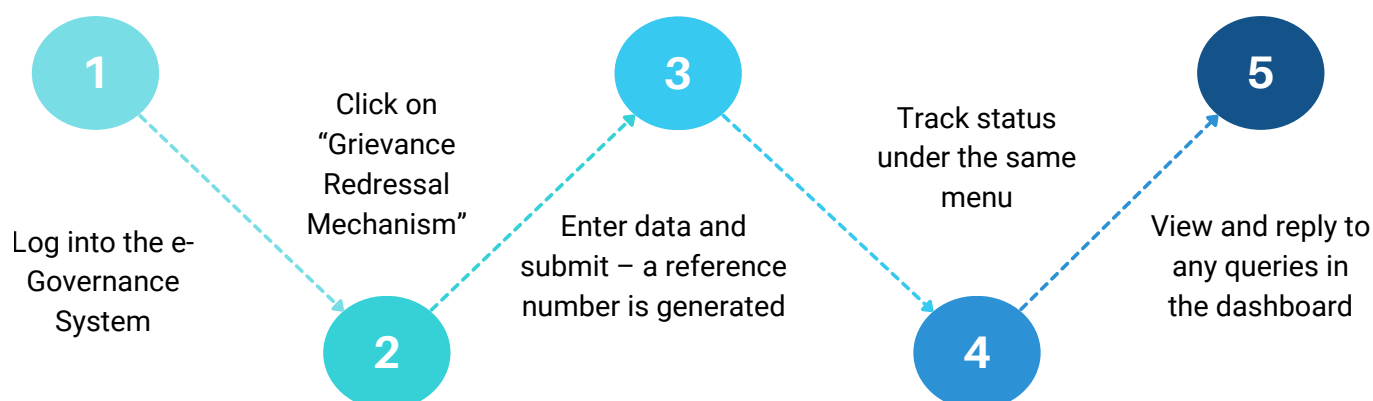
Year on Year Growth of Grievances



Data till June 2025*



How to Lodge a Grievance via INDOS Profile:




24x7 Grievance Support Unit


In addition to structured online grievance portals, the Directorate General of Shipping (DGS) actively monitors and addresses complaints received through real-time communication channels such as email and WhatsApp. These channels—managed by the 24x7 Grievance Support Unit—enable seafarers and their families to raise concerns quickly and directly, particularly in time-sensitive or offshore scenarios.

This official channel has evolved as a vital lifeline for the seafaring community, particularly when access to digital portals is constrained due to connectivity or urgency. The Crew Branch classifies, verifies, and escalates these complaints to relevant officers or agencies for resolution.

Touchpoints for Seafarers

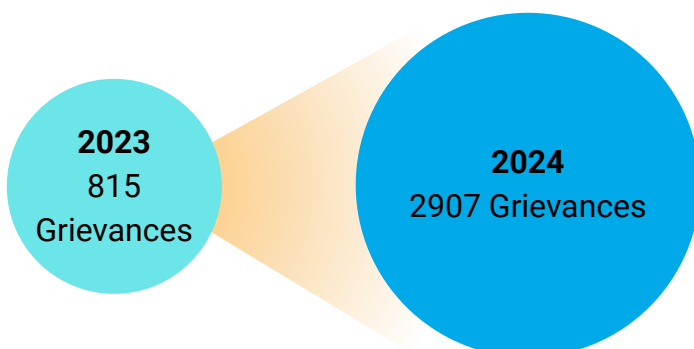
 DGCOMM Welfare Helpline: 9004048406

 Crew Cell Helpline: 9004062624

 Email Support: support.dgs@gov.in
crews-dgs@nic.in

These channels cater not just to digital users, but also to families or dependents who may need assistance navigating the online systems.

Year on Year Growth of Grievances



Key Insights

- Grievances increased by 257% from 2023 to 2024, indicating a significant year-on-year surge.
- With 1,744 grievances already recorded in the first half of 2025, the current year is on pace to match or exceed the previous year by year-end, assuming similar reporting rates.

The surge in 2024 likely reflects:

1. Increased awareness of grievance mechanisms
2. Expanded usage of 24x7 email/WhatsApp support channels
3. Improved accessibility via the DG Shipping digital platform

- 100% disposal rate maintained despite volume spike
- Average resolution time for BSID, INDOS and CDC issues cut from 10 to 3 days

Centralized Public Grievance Redress and Monitoring System

As previously highlighted, seafarers have access to multiple touchpoints for lodging grievances. Among these, CPGRAMS serves as an additional official platform. Grievances submitted through CPGRAMS are addressed by the designated Grievance Redressal Officer (GRO) within the Crew Branch, ensuring timely and coordinated resolution.

During 2024–25, a total of 175 grievances were received through the CPGRAMS platform. All grievances were successfully disposed of, resulting in a 100% disposal rate with zero pendency. The highest volume of grievances originated from the states of Maharashtra, Uttar Pradesh, and West Bengal, reflecting strong regional engagement with the grievance redressal mechanism.

Right To Information

The Directorate General of Shipping functions as a Public Authority under Section 2(h) of the Right to Information Act, 2005. The Crew Branch operates a dedicated RTI Cell, led by the Central Public Information Officer (CPIO), which serves as the central receiving point for RTI applications and appeals specifically related to seafarer welfare, employment, and regulatory matters.

The RTI Cell is responsible for:

- Timely coordination and response to queries submitted by citizens, mostly seafarers' family members or legal representatives
- Ensuring statutory compliance under the RTI Act
- Updating and maintaining proactive disclosures under Section 4 of the RTI Act on the DGS website

In 2024–25, the Directorate received a total of 195 RTI applications, all of which were successfully disposed of within the prescribed timelines. Additionally, 25 RTI appeals were received and resolved, resulting in zero pendency as of 30 June 2025. This reflects the Directorate's commitment to transparency, accountability, and timely dissemination of information under the RTI framework.

Women Seafarers Grievance Mechanism

Following the Directorate's efforts to institutionalize a comprehensive grievance redressal system for all Indian seafarers, a focused initiative has been launched to support a particularly underrepresented and vulnerable group – women seafarers.

Though forming only 0.5% of India's seafaring workforce, women in maritime face barriers that go beyond statistics.

These include underrepresentation in shipboard roles, limited awareness of redressal options, and, most critically, the absence of gender-sensitive support frameworks. Recognizing these challenges, the Directorate General of Shipping (DGS) has established a Dedicated Grievance Redressal Cell for Women Seafarers, marking a significant step toward inclusion and protection. This initiative is aligned with India's international obligations under the **Maritime Labour Convention (MLC), 2006**, and is anchored in the goals of **Maritime India Vision 2030**, which emphasizes safety, diversity, and equal opportunity across the maritime sector.



To ensure women feel heard and protected, the "Grievance Report for Women Seafarer" feature was integrated into the DG Shipping e-Governance platform. This specialized module allows women seafarers to lodge complaints on issues that deeply affect their physical and psychological safety, including:

- Sexual harassment onboard or in training environments
- Unsafe or gender-insensitive onboard infrastructure
- Violations under MS Notice 07 of 2019

Institutional Oversight and Legal Safeguards

To institutionalize gender-responsive redressal, the Directorate issued DGS Order No. 03 of 2023 dated 30.01.2023, establishing a Complaint Committee on Sexual Harassment under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

The Complaint Committee for Seafarers has been constituted with immediate effect, with a tenure of two years or until further orders, whichever is earlier.

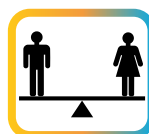
The committee:

- Includes senior officers from DGS and independent external experts
- Ensures confidentiality and fair hearings
- Recommends corrective action and policy improvements
- Coordinates with RPSL agencies, ship operators, and maritime training institutes to uphold compliance

Building a Culture, Not Just a System

The establishment of a dedicated grievance redressal platform and the constitution of a formal Complaint Committee mark a transformative step in mainstreaming gender equity in the Indian maritime sector. These initiatives go beyond procedural compliance – they represent a decisive shift toward empowering women seafarers with institutional voice, legal protection, and psychological safety.

DGS is helping foster:



- A culture of zero tolerance for harassment and discrimination at sea and in training spaces.
- A safe, supportive ecosystem that encourages women to pursue and sustain careers in seafaring without fear or stigma.
- A demonstrable commitment to the empowerment, dignity, and equal opportunity of women in maritime professions.
- Strengthened institutional accountability through clear protocols and oversight bodies.

Other administrative concerns—such as employment disputes or certification issues—continue to be addressed through the main grievance portal, maintaining clarity and efficiency in resolution channels.

By integrating legal mandates with digital platforms and human-centered grievance handling, DGS is positioning India as a policy leader in gender inclusion in global shipping – ensuring that the presence of women at sea is not only accepted but actively protected and celebrated.

These efforts collectively signal that the future of Indian shipping is inclusive, equitable, and empowered.

03 Crisis Management Framework


Definition of Crisis

In the maritime sector, a Crisis refers to any unexpected event that severely impacts the safety, legal status, wellbeing, or livelihood of a seafarer. These can range from abandonment on foreign shores, detention or arrest, missing or deceased crew, to serious onboard accidents or vessel-related disputes. A crisis may unfold suddenly, leaving the affected seafarer isolated in unfamiliar legal and geographical environments, often without access to basic support. Such incidents are not just operational disruptions, they are deeply personal emergencies that can put lives, dignity, and fundamental rights at risk. Recognizing the urgent and sensitive nature of these situations, the Directorate General of Shipping (DGS) has established a comprehensive Crisis Management Framework.

 DGCOMM Welfare Helpline: 9004048406

 Crew Cell Helpline: 9004062624

 DGCOMM Support Helpline: 8657549760

 Email Support: support.dgs@gov.in
crews-dgs@nic.in
dgcommcentre-dgs@nic.in

Composition of the Crisis Management Group

At the core of this framework is the Crisis Management and Reaction Group (CMRG), a multi-stakeholder task force chaired by the Director General of Shipping. The group is supported by senior maritime authorities including the Additional DG, Deputy DG (crew), Nautical Advisor, Chief Surveyor, Nautical surveyor (Casualty) , officers from Seamen's Employment Offices(SEO) and Mercantile Marine Departments (MMD). Additional members are co-opted from external bodies such as IRS, when technical input is required.

Key Functions of the Crisis Management Group are:

- Provide technical guidance and strategic direction
- Interface with Indian Missions, port authorities, and international agencies
- Coordinate communication during crises, including with media
- Liaise regularly with the Ministry of Ports, Shipping and Waterways (MoPSW) for escalations and diplomatic coordination
- Monitor and audit the implementation of SOPs across regional offices

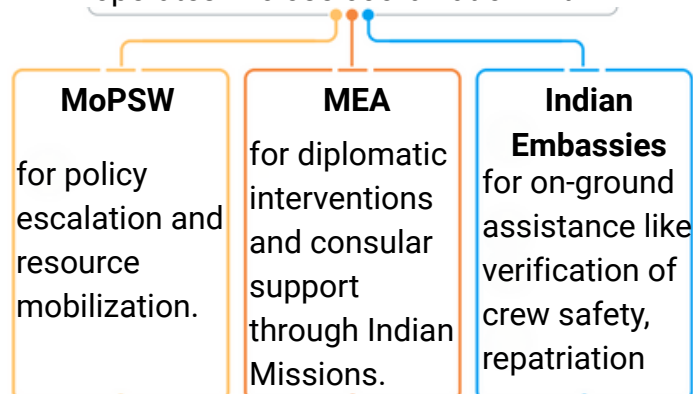
Proactive Monitoring through Weekly Reviews:

Crises demand agility. Over the reporting year, the DGS adopted a proactive monitoring regime to stay ahead of evolving situations:

- 70+ Weekly Crisis Review Meetings were conducted to monitor active and high-risk cases involving Indian seafarers globally.
- These meetings enabled rapid repatriation, settlement of pending cases, and preventive action against non-compliant shipping operators.

Multi-Agency Coordination

The Crisis Management Framework operates in close coordination with:



Crisis Response Protocols

The nature of seafaring work exposes individuals to unique and often unpredictable crises—ranging from vessel abandonment and detention to fatal accidents or maritime casualties in foreign jurisdictions. In such critical situations, the response of national authorities must be timely, coordinated, and legally sound. For Indian seafarers, these incidents often involve unfamiliar legal systems, isolation from support networks, and significant threats to their health, safety, and rights.

To institutionalize an effective national response framework, the Directorate General of Shipping (DGS) has implemented a Standard Operating Procedure (SOP) for Crisis Management, specifically targeting maritime emergencies involving Indian seafarers. This SOP reinforces India's commitment to safeguarding the welfare of its maritime workforce through structured, time-bound, and jurisdiction-specific action protocols.



Source: Bernhard Schulte Shipmanagement

Purpose and Relevance to Seafarers

The Crisis Management SOP ensures that no Indian seafarer is left unprotected during distress situations—be it abandonment in a foreign port, a missing person case, or a serious onboard accident. It serves as an operational manual for maritime authorities, Indian Missions, port officials, and concerned stakeholders, enabling them to act with speed, clarity, and legal backing.



Source: Dockendale Ship Management FZCO photo repository

Contributions of SOP

- The safety and timely repatriation of affected crew
- Protection of seafarers' rights under Indian and international law
- Assurance to families through consistent communication and closure
- Compliance with the Merchant Shipping Act, 1958, the IMO Casualty Investigation Code, and the Maritime Labour Convention (MLC), 2006

- The SOP outlines structured responses for a range of scenarios involving Indian seafarers, including:
- Ship abandonment or crew left without support
- Vessel detentions and port-state legal actions
- Missing or deceased seafarers
- Onboard injuries or serious marine accidents
- International investigations involving Indian crew

Each case type is mapped to specific responsibilities, escalation protocols, and communication flows, ensuring role clarity and inter-agency accountability.

Scope of the SOP

Key Features of the SOP



Jurisdiction Mapping: Clearly distinguishes between Indian flag/foreign flag vessels and Indian/international waters to determine lead agency responsibility.



Response Timelines: Prescribes action deadlines from case receipt to closure, ensuring speed and uniformity.



Inter-Agency Coordination: Involves DGS, MoPSW, MEA, MMDs, SEOs, and Indian Missions abroad in a synchronized response network.



Case Documentation: Mandates structured reporting formats for transparency and future audit.



Family Communication: Emphasizes early, regular, and sensitive updates to families of affected seafarers.



Legal and Consular Support: Outlines steps for engaging foreign port authorities, shipping agents, and legal representatives through diplomatic channels.

- **Reputational Safeguard:** Enforcement actions including show-cause notices and blacklisting against non-compliant DOC holders, RPSL agencies, or ship operators, where applicable.
- **Stakeholder Confidence:** Timely information to families, protection of legal rights, and full compliance with Maritime Labour Convention (MLC) obligations.



Source: Dockendale Ship Management FZCO photo repository

Key Outcomes

The impact of this framework is visible not just in numbers, but in lives protected:

- **Rapid Response:** Immediate intervention in emergencies, including repatriation of abandoned or detained crew and coordinated responses to casualty events.
- **Enhanced Grievance Oversight:** Seamless integration of crisis tracking with the 24x7 online grievance portal, enabling coordinated follow-up and higher closure rates.

The introduction of this SOP reflects a paradigm shift from ad-hoc case handling to a nationally harmonized, legally enforceable protocol. It builds institutional confidence and demonstrates India's leadership in protecting its maritime workforce on global waters.

This SOP is not just a set of instructions; it is a commitment—to every Indian seafarer and their family—that the country stands with them when it matters most.

Abandonment of Seafarers

The abandonment of Indian seafarers remains one of the most distressing challenges in global maritime labour. Abandonment occurs when a shipowner fails to meet their contractual or legal obligations toward the crew — leaving them stranded without wages, food, repatriation, or support. This could be due to financial insolvency, expired insurance, legal disputes, or even deliberate evasion. For the seafarers onboard, this means isolation in foreign waters, months of uncertainty, and unimaginable physical and mental stress.

Recognizing the urgency and humanitarian impact of such cases, the Crew Branch of the Directorate General of Shipping (DGS) has implemented a structured and accountable framework to handle these situations. It is not just about responding to emergencies — it is about protecting dignity, ensuring legal redress, and bringing every Indian seafarer home safely.

What is Abandonment?

The Maritime Labour Convention, 2006 (MLC) states that abandonment occurs when a shipowner

1. Fails to cover the cost of the seafarer's repatriation
2. Has left the seafarer without the necessary maintenance and support
3. Has otherwise unilaterally severed their ties with the seafarer including failure to pay contractual wages for a period of at least two months.

Root Causes Behind Abandonment of Seafarers

Despite existing legal frameworks and monitoring systems, the Directorate continues to observe recurring instances of Indian seafarers being placed on vessels that are later abandoned, detained, or blacklisted. A detailed assessment has identified several systemic and operational risk factors contributing to these abandonment cases:

Deployment on Substandard Vessels via Fraudulent Certifications

A growing number of seafarers are being placed on substandard or unseaworthy vessels after obtaining fraudulent or unauthorized competency certificates from Flags of Convenience (FoC) countries. These flags often operate with minimal oversight, resulting in compromised vessel safety and crew welfare standards.

Placement by RPS Agencies on Legally Disputed or Sanctioned Vessels

Certain Indian RPSL agencies have been found deploying seafarers on vessels that are:

- Involved in legal disputes or under court orders
- Structurally unsafe or unfit for sea due to age and poor maintenance
- Blacklisted or sanctioned, including those listed under U.S. sanctions or other international restrictions

Unregulated Operations of Foreign-Flag-Approved MTIs in India

A number of MTIs, approved by foreign flags, are operating without meeting Indian regulatory or infrastructural standards. These MTIs contribute to the production of inadequately prepared seafarers who are later placed on questionable vessels.

Risks Associated with Open CDC Holders and Unregulated Agents

Holders of Open Continuous Discharge Certificates (CDC) often find employment through private agents or brokers, many of whom are unregistered or unregulated. This increases the risk of:

- Employment on non-compliant vessels
- Absence of valid contracts, medical cover, or insurance
- No formal grievance redressal or accountability chain

Fraudulent Recruitment by Non-RPS Entities and Rogue Agents

Several seafarers are deceived by fraudulent RPSL agencies or unauthorized recruitment agents. These agents often collect large sums from seafarers with false promises of overseas jobs, leaving them stranded without documentation or legal recourse.

Over-Supply of Trained Personnel and Wage Exploitation

The surplus of trained seafarers, coupled with limited job opportunities, has led to a sharp rise in:

- Illegal onboarding by desperate jobseekers
- Underpayment and wage suppression, as some shipowners exploit the labour oversupply by hiring at minimum or below-contract wages

DGS has remained steadfast in addressing cases of abandonment and detention of Indian seafarers – a growing challenge that often stems from financial disputes, invalid insurance coverage (P&I), or legal conflicts in foreign jurisdictions. Recognizing the human cost of such situations, DGS has implemented a robust grievance response and escalation system to secure the repatriation, wage recovery, and legal protection of affected seafarers.

Case Categorization and Response Framework

Each case of abandonment or detention is classified into one of four categories:

Category 1: P&I Valid

These cases involve vessels with an active and valid Protection & Indemnity (P&I) insurance cover. In such cases, the seafarers are usually covered for wages, repatriation, and other contractual obligations, making resolution comparatively faster and more straightforward.

Category 2: P&I Expired

Refers to vessels where the P&I insurance has lapsed or is no longer valid. Seafarers on such vessels face a higher risk of non-payment and delayed repatriation. The Directorate must often initiate financial recovery or repatriation through bank guarantees or legal channels.

Category 3: Disputed

These cases typically involve vessels under ownership or operational disputes, legal ambiguity, or grey-flag registries. The absence of a clear or cooperating shipowner significantly delays intervention efforts and complicates legal accountability.

Category 4: Arrested / Jail / Detention

This category includes vessels that have been arrested by port states, detained due to maritime violations, or whose crew members have been jailed or are under legal custody. These cases often require legal assistance, diplomatic engagement, and support from Indian Missions abroad.

Case Categorization and Response Framework

Mentioned below is the table on active vessels and Seafarers that are currently abandoned

Category	Definition	Vessels (Nos.)	Seafarers (Nos.)
Category 1	Valid P&I	21	240
Category 2	Invalid/Expired P&I	10	66
Category 3	Disputed	26	224
Category 4	Jail/ Arrest/ Detention	25	114
Total		82	644

Standard Operating Procedures

To tackle this, the DGS has not only enforced regulations but also introduced Standard Operating Procedures (SOPs) for categorizing, tracking, and resolving each case of abandonment.

What Happens When a Case is Reported?

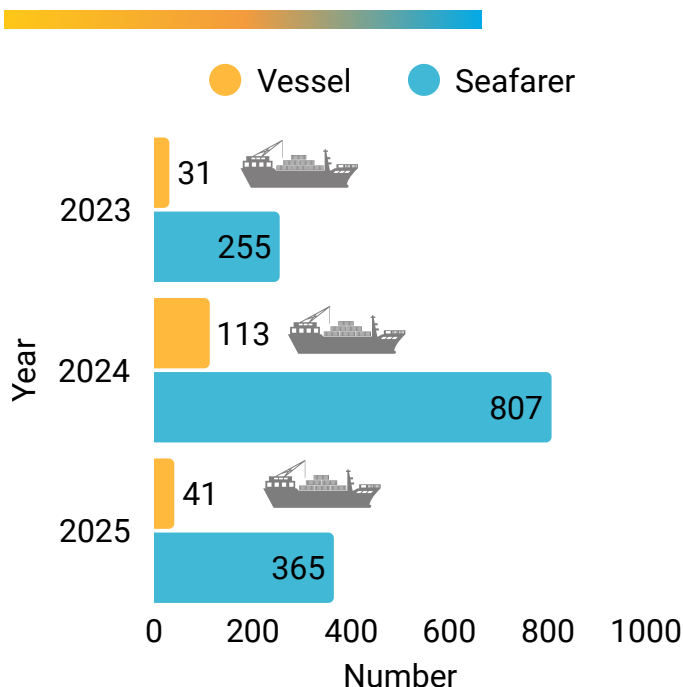
Cases are actively tracked across six stages, from verification to repatriation with measurable progress at each phase To ensure transparency, predictability, and timely action,

Stage	Action
Stage 1: Case Listing	Update the case in the official abandonment/arrest database based on reports from ILO, ITF, MEA, MoPSW, or NOK.
Stage 2: Seafarer Identity Confirmation	Identify Indian crew members using the e-Governance system or ITF-provided data.
Stage 3: Stakeholder Notification	Issue letters to key authorities: Flag State, Port State P&I (if valid), Indian High Commission, Ship Owners/Managers, RPSL, MoPSW and MEA (in copy)
Stage 4: Government Intervention, RPSL Coordination	DSEO engages with RPSL and other responsible parties to seek resolution (wages, repatriation, legal support, etc.).

Stage	Action
Stage 5: Escalation Measures For unresponsive owners/RPSLs.	Legal and financial actions are initiated if standard resolution fails. Issue Show Cause Notice (SCN) Initiate Bank Guarantee (BG) invocation, Appoint lawyers (for arrest/detention cases).
Stage 6: Repatriation & Debriefing	Organize return travel, ensure all dues are cleared, and collect feedback from seafarers.

These SOPs ensure that each case is tracked from the moment of reporting until the safe return of the seafarer, with legal and diplomatic steps embedded at every stage.

Resolved Cases Status



Through structured escalation protocols, diplomatic coordination, and strict enforcement mechanisms, the Directorate resolved over 1,400 abandonment cases involving seafarers and vessels between 2023 and mid-2025. The year 2024 witnessed a significant operational peak, with over 800 seafarers and 113 vessels successfully handled. Continued progress in 2025 underscores the effectiveness of the SOP-based framework, reinforcing India's commitment to safeguarding its maritime workforce during crises abroad.

Behind the Scenes: Who Supports This Mission?

The Crew Branch coordinates with a network of institutions to ensure every seafarer's safe return:

- Ministry of Ports, Shipping & Waterways (MoPSW) – For escalations, Policy-level backing and inter-ministry coordination.
- Ministry of External Affairs (MEA) – For diplomatic and consular assistance
- Indian Embassies & High Commissions – For ground-level intervention and verification
- Seamen's Employment Offices / RPSLs – For documentation, wage claim processing, Identity verification and grievance follow-up.

The abandonment of Indian seafarers remains a humanitarian and regulatory challenge, but the structured, timely, and legally grounded response led by the Directorate has ensured that seafarers are not left behind. Through digital tracking, international cooperation, and enforcement mechanisms, DGS continues to uphold India's commitment to seafarer welfare and global maritime labour standards.

Addressing Casualties: Missing, Injured, and Deceased Seafarers

Seafaring is a profession that demands resilience: physically, emotionally, and mentally. Yet, despite the best efforts of safety protocols and regulatory oversight, unfortunate incidents such as injury, disappearance, or death continue to affect Indian seafarers. These are not just occupational hazards—they are deeply human tragedies that leave families in pain and uncertainty. Recognizing this, the Directorate General of Shipping (DGS) has developed a multi-layered approach to ensure transparent reporting, accountability, and timely redressal in all such cases.

These efforts are critical in upholding the dignity of the Indian seafarer and are aligned with the vision of ensuring that no seafarer or their family is left unsupported in their moment of need.

Structured Reporting and Tracking Mechanism

All incidents involving missing, injured, or deceased Indian seafarers are mandatorily reported to the Directorate by the respective RPSL companies or shipowners. These cases are then:

- Recorded and verified by the Crew Branch.
- Classified into closed, settled, or pending categories
- Notified to company profiles for compensation monitoring and legal compliance

To enhance accountability, the Directorate has directly reached out via email to nearly 100 companies for updates on outstanding death and missing cases.

Compensation and Case Status

- **Death Cases:** Out of 328 total, 209 cases have been settled as on June 2025.



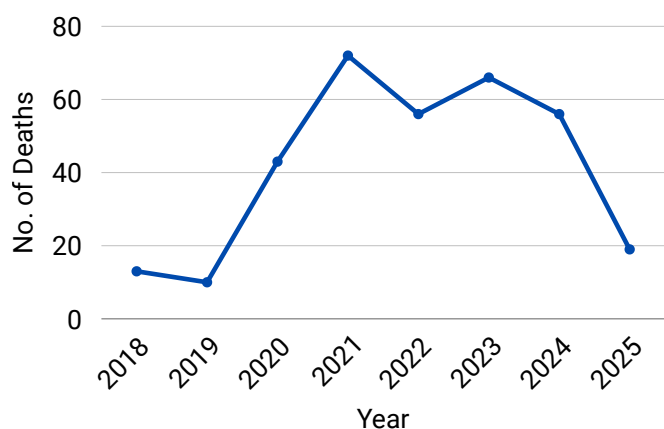
- **Missing Cases:** Out of 193 total, 65 cases have been resolved as on June 2025.



Compensation is expected to be disbursed as per the Maritime Labour Convention (MLC), 2006, the Merchant Shipping Act, and individual contractual terms.

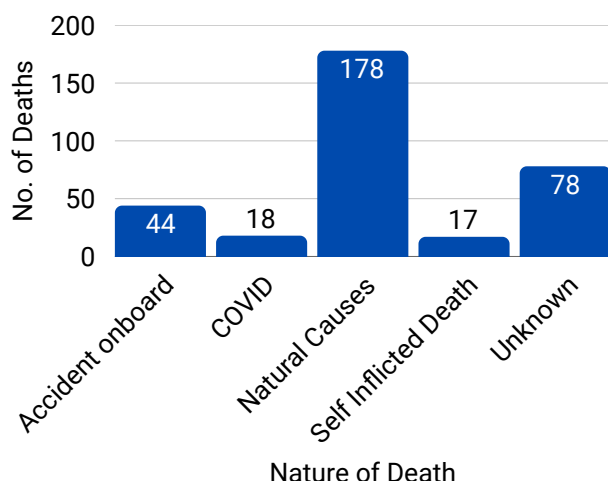
Death Analysis

1. Year-on-Year (YoY) Comparison



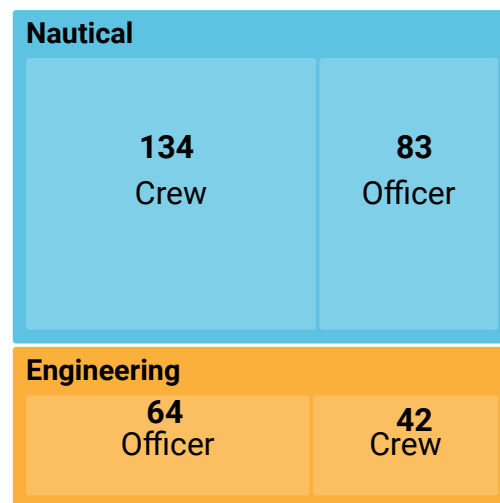
- The number of reported deaths rose sharply from 13 in 2018 to a peak of 72 in 2021, indicating the compounded risks seafarers faced during and post-**COVID** era.
- The significant drop in 2025 reflects the impact of improved monitoring, structured SOP enforcement, and proactive outreach initiatives by the Directorate.

2. Nature and Causation of Death



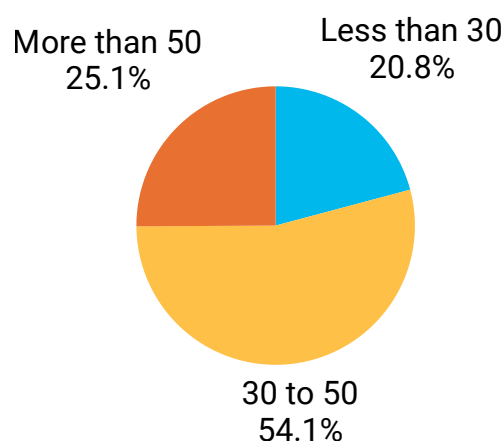
- Natural causes remain the leading contributor, followed by onboard accidents, COVID-related, and self-inflicted deaths.
- There is a pressing need to strengthen mandatory pre-sea medical screenings, introduce mental health counselling, and improve documentation for comprehensive casualty reporting.

3. Department-Wise Comparison



- The Nautical Wing accounted for the majority of fatalities, far exceeding the Engineering Wing.
- Deck crew in the Nautical department are disproportionately exposed to operational hazards—underscoring the need for enhanced onboard safety protocols, PPE audits, and training drills.

4. Age-Wise Analysis



- The 30–50 age group saw the highest number of deaths, followed by those over 50 and under 30.
- Mid-career seafarers are at the highest occupational risk, likely due to increased workload, stress, and prolonged deployments, calling for age-specific health programs and workload monitoring.

Investigation and Follow-Up Protocols for Seafarer Casualties

Ensuring Accountability Through Structured Investigations

Beyond tracking and reporting, the Directorate General of Shipping (DGS) plays a pivotal role in ensuring that all cases of missing, injured, or deceased seafarers are followed by timely and legally sound investigations. These investigations serve multiple objectives: identifying the root cause of incidents, assessing lapses in safety and operational protocols, ensuring fair compensation to families, and initiating enforcement actions where required.

Mandate and Legal Basis

Investigations into marine casualties involving Indian seafarers are guided by:

- Section 358 of the Merchant Shipping Act, 1958 – which empowers the Directorate to inquire into deaths or serious injuries occurring onboard Indian or foreign-flagged vessels.
- The IMO Casualty Investigation Code (Resolution MSC.255(84)) – which promotes fair, objective, and safety-oriented inquiries rather than assigning individual blame.
- MS Notices and DGS Orders – issued from time to time to standardize procedures and reporting formats for RPSL agencies, Masters, and shipowners.



Source: Bernhard Schulte Shipmanagement

Process Flow for Marine Casualty Investigations

1. Case Notification

Upon receipt of a report of death, missing person, or serious injury, the DGS initiates a formal review, coordinating with the concerned RPSL agency, shipowner, and port/MMD.

2. Preliminary Review & Jurisdiction Check

- The Directorate verifies whether the case falls under Indian jurisdiction (Indian seafarer, Indian flag vessel, or Indian waters).
- In foreign jurisdiction, the case is escalated to the MEA.

3. Appointment of Investigating Authority

For Indian-flagged vessels or cases in Indian ports, the Principal Officer (PO) of MMD is designated as the Investigating Officer.

4. Collection of Evidence & Statements

The investigation includes:

- Crew and officer statements
- Voyage data, CCTV footage (if available)
- Medical and autopsy reports
- Logbooks, safety drill records, and communication logs

5. Submission of Investigation Report

A detailed report is prepared, categorizing the cause of casualty (e.g., natural, operational, procedural lapse) and recommending corrective actions.

6. Compensation to Next of Kin (NoK)

Based on the findings, the Directorate ensures that eligible families of deceased or missing Indian seafarers receive rightful compensation under:

- The Maritime Labour Convention (MLC), 2006
- Merchant Shipping Act, 1958
- Terms of the Seafarer Employment Agreement (SEA)

Key Steps in Compensation Handling:

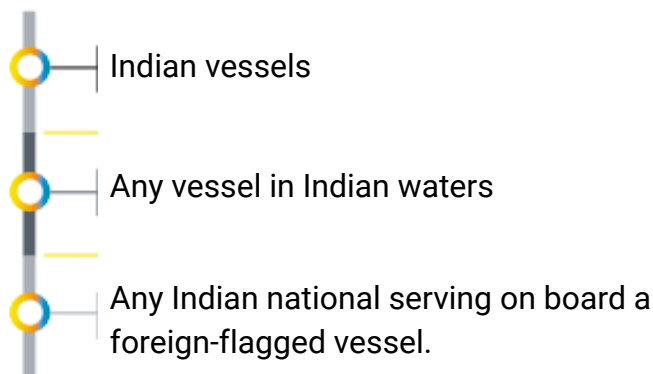
- The investigating authority verifies the employment status, cause of casualty, and applicable insurance or contractual clauses.
- DGS initiates correspondence with the RPSL agency or shipowner to ensure timely disbursement.
- Where applicable, P&I clubs or bank guarantees are activated to fulfil payment obligations.
- In unresolved or delayed cases, reminders and enforcement notices are issued.
- Families are kept informed about documentation requirements and timelines.



Source: Bernhard Schulte Shipmanagement

Integration with DG COMM

The DG COMMUNICATION Centre, operational 24x7, functions as the national nerve centre for receiving and responding to maritime distress signals. It acts as the first point of contact in emergencies involving:



During the reporting year, the Centre played a pivotal role in coordinating responses to multiple incidents, including missing seafarers, detentions, medical emergencies, and abandonment situations. It ensured:

- Timely triaging of incidents across directorates and ministries,
- Seamless communication with port authorities, flag states, Indian Missions, and consulates,
- Real-time updates to seafarers' families and employers.

The Directorate General of Shipping's Crisis Management Framework reflects a paradigm shift in how the maritime administration responds to emergencies involving Indian seafarers.

From handling complex cases of abandonment, detention, and death, to ensuring timely repatriation, compensation, and legal accountability, the framework prioritizes both institutional readiness and human compassion. The establishment of standard operating procedures (SOPs), regular crisis review meetings, integration with the 24x7 grievance portal, and data-driven casualty analysis dashboards has made the Directorate's response more agile, transparent, and proactive.

Report to DGS's DG Comm centre, because it serves as the first point of contact for marine crisis like abandonment and casualties involving Indian vessels, vessels in Indian waters, or Indian nationals.

 DGCOMM Support Helpline: 8657549760

 Email Support: dgcommcentre-dgs@nic.in

04 Flagship Initiatives for a Resilient Maritime Workforce

Sagar Mein Samman

The maritime sector, long characterized by its male-dominated workforce, is undergoing a powerful transformation. At the heart of this change is the Directorate General of Shipping's flagship initiative, Sagar Mein Samman (Honor at Sea) which reaffirms India's commitment to fostering a more inclusive, equitable, and supportive environment for women seafarers. Designed to address both historical disparities and contemporary challenges, this initiative aligns closely with the broader vision of Maritime India Vision (MIV) 2030, especially Deliverable 10.15, which calls for the launch of programs encouraging greater female participation in maritime careers.

What is 'Sagar Mein Samman'?

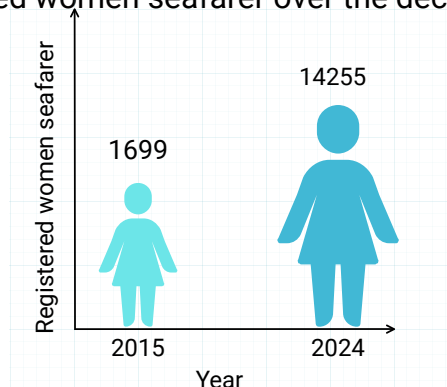
Launched as a comprehensive policy initiative under the Government of India, Sagar Mein Samman aims to create a future-ready, gender-equitable maritime ecosystem, where women are represented at every level from the docks to the decision-making boards. The initiative focuses on Recognition & Respect, Well-being & Mental Health, and Safety & Security, underpinned by the Government's broader Diversity, Equity, and Inclusion (DEI) framework.



Importance of the Initiative for Seafarers

Women seafarers face distinct challenges, ranging from gender discrimination, isolation at sea, and safety concerns to limited access to leadership and mentorship. Sagar Mein Samman seeks to not only acknowledge their contribution but also create a robust support framework that champions their physical, mental, and professional well-being. By empowering women with training, leadership opportunities, and institutional backing, the initiative aims to build a resilient and future-ready maritime workforce.

The initiative was formally unveiled by Hon'ble Union Minister of Ports, Shipping and Waterways, Shri Sarbananda Sonowal, on 18th May during the inaugural International Day for Women in Maritime celebrations in Mumbai. Emphasizing inclusivity, transformation, and sustainability, the Minister highlighted that "empowering women in maritime is not just about equity—it's a strategic necessity," citing the remarkable increase in women seafarers marking a 739% growth of registered women seafarer over the decade.



Milestones Achieved



October 2023- Concept Launch at GMIS 2023

- Sagar Mein Samman initiative introduced at the Global Maritime India Summit (GMIS) 2023.
- Marked the conceptual beginning of the policy framework for empowering women in maritime.



November 2024- DGS Order No. 18 of 2024 Issued

- Formal constitution of the SMS Task Force with 62 members and 7 subcommittees.
- Covered governance, outreach, training, planning, research, and monitoring.



January 2025- Signing of MoU with Maritime Union of India (MUI)

- MUI agrees to provide full financial, expert, and logistical support.
- Marked the first institutional partnership to operationalize SMS objectives.

January 2025- Logo Launch Ceremony at SCI Mumbai

- Unveiling of the Sagar Mein Samman and Sagar Mein Yog logos by Hon'ble MoS Shri Shantanu Thakur.
- Event held at Shipping Corporation of India, attended by industry and ministry leaders.



February 2025- International Recognition at Green Shipping Conclave

- IMO Secretary-General Mr. Arsenio Dominguez interacted with SMS Task Force.
- Appreciated SMS as a replicable model for global gender inclusion.

May 2025- Formal Policy Launch – on International Day for Women in Maritime

- Official launch of SMS policy framework by Hon'ble Union Minister Shri Sarbananda Sonowal.
- 10 women maritime achievers felicitated.





Action Strategy

The Directorate has launched a multi-layered intervention strategy, reinforced through both policy and partnerships.

- Five-Pronged Strategic Framework**
1. Zero Tolerance Policies: Establishing clear anti-harassment and anti-discrimination rules.
 2. Promotional Activities: Using social campaigns, success stories, and public events to build awareness and cultural resonance.
 3. Direct Engagement with Industry: Partnering with shipping companies for hiring, training, and policy co-creation.
 4. Scholarships and Financial Incentives: Expanding access to education and employment support. Notably, the number of women receiving financial assistance grew from 45 in 2014-15 to 732 in 2024-25, totaling 2,989 beneficiaries.
 5. Policy Continuity and Documentation: Building on the existing DEI ecosystem, including zero-tolerance codes, gender-sensitive codes of conduct, and standardized training modules.

Road Map Ahead

Phase 1

Research & Policy Formulation

- Gap assessments and surveys
- Drafting and vetting of gender-equity frameworks
- Consultations with industry, academia, and regulators

Implementation & Expansion

- National roll-out of awareness campaigns and mentorship programs
- Launch of feedback, grievance redressal, and monitoring mechanisms
- Formal release of policy framework and circulars

Phase 2



Source: Dockendale Ship Management FZCO photo repository

As Shri Sonowal eloquently put it, “To our women seafarers – you are the pioneers, the trailblazers who have navigated uncharted waters with courage and determination. This initiative is a tribute to your resilience and a promise for a more inclusive future for generations to come.”

Sagar Mein Yog

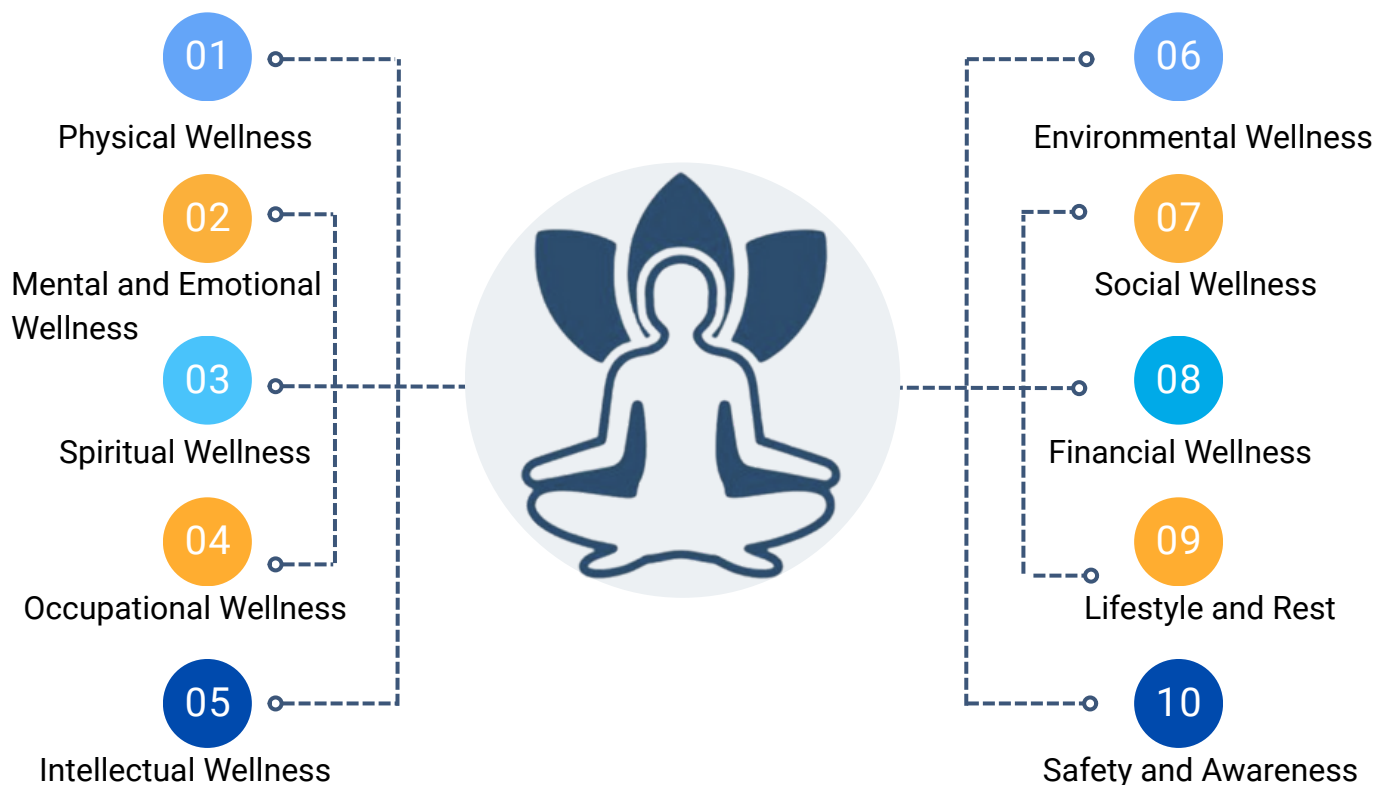
Seafaring is not just a profession—it is a way of life that demands extraordinary physical endurance, psychological resilience, and emotional strength. Yet, life at sea often exposes seafarers to unique challenges such as isolation, erratic schedules, physical fatigue, and mental health stressors. In this context, the Directorate General of Shipping (DGS), in partnership with the National Union of Seafarers of India (NUSI) and mental wellness experts Trijog - Know Your Mind, has launched a pioneering initiative titled “Sagar Mein Yog” (SMY) to support the holistic well-being of Indian seafarers across all stages of their maritime careers—pre-sea, at-sea, and post-sea.

What is ‘Sagar Mein Yog’?

Sagar Mein Yog is a comprehensive wellness program built on the integration of yoga, mindfulness, emotional resilience, physical health, and spiritual well-being. The initiative focuses on:

- Equipping seafarers with practical tools and guided techniques to manage stress and stay healthy on board.
- Creating customized wellness modules applicable during training, onboard service, and post-career transition.
- Promoting a culture of care and mental well-being within maritime institutions and shipping companies.

10 pillars of Wellness



Milestones Achieved



November 2024- DGS Order No. 19 of 2024 Issued

- Formal launch of the Sagar Mein Yog initiative by the Directorate General of Shipping.
- Constitution of Task Force for Wellness and Mental Health in Maritime.

January 2025- MoU Signed Between DGS and NUSI

- National Union of Seafarers of India (NUSI) signs MoU to support SMY financially and logistically.
- NUSI agrees to fund curriculum development, training rollouts, and awareness programs.



January 2025- Logo Unveiling at SCI Mumbai

- Official logo of Sagar Mein Yog unveiled alongside Sagar Mein Samman.
- Hon'ble MoPSW, Shri Shantanu Thakur presides over the launch event.

February 2025- International Acknowledgment at Green Shipping Conclave

- IMO Secretary-General Mr. Arsenio Dominguez meets SMY Task Force during his India visit.
- Initiative receives strong encouragement from IMO for international replication.



April 2025- Training of Trainers (ToT) Program Initiated

- ToT strategy developed with leading yoga institutions.
- Ready for rollout across MTIs and partner organizations.

June 2025- Formal 10 modules Launch – on International Yoga Day

- Sagar Mein Yog officially launched at Gateway of India, Mumbai.
- Seafarers, officials, NUSI, and wellness professionals participate in event.
- Marks the public-facing start of the initiative with active outreach.



Importance of the Initiative for Seafarers

With the launch of this initiative, India becomes one of the first maritime nations to integrate wellness—both physical and mental—into formal seafarer training, lifestyle support, and policy frameworks. Sagar Mein Yog is not just about yoga—it is a cultural shift that aims to embed ten pillars of wellness into the everyday lives of maritime professionals, ensuring sustained health, safety, and performance on board and beyond.

The initiative reflects the visionary leadership of Hon'ble Prime Minister of India and is aligned with the Maritime India Vision 2030, as well as broader global mandates of IMO and ILO for crew welfare.



Issues faced by the Seafarers

The initiative stems from years of evidence and feedback showing several pressing issues:

- Mental health distress due to isolation and monotony at sea.
- Lack of structured psychological support in training institutes and onboard environments.
- Inadequate awareness around preventive health practices.
- Low prioritization of well-being in shipping company policies.
- High burnout rates, especially post-COVID, among seafarers and instructors.

Action Strategy

Phase 1

Yoga & Mindfulness Integration

- Create and validate yoga syllabi tailored to seafarer lifestyle
- Train-the-Trainer programs for instructors and MTIs
- Collaborate with the Ministry of Ayush for certified implementation
- Embed daily practice techniques onboard ships

Full Wellness Curriculum

- Partner with experts like Trijog and CMMI to develop modules
- Conduct institutional consultations with companies and MTIs
- Pilot launch of wellness curriculum across select institutes
- Implement nationwide through DGS Orders

Phase 2

Sagar Mein Yog is more than a program—it is a movement to transform the maritime mindset, placing wellness at the center of a seafarer's life. By combining policy, partnerships, and practice, the Directorate General of Shipping aims to create a maritime ecosystem that values well-being as much as skill and performance.

As India leads the way in global maritime growth, Sagar Mein Yog ensures that its workforce moves forward with strength—in body, mind, and spirit.



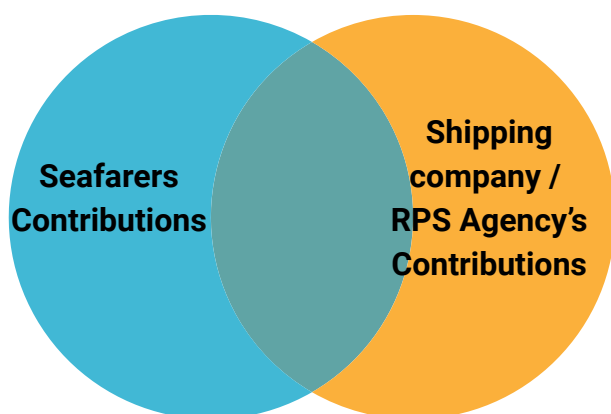
05 Crew Welfare

Seamen's Provident Fund Organisation

In a profession marked by long absences, unpredictable risks, and physically demanding conditions, financial security for Indian seafarers is not just a benefit, it is a necessity. Recognising this, the Seamen's Provident Fund Organisation (SPFO) was established under the Seamen's Provident Fund Act, 1966, with retrospective effect from 1st July 1964, to offer old-age financial protection and social security to Indian seafarers and their families.

This statutory scheme is exclusively designed for Indian seafarers serving on merchant ships, whether sailing under the Indian or foreign flag. It ensures that even after retirement or unforeseen cessation of service, the financial interests of seafarers and their dependents are safeguarded.

Contribution for Scheme



Both the employer (shipping company or RPSL agency) and the seafarer contribute a fixed percentage of the wages to the Provident Fund. These contributions are deposited into an individual account maintained by SPFO, which accrues over time and becomes a financial corpus that the seafarer can access during key life events or at the end of service.

Key Features of the SPFO Scheme

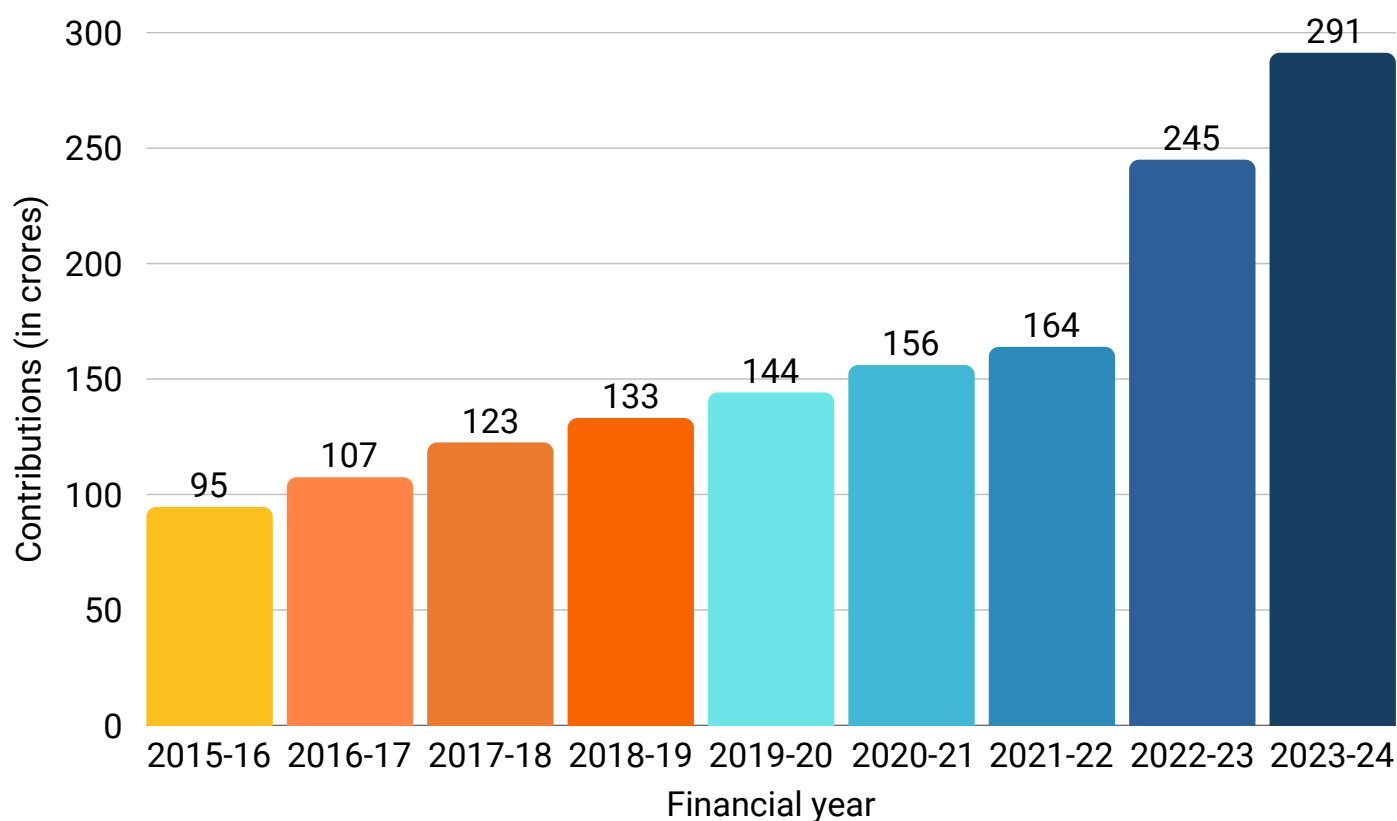
The SPFO scheme is structured to provide timely, accessible, and purpose-specific financial support to seafarers. The benefits under the scheme include:

- **Non-Refundable Withdrawal (NRW):** Seafarers can withdraw a portion of their PF for purposes such as:
 1. Continued unemployment
 2. Medical treatment for self or family
 3. Marriage (self or family)
 4. Higher education of children
 5. Construction or purchase of a house
- **Final Withdrawal:** Full withdrawal of the accumulated PF amount is permitted upon retirement or permanent cessation of sea service.
- **Death Benefits:** In case of death while in service, nominees or legal heirs are entitled to claim the full PF amount along with applicable interest.

Service Timeline and Efficiency Standards

SPFO has set clear service benchmarks to ensure timely benefit delivery in set number of days:

- **Non-Refundable Withdrawals:**
 - 3 Processed within 3 working days of receiving a complete application
- **Final Withdrawals:**
 - 15 Settled within 15 working days
- **RTGS/NEFT Disbursements:**
 - 1 Completed on the same day as claim approval

Provident Fund contribution over the years**PF Contribution received (in ₹ Crores)**

SPFO rigorously monitors employer compliance and has legal authority to levy penal liability on companies or agents who delay or default in contribution. This mechanism reinforces the protective nature of the scheme.

Designed Solely in Seafarers' Interest

SPFO is not a general provident fund, it is a dedicated, seafarer-only welfare instrument, developed with the maritime industry's unique nature in mind. It stands as a financial pillar supporting seafarers through life transitions, emergencies, and retirement, thereby offering peace of mind to those who serve at sea and their families ashore.

By maintaining individual account transparency, ensuring statutory recoveries, and upholding high service standards, SPFO exemplifies the Directorate General of Shipping's commitment to crew welfare.

Seafarers' Welfare Fund Society

The maritime profession is defined not only by its demands but also by the resilience of those who choose a life at sea. Recognizing the unique challenges and sacrifices of seafarers, the Government of India established the Seafarers' Welfare Fund Society (SWFS) with a clear mandate: to ensure the dignity, security, and social well-being of Indian seafarers and their families. Constituted under the provisions of the Merchant Shipping Act, SWFS is an autonomous body governed by the Committee of Management (COM), chaired ex-officio by the Director General of Shipping.



Source: Dockendale Ship Management FZCO photo repository

Importance and Mandate

SWFS is a cornerstone of India's seafarer welfare architecture. It was created to provide holistic welfare support, not only for active seafarers but also for those invalidated, retired, or deceased, and their dependents. From financial aid during crises to support for education, childbirth, and medical needs, SWFS ensures that no Indian seafarer or their family is left adrift during difficult times.

Who does it serves

All Indian seafarers holding a valid CDC and employed through Indian shipping companies or RPS-licensed recruiters are covered under the schemes of SWFS. These benefits are extended not just to the seafarers but also to their families, recognizing the intergenerational nature of the maritime profession.

How Seafarers Avail Benefits

Applications must be submitted using the prescribed forms along with required documents such as CDC, sign-off details, medical certificates, and educational documents, depending on the scheme. Claims are processed and credited via RTGS/NEFT directly to beneficiaries' bank accounts. SWFS coordinates with shipping companies, RPSL agencies, and DGS-approved institutions for verification.

Commitment to Seafarer-Centric Governance

The SWFS operates transparently and flexibly, guided by the COM and empowered to take case-by-case decisions, ensuring fairness and empathy in handling exceptions or complex cases. The Society may revise, suspend, or enhance schemes in response to sectoral needs or feedback.

Commitment to Seafarer-Centric Governance

As India strengthens its commitment to becoming a global maritime hub, institutions like SWFS play a pivotal role in ensuring seafarer welfare remains integral to this vision. With evolving industry demands and a rising number of Indian seafarers, the Society continues to upgrade its schemes, digitize processes, and expand outreach.

The Directorate is also in the process of enhancing visibility and awareness of these schemes through digital platforms, partnerships with unions, and capacity building with RPSL agencies.

Key Welfare Schemes

Survivor's Benefit Scheme

Provides financial assistance to the nominees of deceased Indian seafarers who pass away during the off-article period (now extended to 24 months post sign-off).

- **Amount:** ₹4,00,000 (for deaths on or after 29.04.2024)
- **Eligibility:** Death within off-article period, last engagement with Indian shipping company

Old Age Benefit Scheme

One-time financial assistance to Indian seafarers who attain the age of 65 and have rendered qualifying service.

- **Amount:** ₹50,000
- **Eligibility:** Seafarers with minimum 6 months cumulative sea service after age 55 and cancelled Indian CDC



Source: Dockendale Ship Management FZCO photo repository

Maternity Benefit Scheme

Provides support to Indian women seafarers during maternity period.

- **Amount:** ₹25,000
- **Eligibility:** Indian women seafarers who have rendered sea service and are on maternity leave

Family Benefit Welfare Scheme

Provides financial assistance to the children of Indian seafarers to support their educational pursuits

- **Amount:** ₹50,000 for completion of Pre-Sea Training course
- ₹25,000 for completion of Diploma/Post-Graduation in Non-maritime course
- **Eligibility:** Must be a son or daughter of an Indian seafarer who has successfully completed the specified course.



Source: Dockendale Ship Management FZCO photo repository

Ex-Gratia Assistance on Death

Provides financial support to the families of registered foreign-going seamen who pass away during the off-article period before reaching the age of 60.

- **Amount:** ₹2,00,000
- **Eligibility:** Registered with the Seamen's Employment Office; applicable for natural, accidental, or illness-related deaths during the off-article period before completion of 60 years of age.

Invalidity Benefit Scheme

Offers financial assistance to seafarers who become permanently disabled and unfit for further sea service.

- **Amount:** ₹6,00,000
- **Eligibility:** Declared permanently medically unfit; must be a qualified Indian seafarer

Death on Board / Missing on Board (Presumed Death) Scheme

Provides financial assistance to the nominee of an Indian seafarer in case of death occurred when seafarer is onboard a vessel.

- **Amount:** ₹2,00,000
- **Eligibility:** Death must have occurred onboard a vessel



Source: Dockendale Ship Management FZCO photo repository



Source: Dockendale Ship Management FZCO photo repository

Support for Families of Abandoned/Stranded Seafarers

Offers monthly financial support to the family of seafarers who are stranded or abandoned abroad.

- **Amount:** ₹10,000 per month (up to 12 months or until repatriation, whichever is earlier)
- **Eligibility:** Seafarer abandoned/ stranded with bonafide engagement through RPSL or Indian Shipping.

Academic Excellence Award

Recognizes academic excellence of seafarers' children who top their university at graduation or post-graduation level.

- **Amount:** ₹25,500
- **Eligibility:** Child of Indian seafarer who is University topper from a UGC-recognized Indian institution.

Seafarer Welfare Facilities

For Indian seafarers who spend long durations navigating unpredictable seas, time on land is a rare and essential opportunity to recover, reconnect, and rejuvenate. Recognizing this, the Directorate General of Shipping has prioritized the development and upgradation of Seafarer Welfare Facilities across major ports in India. These initiatives are not merely infrastructural, they are a reaffirmation of our commitment to the well-being, dignity, and mental resilience of our maritime workforce.

Facilities to be Offered

Seafarers Club” means a designated place in the Port or its near vicinity which will provide recreation, welfare, medical, entertainment, gymnasium, Spa & Saloon, food & beverages, access to essential items and other such facilities to the Seafarers.

Each Seafarer Welfare Centre is envisioned as a holistic support hub offering:

- Rest and recreation lounges
- Hygienic food and clean water access
- Wi-Fi and digital connectivity for communication with families
- Medical consultation rooms and emergency care
- Counseling support for mental health
- Legal and grievance assistance desks
- Reading rooms and career guidance kiosks

These facilities are particularly crucial for seafarers facing distress, abandonment, or those returning from long voyages in need of community and care.

Flagship Success – JNPA Seafarers’ Club

The Seafarers' Club at JNPA, inaugurated by Hon'ble Union Minister Shri Shripad Naik on 25 June 2025, stands as a model facility with world-class amenities. It is a living example of how port authorities can collaborate with central agencies to elevate the standard of seafarer welfare infrastructure.

Function and duties of Seafarers Welfare Board Audit Team (SWBAT) DGS Circular 08 of 2024

- Assess management and adequacy of welfare facilities at ports.
- Verify implementation of port levies and other funding mechanisms.
- Evaluate coordination among port welfare service providers.
- Conduct initial compliance checks as per DGS guidelines.
- Submit inspection reports for issuance of MLC-compliant Welfare Club Certificates
- Provide inspection inputs to DGS and SWFS for final approvals.

Planned Locations

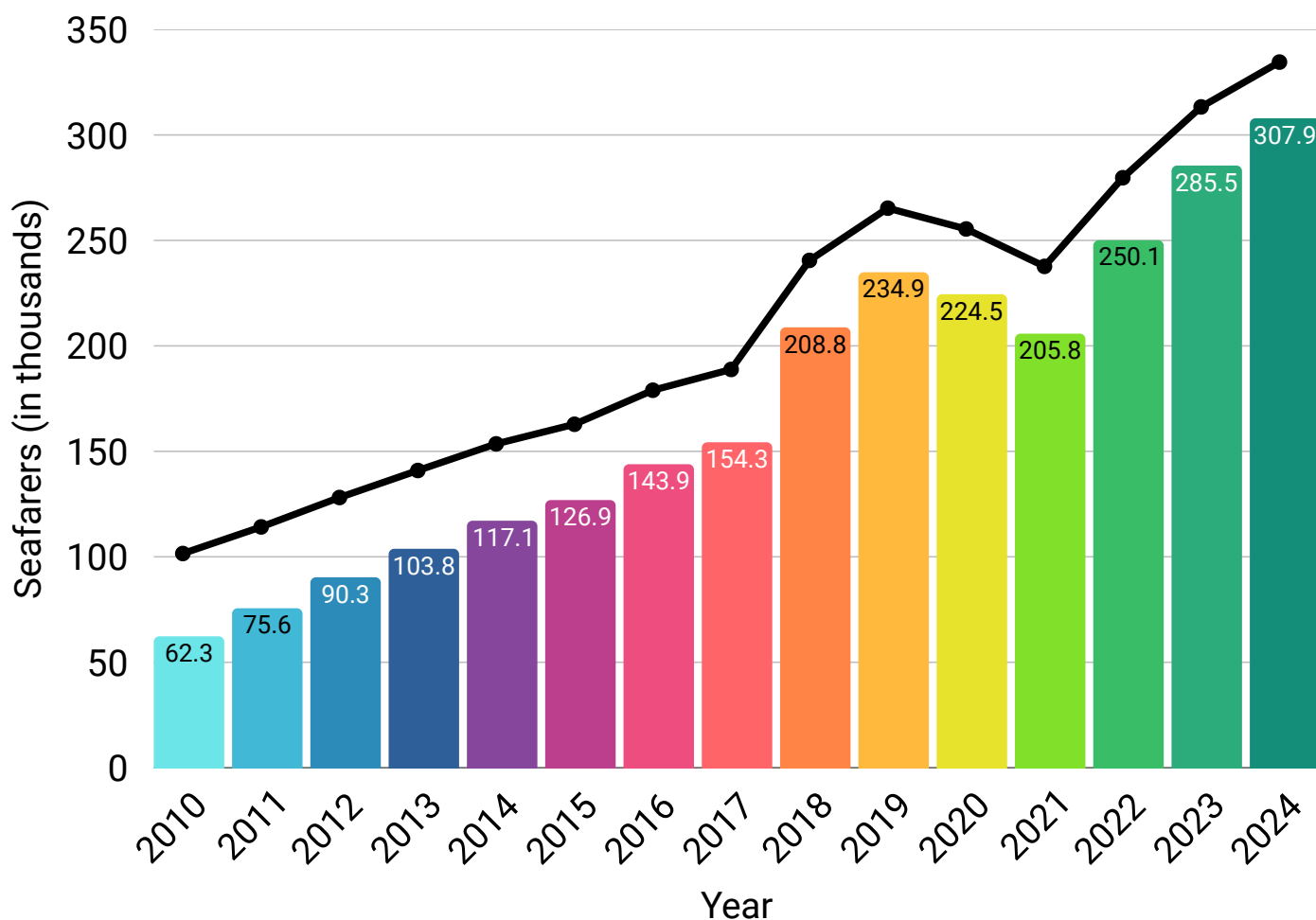


Plans are underway to integrate these clubs with digital services such as e-consultations, grievance registration portals, and welfare scheme linkages. The vision is to make every port a haven of safety, comfort, and support—ensuring that Indian seafarers, the nation's ocean ambassadors, are never left behind.

06 Key Seafarer Trends

The Directorate General of Shipping (DGS) is committed to evidence-based policymaking to enhance the welfare, career mobility, and representation of Indian seafarers. With extensive data on employment patterns, certifications, and demography, DGS has analyzed key trends for 2024 to inform strategy, streamline initiatives, and ensure equitable development across the maritime sector.

Active Indian Seafarers

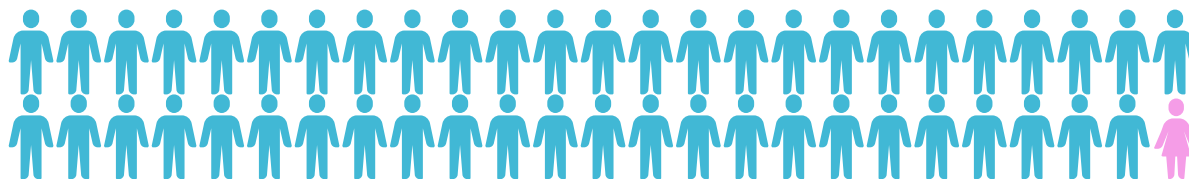


395%
Growth Rate

As of 2024, the total count of Indian seafarers had a 395% increase over the period of 2010 to 2024.

- *Active seafarers refer to individuals who were engaged in sailing or held maritime employment.
- India has witnessed a remarkable and consistent rise in the number of active seafarers over the past 15 years, positioning itself as a critical supplier of skilled maritime manpower to the global shipping industry.
- While there was a minor dip in 2020 due to the global pandemic, recovery and accelerated growth resumed in 2021 and beyond.
- Between 2019 and 2024, the total number of seafarers increased, marking a growth of approximately 31%

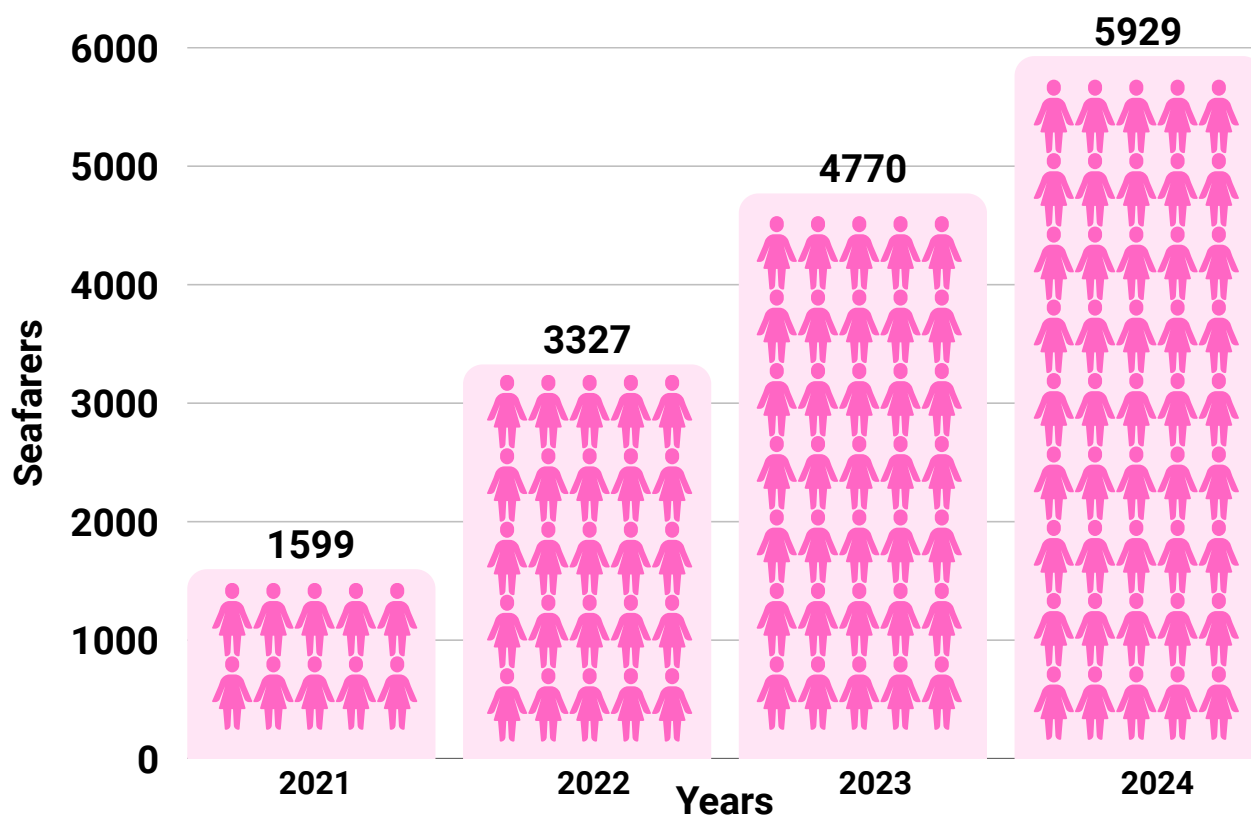
Gender distribution



Out of every 50 Indian seafarers, 1 is a woman.

Specifically, only 1.9% of the total 3.07 lakh active seafarers were women as of 2024. This stark disparity underlines the need for gender-inclusive initiatives like Sagar Mein Samman to enhance participation of women in maritime careers.

Women Seafarer Growth

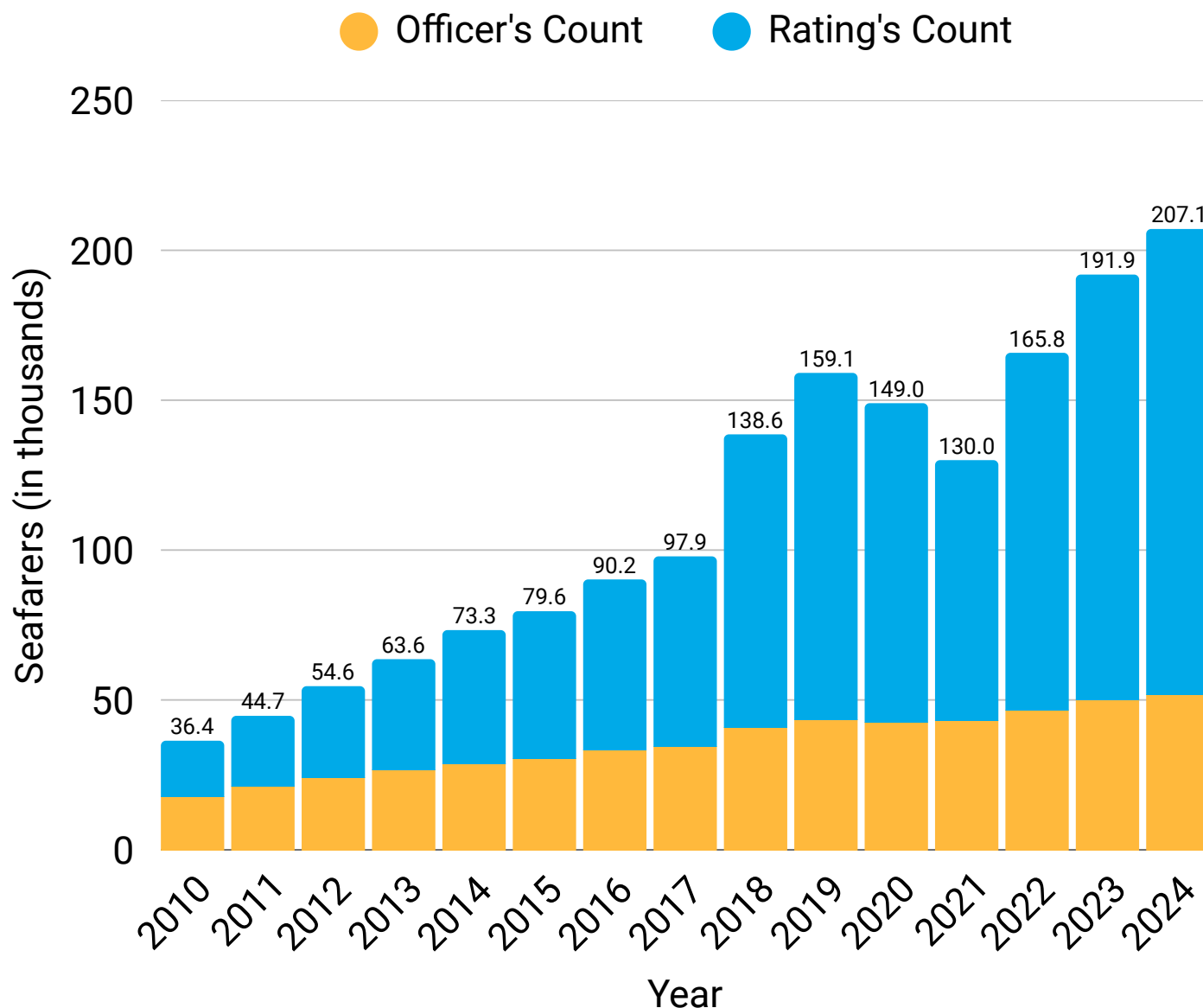


270.7% ↑
Growth Rate

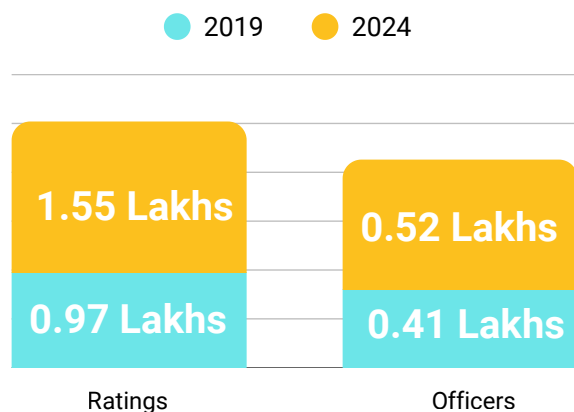
Between 2020 and 2024, in the number of women seafarers.

- The illustrated chart highlights a strong and sustained growth in the representation of women in the Indian seafaring workforce.
- This upward trend is not just numerical but symbolic of the changing landscape of India's maritime sector, which is becoming increasingly inclusive and gender-diverse.

Growth of Nautical Seafarers

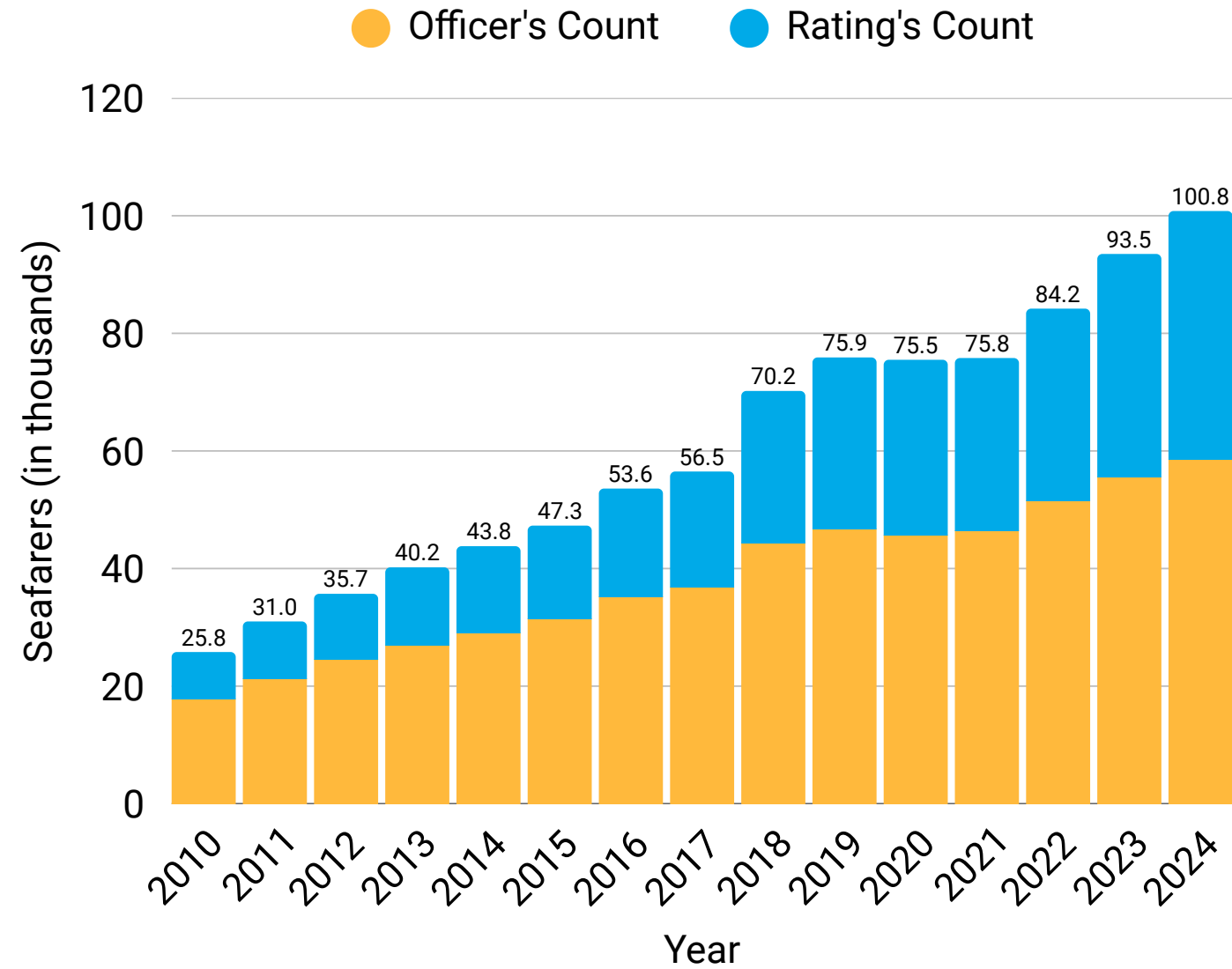


As of 2024, the total number of nautical seafarers has surpassed 2.07 lakh, marking a more than **five-fold increase** over the 15-year span.



- This represents an approximate 60% rise in Ratings and a 26% rise in Officers within just five years. Notably, while the growth in Ratings has been more accelerated, the Officer cadre continues to grow steadily, ensuring a balanced command-to-crew ratio.
- This sustained upward trajectory highlights the increasing opportunities in deck-side operations and reflects positively on India's maritime training infrastructure and regulatory oversight.

Growth of Engineering Seafarers



- The department comprises two core categories: Engineering Officers and Engineering Ratings. Notably, Engineering Officers have consistently outnumbered Ratings, reflecting a sustained demand for specialized, technically trained personnel in this vertical.
- In 2024, officers formed nearly 55% of the department's strength, upholding a trend seen since 2010.

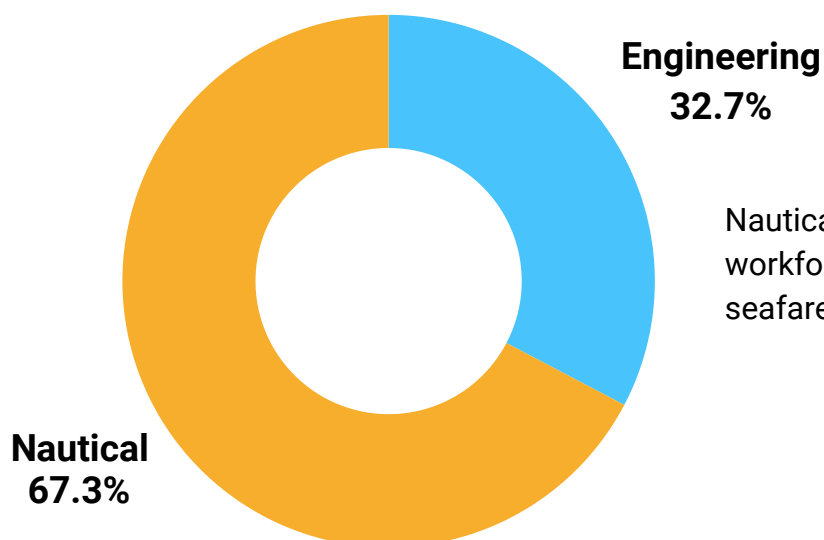


41%

The total number of engineering seafarers grew From 2019 to 2024 alone, indicating robust hiring patterns and improved placement opportunities.

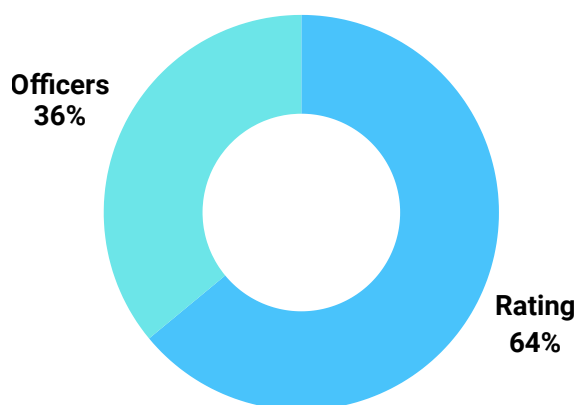
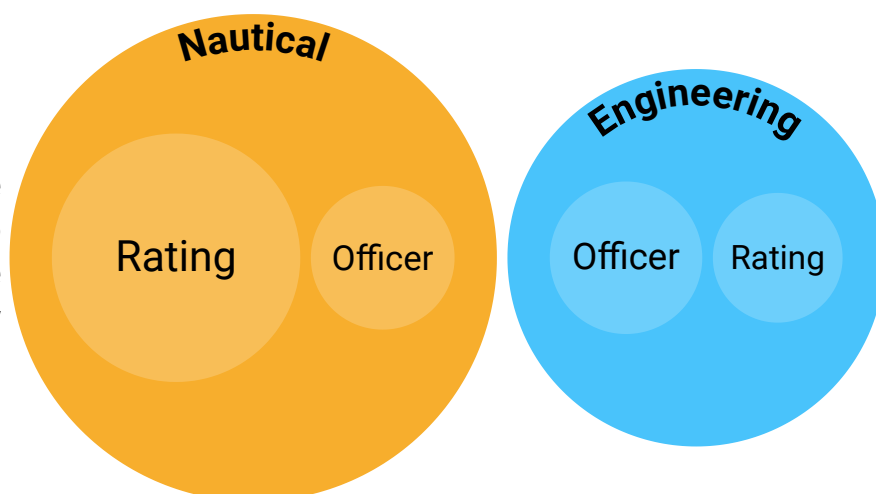
- The department's steady growth trajectory underscores the critical role of engineering talent in ensuring vessel operability, safety, and compliance.

Breakdown of seafarers across departments and ranks



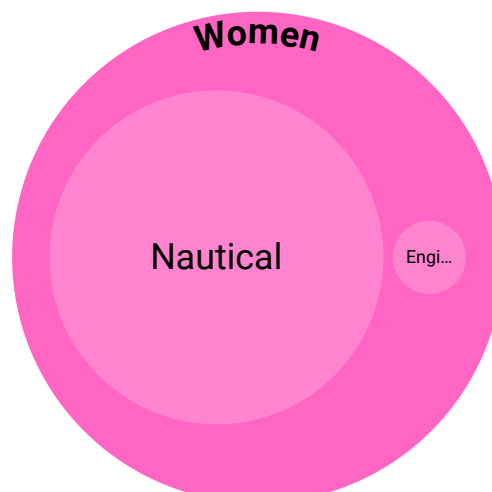
Nautical Ratings continue to dominate the workforce, forming nearly 50% of total Indian seafarers.

Conversely, the Engineering side shows a higher ratio of Officers to Ratings, indicating a more technically specialized crew composition.



Ratings make up ~64% of the overall seafaring population, while Officers constitute the remaining 36%. This reflects the continued need for foundational seafaring skills across vessels, although officer cadre strength remains critical for operational leadership.

Within this limited representation, 95% of women seafarers are engaged in the Nautical department, suggesting that Engineering roles continue to remain underexplored by women.



07 Success Stories

Disclaimer: In line with the right to privacy, the name and place are not disclosed.

From Seizure to Safe Shores: The Advantage Sweet Repatriation

On April 28, 2023, a desperate message landed in the Directorate's inbox – a plea from the wife of a seafarer onboard the Advantage Sweet, a Marshall Islands-flagged tanker that had been suddenly seized by Iranian authorities while passing through international waters in the Gulf of Oman.

Her husband, along with 23 other crew members all but one Indian had vanished into diplomatic silence and maritime gray zones. Initial reports spoke of a collision with an Iranian fishing vessel and allegations that led to the vessel being escorted by Iranian forces to a port near Bandar Abbas.

From that day onward, the Directorate General of Shipping began a coordinated operation across embassies, ministries, legal systems, and international agencies. The crew had been recruited through an Indian RPS agency, and their fate was now entangled in a web of unclear charges, unpaid invoices, and mounting stress.



While the RPSL agency shared that the crew was being treated well, kept in cabins, and given one phone call a day to connect with their families, the situation remained grim.

The Directorate engaged with the Flag State, reached out to Iranian authorities through diplomatic channels, and pressed for a solution. Every update from the Indian Embassy in Tehran was monitored closely. There were reports that provisions were sufficient and wages were being paid – but confinement is confinement.

And then came the worst: one of the seafarers, overwhelmed by prolonged isolation and hopelessness, jumped overboard. It was a moment that redefined the urgency of the situation. This wasn't just a matter of logistics anymore. It was about protecting lives, dignity, and mental well-being.

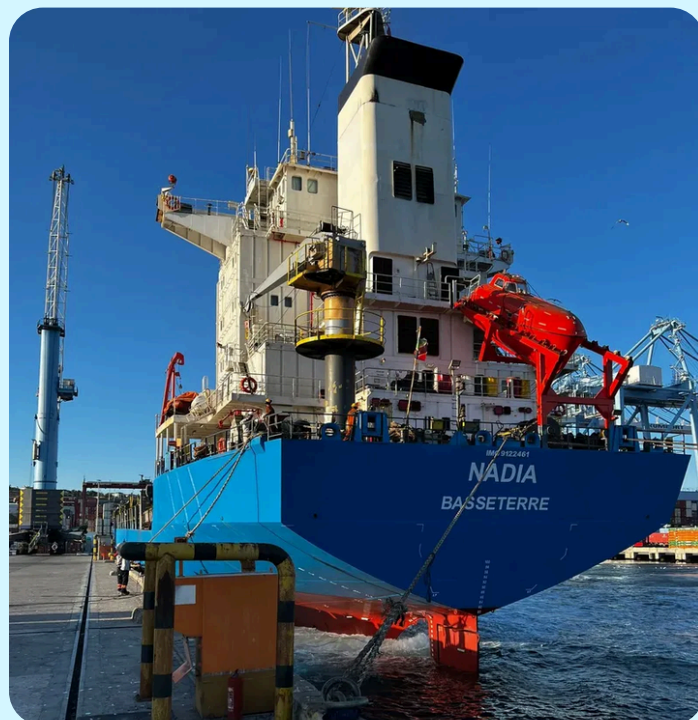
Multiple meetings were held. The Directorate pushed for phased crew changes. Indian authorities made repeated appeals. Obstacles emerged at every step – from unpaid Iranian invoices to visa delays and the need for court permissions under Iranian law. Yet the Directorate persisted – issuing a Show Cause Notice to the RPSL agency, calling for immediate accountability, and requesting direct intervention from the Ministry of External Affairs and the Ministry of Ports, Shipping, and Waterways.

Finally, in October 2023, after 140 days of effort and coordination, the breakthrough came. Visas were granted, exit permits processed, and flights arranged via Dubai. On October 10, the crew of Advantage Sweet landed safely back in India. This was not just a case closed. It was a story of resilience – of families who waited, of institutions that refused to give up, and of a nation that stood behind its seafarers till the very end.

The NADIA Repatriation Case

The case of the vessel NADIA presented a complex situation involving Indian seafarers caught in an international legal dispute. The issue first came to light when the Ministry of External Affairs formally informed the Directorate General of Shipping in May 2024 about the arrest and detention of the vessel at Bandar Emam Khomani Port, Iran. Although no Indian crew members were physically on board at the time of the vessel's arrest in September 2023, it was soon discovered that 11 Indian seafarers had served on board prior to the incident, having been recruited through registered RPSL companies in India.

Once the connection of Indian seafarers to the detained vessel was confirmed through the DGS e-Governance system, a coordinated response was initiated between DGS and the MEA. Instructions were issued to the recruiting RPSL companies to extend full cooperation in facilitating the repatriation process and fulfilling their responsibilities under the regulatory framework. The shipowners were also contacted and held accountable for meeting the repatriation and welfare costs.



The first phase of repatriation took place in October 2024, when four of the Indian seafarers returned to India. They were received by the authorities and later debriefed by DGS to understand their experiences, identify any pending grievances, and ensure that their entitlements had been honored. In April 2025, the remaining six seafarers were successfully repatriated. Their return marked the culmination of a months-long diplomatic and administrative effort. During debriefing, these crew members confirmed that all wages had been paid and their return costs were fully covered by the shipowner. No complaints or welfare issues were raised by the seafarers upon their arrival.

The NADIA case stands as an example of effective inter-agency coordination, proactive monitoring, and swift response to international maritime challenges. The successful return of all 11 Indian seafarers was achieved through the collaborative efforts of the Ministry of External Affairs, the Directorate General of Shipping, and the respective RPSL agencies. With all crew members safely home and their welfare needs addressed, the case has now been formally closed.

DGS Action on M.V. Betelgeuse

On 21st July 2024, the Directorate General of Shipping received an alert from its counterpart in Sri Lanka regarding the detention of the vessel M.V. Betelgeuse by Iranian authorities. The ship, flying the flag of Togo, had twelve crew members onboard—eleven of whom were Indian nationals. Immediate concerns were raised about the crew's safety, as communication lines with them had gone silent and their status remained unclear.



Acting swiftly, DGS initiated a verification of the onboard Indian crew through its e-Governance system. It was discovered that all eleven Indian seafarers were officially placed on entirely different vessels by various RPSL agencies. This unusual discrepancy suggested a serious breach of regulatory protocols, pointing to the possibility of forged documents and misrepresentation by the recruiting agencies.

Within days, a coordinated response was put into motion.

DGS reached out to the concerned agencies, including and simultaneously contacted the Indian Embassy in Iran to intervene and ensure the crew's safety. When initial responses from the ship's management were delayed, DGS escalated the matter to the MoPSW, highlighting the urgent need for diplomatic support and action.

The findings from the Master Checker system confirmed the involvement of multiple agencies in fraudulent activities, including placing seafarers on fake assignments and uploading forged documents into the regulatory system. Based on these findings and under the provisions of MS Notice 11 of 2024, DGS immediately blocked the online privileges of all implicated RPSL agencies. Show Cause Notices were issued, and further audits and investigations were ordered to determine the full extent of the violations. Directors of these agencies faced severe consequences, including debarment from maritime activity for five years and referrals to the Ministry of Corporate Affairs for action under the Companies Act.

While regulatory action was ongoing, the Directorate remained focused on the welfare of the detained crew. Through consistent follow-ups with the Embassy of India and outreach to the shipowner, efforts were made to ensure that the seafarers received necessary support, legal aid if required, and arrangements for eventual repatriation.

The incident not only revealed a network of fraudulent recruitment practices but also demonstrated India's resolve in protecting its seafarers and upholding the integrity of its maritime systems. DGS's prompt action, strategic coordination with multiple authorities, and uncompromising enforcement of rules turned a moment of crisis into a strong example of regulatory success and humanitarian commitment.

Safe Rescue of RV Sindhu Sadhana Through Coordinated Maritime Effort

On the afternoon of July 26, 2023, an urgent call came in from the Director of the National Institute of Oceanography (NIO). Their research vessel, RV Sindhu Sadhana, carrying 28 crew members and 9 scientists, had lost its propulsion system in the Arabian Sea. The ship was slowly drifting—at about 3 knots—towards the coast near Karwar. The situation was dangerous. If not rescued quickly, the vessel risked drifting into shallow waters within just 8 hours.

The location was around 260 nautical miles from Mumbai Port, and the sea conditions were worsening. Immediate help was needed.

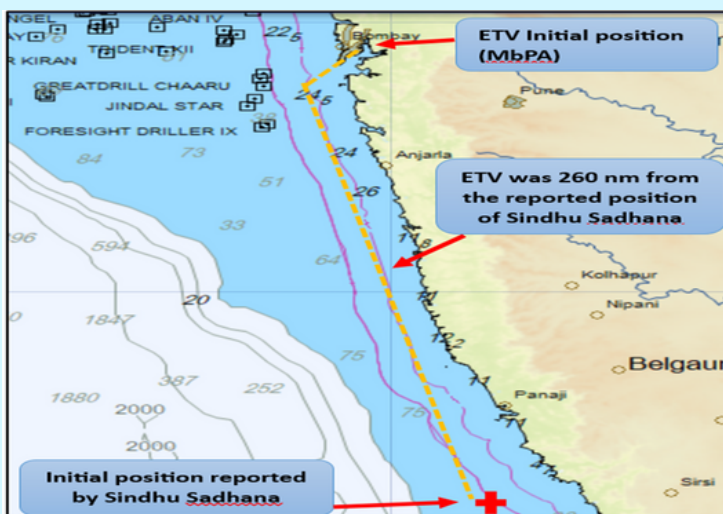
Without delay, the Directorate General of Shipping informed the Maritime Rescue Coordination Centre (MRCC) in Mumbai, the Indian Coast Guard (ICG), and INS Karwar. Everyone understood the seriousness of the situation. DGS kept close contact with all authorities to organize a rescue operation.

An Emergency Towing Vessel (ETV) named Water Lily, stationed at Mumbai Port, was placed on high alert. Meanwhile, the Indian Coast Guard dispatched their patrolling ship ICGS Sujeet toward the drifting vessel.

By late evening, ETV Water Lily had been given permission to sail, and she left Mumbai Port at 9:20 PM, heading directly towards Sindhu Sadhana. Heavy weather made the journey difficult, but time was critical.

On the night of July 27, ICGS Sujeet reached the scene. The first attempt to pass a towline failed due to rough waves. The Coast Guard advised the vessel to anchor temporarily in 20-meter-deep waters. The next morning, they succeeded. The Coast Guard began towing Sindhu Sadhana toward Karwar. However, bad weather and high swells slowed the vessel's movement.

At the same time, Water Lily was still battling head swells, nearly 150 nautical miles away.



Even so, she kept moving forward, ready to assist. As towing continued, disaster struck again. On the early morning of July 28, the towline snapped. The team waited for daylight and managed to reconnect it. By 10:30 AM, Water Lily had arrived and joined the rescue. She stayed one nautical mile behind the drifting vessel, providing backup and technical assistance.

With both ICGS Sujeet and Water Lily working together, the convoy made progress toward Goa. Although the crew of Sindhu Sadhana tried to restore power on board with guidance from the equipment manufacturer, their efforts were unsuccessful.

Finally, at 11:06 PM on July 28, Sindhu Sadhana was safely secured at Break Water Berth, Mormugao Port in Goa. The mission had succeeded. By the next morning, Water Lily began her return journey to Mumbai.

This operation showed how quick response, teamwork, and strong coordination between agencies can save lives. In the face of nature's challenges, the Indian Coast Guard, Directorate General of Shipping, Mumbai Port Authority, and Emergency Towing Services all came together to ensure that Sindhu Sadhana and everyone aboard made it back safely.

The MT Aashi Crew's Return Home

In February 2023, the Indian ship MT Aashi got stuck near the coast of Indonesia. There were 20 Indian crew members onboard when the vessel ran aground on February 15.

As soon as India's Maritime Rescue Coordination Centre (MRCC) in Mumbai heard about the situation, they reached out to the Indonesian authorities. With their help, all 20 crew members were rescued by February 16. Most of them returned to India soon after.

The shipowners gave an assurance that the vessel was insured and that they had hired a local company to take care of the cleanup work. Even then, there were delays. The Embassy, Indian authorities, and the shipping company kept following up. The matter was also taken up at the Ministry of Ports, Shipping, and Waterways. Meetings were held, and letters were sent to all concerned, including the flag state, insurance company, and technical manager.



However, three senior officers—Captain Sandeep Bhasker, Mr. Sanjay Pandey, and Mr. Siyaab Salam—had to stay back in Indonesia while an investigation was carried out about how the ship ran aground and whether there was any damage to the environment.

As weeks went by, it was reported that the investigation had been completed, but the three officers were still not allowed to return. The RPSL agency and the Indian Embassy in Indonesia stepped in to help. The Indonesian side asked for a letter from the shipowner confirming that any damage caused would be covered.

The Indian side kept pushing for the seafarers' safe return. Lawyers were hired, and the Embassy in Indonesia stayed in touch with the local authorities. The wife of one officer, Mrs. Rani Pandey, was even staying with her husband in Indonesia, with support from the company.

Eventually, after many months of follow-up and coordination between Indian officials, the Indonesian government, the shipowner, and the insurance providers, a solution was found. On November 8, 2023, all three officers safely returned to India, putting an end to a long and stressful time for them and their families.

08 Social Media Outreach

In an era of rapid digital transformation, the Directorate General of Shipping (DGS), through its Crew Branch, has strategically leveraged social media platforms to reach, inform, and engage the maritime workforce, especially Indian seafarers. Recognizing the need for timely, accessible, and verified communication, the Crew Branch has implemented a multi-channel outreach strategy aimed at empowering seafarers with knowledge, safeguarding their interests, and building a digitally connected maritime community.

Core Objectives of the Outreach

Seafarer Protection and Fraud Prevention

Alerting seafarers on fraudulent practices through verified campaigns, anti-scam content, and explainer videos—especially during recruitment drives.

Training and Guidance

Providing guidance to aspiring seafarers via video reels, circular explainers, grievance redressal walkthroughs, and structured career tips.

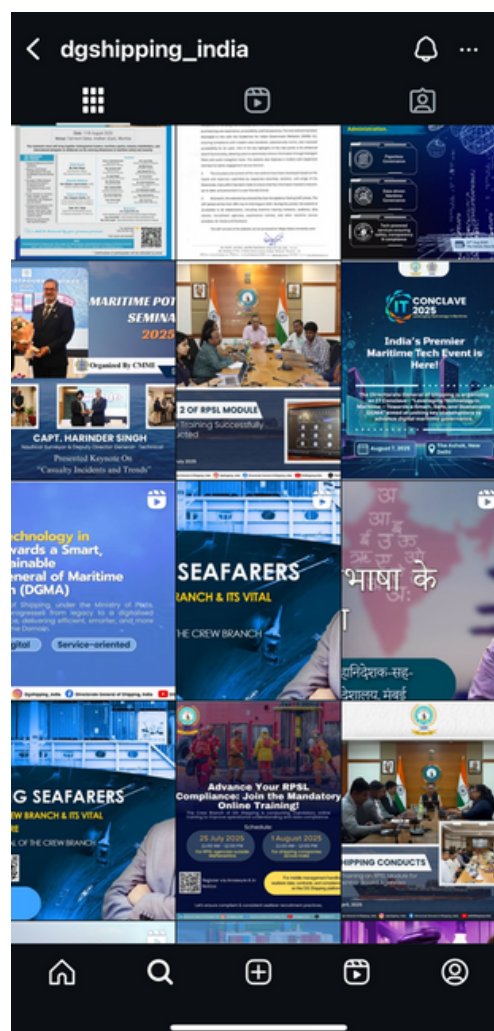
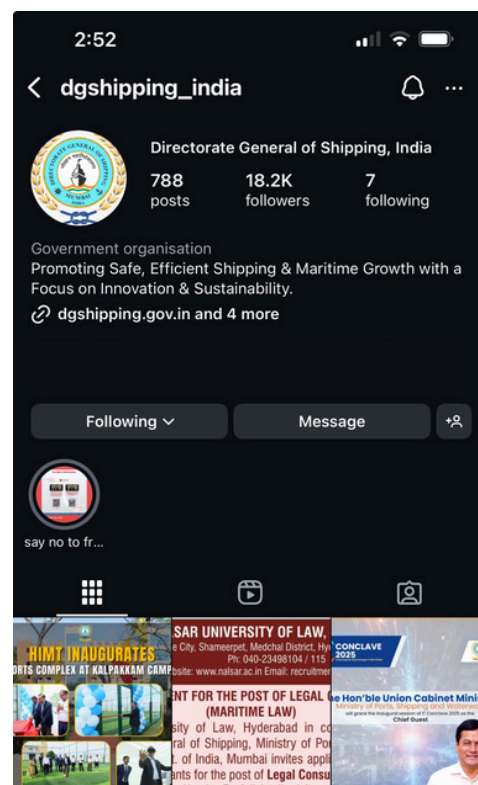
Grievance Redressal and Institutional Trust

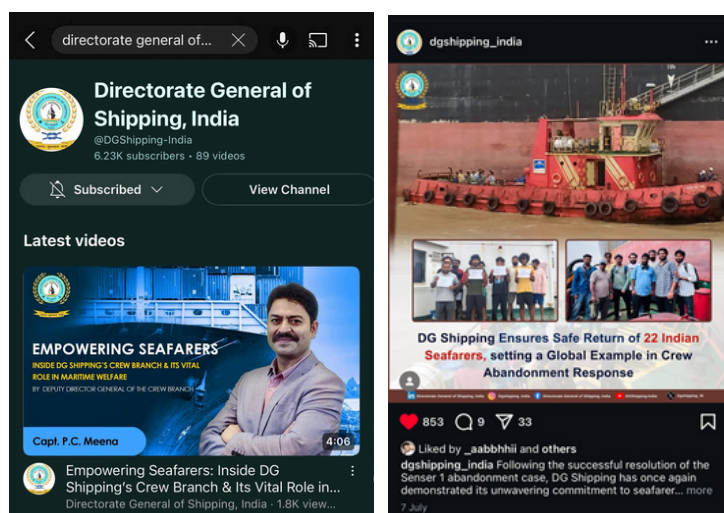
Enhancing DGS's identity as a responsive and credible regulator by actively addressing concerns raised via digital channels, showcasing resolved cases, and fostering trust through transparent communication. Verified accounts and structured response workflows ensure seafarers receive timely assistance and guidance.

Promoting Merchant Navy as a Career

Showcasing career opportunities, eligibility criteria, training paths, and success stories to inspire the next generation of maritime professionals. Social media is leveraged to connect with youth, parents, and educators to raise awareness about the dignity, benefits, and global scope of a career at sea.

Instagram





The content strategy is built around high-impact visual formats including:

- **#Sea Series:** Reels explaining training, grievance redressal, and wellness and Seafarer Rights.
- **DDG Explainers:** Short videos by senior officers clarifying regulations.
- **Success Stories:** Showcasing journeys of Indian seafarers and welfare interventions.
- **Event Coverage:** Live and highlight posts from Sagar Mein Samman, Maritime Games, Day of the Seafarer, and more.
- **Guidance Content:** Awareness campaigns on how to join merchant navy, safety, and mental health.

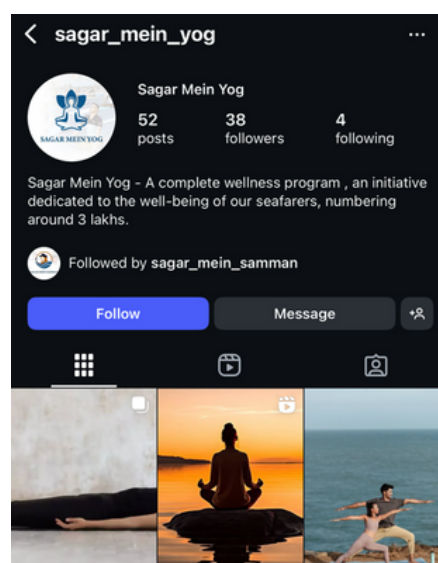
Dedicated Social Media Campaigns

In addition to the official DG Shipping handles, two separate accounts have been launched for flagship initiatives:

- @SagarMeinSamman – celebrating the achievements, resilience, and contributions of Indian seafarers.
- @SagarMeinYog – promoting holistic wellness and mental health support for maritime professionals through structured campaigns and support videos.

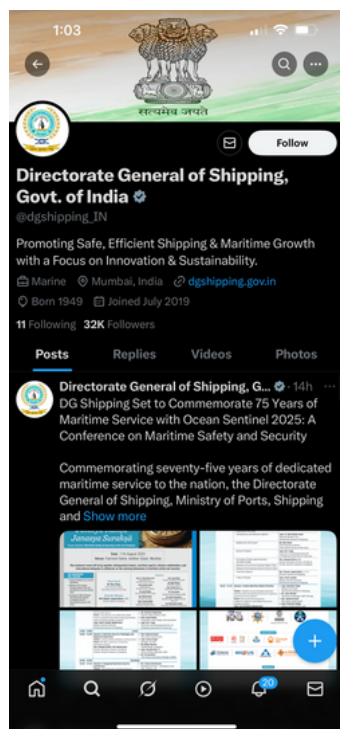
These focused channels amplify cause-specific messaging, ensuring deeper engagement with the target audience and reinforcing the Directorate's commitment to crew-centric governance.

The Crew Branch's focused use of social media has transformed the way DGS engages with Indian seafarers—bridging the gap between regulation and real-time communication. From grievance support to career awareness, these platforms serve as vital digital lifelines for seafarers ashore and at sea. As maritime India moves forward, digital outreach will remain a cornerstone of seafarer-first governance.

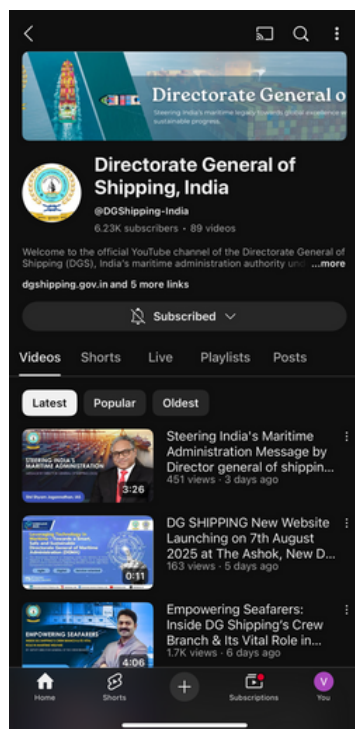




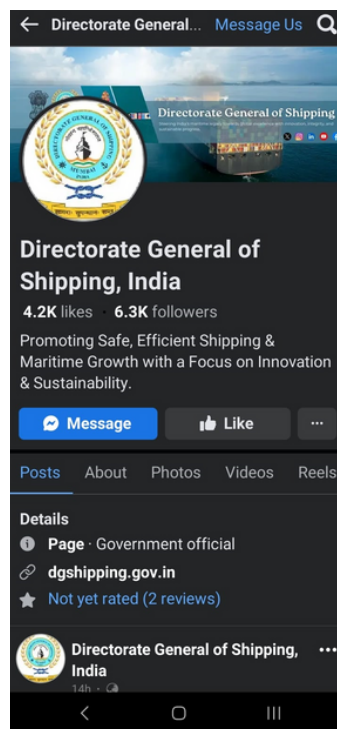
X (Twitter)



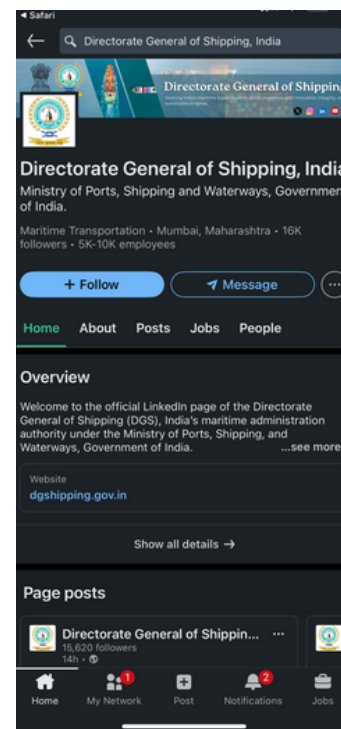
YouTube



Facebook



LinkedIn



@DGShipping-India

Instagram



X (Twitter)



Facebook



YouTube



LinkedIn



sagar_mein_samman



sagar_mein_yog



09 Undergoing Initiatives

Project Management Software for Crew Branch

To improve coordination, efficiency, and tracking of internal projects that directly and indirectly impact seafarers' welfare, regulatory oversight, and system modernization, the Directorate General of Shipping has initiated the deployment of a dedicated Project Management Software for the Crew Branch. This initiative is part of a broader digital transformation effort aligned with Maritime India Vision 2030 and Amrit Kaal Vision 2047.

About the initiative

The software solution will be used to implement and maintain a hybrid (online + on-site) project monitoring system. It will enable structured planning, milestone tracking, and real-time updates across all Crew Branch initiatives. All statistical data and analytical dashboards will be readily accessible, enabling quicker insights and facilitating faster, more informed decision-making.

Roles and Responsibilities

The software solution will be used to implement and maintain a hybrid (online + on-site) project monitoring system. It will enable structured planning, milestone tracking, and real-time updates across all Crew Branch initiatives. All statistical data and analytical dashboards will be readily accessible, enabling quicker insights and facilitating faster, more informed decision-making. The software will be responsible for:

- Structuring project milestones, timelines, and documentation.
- Assigning tasks to responsible officers and monitoring progress.
- Capturing delays, escalation points, and dependencies.
- Generating progress dashboards and compliance reports for leadership review.

This unit will also ensure seamless coordination with other branches and departments for cross-cutting projects such as ERP systems, seafarer grievance redressal upgrades, and welfare scheme rollouts.

Core Functionalities:

- **Project Lifecycle Management:** From initiation to closure with automated reminders.
- **Task Assignment & Collaboration:** Role-wise task creation with deadlines and shared access.
- **Document Management:** Version-controlled storage of files, concept notes, minutes, and templates.
- **Analytics & Reporting:** Real-time dashboards with filters for status, officer, and initiative type.
- **Audit Trail:** Maintains an immutable log of updates for accountability and transparency.

Relevance to Seafarers

Although internal in nature, this project will significantly improve how initiatives impacting seafarers—such as grievance redressal upgrades, training reforms, RPSL oversight, and welfare scheme digitization—are managed, tracked, and implemented. It ensures faster delivery, better accountability, and transparent communication.

The Crew Branch plans to:

- Integrate this system with other digital dashboards for unified reporting.
- Train internal staff and stakeholders on usage and compliance.
- Mandate its use for all major projects by the end of FY 2025–26.
- This will institutionalize project governance and act as the operational backbone for future reforms.

Enterprise Resource Planning for Seamen's Provident Fund Organisation

In a landmark move towards modernizing welfare governance, the Directorate General of Shipping has initiated the development of an integrated Enterprise Resource Planning (ERP) System for SPFO, transforming it into a fully digital, transparent, and service-oriented institution.

About the initiative

The ERP project aims to comprehensively digitize the end-to-end lifecycle of provident fund services—from employer registration and contribution management to claim processing, financial accounting, and regulatory compliance. It directly addresses the need for real-time access, operational efficiency, and trust in service delivery for over a lakh registered seafarers and maritime employers.

This initiative also contributes to India's broader goals of maritime digital governance, ease of doing business, and citizen empowerment through technology.

Key Objectives

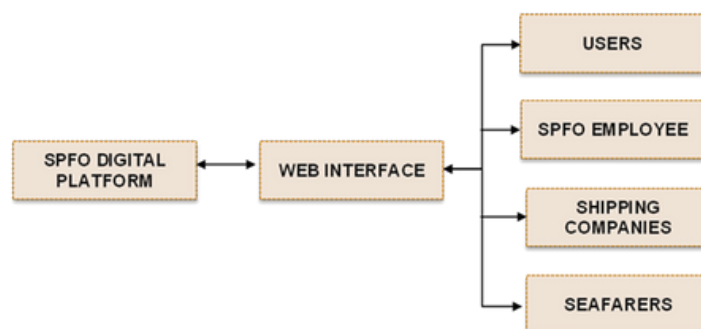
- **Process Automation:** Single, integrated digital platform that enables processing of PF contributions, withdrawals, and fund allocations.
- **Real-time Access & Transparency:** Empower seafarers and employers through user-friendly dashboards to track claims, contributions online.
- **Regulatory & Financial Governance:** Automate statutory reporting, investment tracking, audit trails, and tax/GST compliance to ensure institutional accountability.
- **Scalability & Resilience:** Develop a secure, modular, cloud-native architecture that supports future integrations (e.g., Aadhaar, PAN, DigiLocker) and adheres to MeitY and CERT-In guidelines for cybersecurity and disaster recovery.

Core Functionalities:

The ERP system includes:

- Centralized seafarer profile and KYC management
- Employer registration and monthly contribution tracking
- Online claim processing (final and non-refundable)
- Real-time fund remittance and integration with treasury/banking systems
- Investment portfolio management, penalty calculation, and GST/tax modules
- Secure document management, grievance redressal, and MIS dashboards

All users—whether seafarers, employers, or SPFO administrators—will have dedicated role-based access with multi-factor authentication, enabling secure transactions, transparent approvals, and seamless communication.



Way forward

By digitizing critical touchpoints in seafarer welfare operations, the SPFO ERP strengthens financial governance and reduces the administrative burden on both beneficiaries and regulators. For seafarers, it promises quicker, trackable access to their entitlements; for employers, it streamlines compliance; and for the Government, it ensures data-driven policy implementation and fiscal oversight.

Enterprise Resource Planning for Seafarers Welfare Fund Society

In a strategic step towards digitizing welfare administration, the Directorate General of Shipping has initiated the development of an integrated Enterprise Resource Planning (ERP) system for the Seafarers' Welfare Fund Society (SWFS), aimed at creating a seamless, transparent, and efficient platform for managing seafarer welfare schemes and services.

About the initiative

To modernize its operations, the Directorate General of Shipping has launched a comprehensive ERP initiative for SWFS. This end-to-end digital transformation project is designed to automate the core functions of welfare schemes, gratuity management, fund accounting, and administrative operations. With a centralized web and mobile platform, the ERP system aims to empower seafarers with seamless access to services while improving transparency, governance, and operational efficiency.

Key Objectives:

- **Digitization of Welfare and Gratuity Processes:** Automating the full application lifecycle—from submission to disbursement—for all welfare schemes and gratuity benefits.
- **Unified Platform:** Integrating scheme management, financial operations, and administrative workflows into a single digital system.
- **Enhanced Accessibility:** Providing user-friendly, multilingual interfaces through a public portal and mobile app.
- **Governance and Transparency:** Implementing role-based dashboards, audit trails, MIS reports, and real-time status tracking for all stakeholders.
- **Financial Control:** Automating fund management and investment tracking, compliant with Ministry of Finance norms.

- **Cybersecurity and Data Integrity:** Enforcing strong security protocols and adhering to national data protection guidelines.

Core Functionalities:

- **Online Application Portals** for seafarers and nominees for all schemes and gratuity claims.
- **Eligibility Verification & Document Management** to streamline approvals and record-keeping.
- **Fund Automation & Accounting** to manage gratuity contributions, investments, and administrative expenses.
- **Dedicated Payment Gateway** to ensure secure and timely disbursements.
- **MIS Dashboards & Alerts** for real-time status, performance tracking, and beneficiary communication.
- **Mobile and Cloud Integration** enabling remote access, business continuity, and DR capabilities.

Way forward

This project aligns with the Government of India's Digital India and Maritime India Vision 2030 initiatives. It ensures ease of doing business in the maritime welfare domain, enhances service delivery to India's seafaring community, and promotes a transparent, resilient governance framework. By eliminating dependence on legacy systems and manual workflows, the ERP transforms SWFS into a future-ready institution for social protection.

Management Unit under Seafarers Welfare Fund Society

About the initiative

As part of the digital transformation initiative of the Seafarers' Welfare Fund Society (SWFS), a Project Management Unit (PMU) is being established to support the successful implementation of the ERP solution. The PMU will act as the backbone for project coordination, quality assurance, vendor management, and stakeholder alignment across all phases of the project lifecycle.

Strategic Rationale

The scale and scope of the ERP implementation covering welfare disbursement, gratuity fund automation, fund management, and administrative operations—require specialized program management capabilities. The PMU will ensure that timelines are met, risks are mitigated, and that the project remains aligned with the core objectives of SWFS, the Directorate General of Shipping, and the Ministry of Ports, Shipping, and Waterways.

Responsibilities of the PMU:

The core functions of the PMU include:

1. Program Oversight & Governance

- Monitor project progress and ensure adherence to approved scope, budget, and timelines.
- Prepare status updates and dashboard reports for SWFS and the Ministry.

2. Vendor and Stakeholder Coordination

- Facilitate coordination between ERP vendors, internal departments, and external stakeholders such as INSA, unions, and shipping companies.
- Support contract management and ensure service level agreements (SLAs) are met

3. Quality Assurance & Testing

- Review system design, data flows, and business process mapping.
- Oversee testing phases including UAT (User Acceptance Testing), security audits, and go-live readiness.

4. Change Management & Capacity Building

- Conduct training, user awareness programs, and digital adoption drives for SWFS staff and end users.
- Maintain feedback loops for iterative platform enhancement post-rollout.

5. Documentation & Compliance

- Ensure complete documentation of ERP specifications, workflows, and user manuals.
- Track compliance with IT security guidelines (CERT-In, GIGW), and government procurement norms.

6. Risk Management & Issue Resolution

- Maintain a project risk register and implement mitigation plans.
- Resolve operational bottlenecks and escalate unresolved issues to senior authorities.

Way forward

The establishment of the PMU aligns with the Government of India's emphasis on structured project management, digital governance, and timely implementation of citizen-centric initiatives. It will ensure that the SWFS ERP initiative is delivered with transparency, accountability, and high-impact outcomes for the Indian seafaring community.

Integrated Comprehensive Grievance Redressal, MTI Module, RPSL Module

About the initiative

The Directorate General of Shipping (DGS), through its Crew Branch, has embarked on a transformative digital initiative to revamp four critical operational modules—Maritime Training Institutes (MTI), Recruitment and Placement Services License (RPSL), Crisis Management, and Grievance Redressal. This integrated reform marks a pivotal step in modernizing maritime governance, ensuring efficient service delivery, and safeguarding seafarer welfare through data-driven, transparent, and interoperable systems.

Strategic Rationale

These modules serve as the backbone of India's maritime regulatory framework, directly impacting the daily operations, safety, training, and grievance handling processes concerning Indian seafarers. The revamp ensures that systems are not only technically robust but also aligned with the needs of stakeholders—whether seafarers, shipping companies, training institutes, or government authorities. By automating core workflows and enabling multi-channel access, these platforms empower seafarers with real-time visibility, improved grievance resolution, and streamlined access to essential services.

Key Objectives:

- **Governance & Oversight:** Institutionalize real-time dashboards, audit trails, and inspection workflows to enhance transparency and regulatory enforcement.
- **Stakeholder Empowerment:** Provide seafarers and other users with secure, user-friendly interfaces to manage training, placement, and grievance status.

- **Digital Integration:** Ensure seamless connectivity with core systems like INDoS, Aadhaar, and DGCOMM to avoid data silos and duplication.
- **Service Reliability:** Enable 24x7 access to services across platforms such as mobile, web, email, and helplines with SLA-based resolution tracking.

Core Functionalities:

- **MTI Module:** Revamps approval, compliance, certification, and CIP workflows for maritime training institutes. It introduces centralized seafarer admission, e-learning tracking, inspection scheduling, and performance dashboards.
- **RPSL Module:** Digitalizes RPS agency lifecycle—license approval, crew contracts, SEC uploads, grievance handling, and risk scoring. The module also features blockchain-ready smart contracts and a government-verified seafarer job portal.
- **Crisis Management Module:** Enables real-time registration, tracking, and resolution of maritime incidents. Integrated with escalation matrices, SITREP generation, inter-agency coordination tools, and mobile field support, it ensures rapid and structured response during emergencies.
- **Grievance Redressal Module:** Consolidates all channels of grievance reporting—portal, call center, social media—into a centralized, automated system. Features include OTP-based authentication, auto-escalation, document management, geo-spatial reporting, and motivational messaging for seafarers.

6 WAY FORWARD



As India's maritime sector accelerates toward a future defined by digital governance and global competitiveness, the Directorate General of Shipping's Crew Branch remains steadfast in its commitment to protect, support, and empower seafarers. The experiences of the past year have helped identify critical system gaps and catalyze a blueprint for next-generation reforms. This forward-looking strategy outlines the challenges, solutions, and technological innovations that will shape the future of seafarer services.

a. Identified Systemic & Operational Challenges

The Crew Branch continues to address several systemic challenges that impact service delivery and regulatory oversight. A key concern is the fragmentation of seafarer data across various platforms, which hinders real-time decision-making. Delays in grievance redressal and repatriation persist due to procedural bottlenecks and lack of centralized escalation tracking. Welfare schemes, although impactful, suffer from limited digital access and awareness among seafarers. Furthermore, gender inclusivity and mental health remain under-addressed areas in maritime policy frameworks. These operational limitations necessitate structural reforms that place seafarers at the center of governance.

b. Strategic Recommendations

To overcome these gaps, the Crew Branch recommends the institutionalization of multilingual Seafarer Support Units across India's coastal zones. A centralized 24x7 Seafarer Support Command Centre should be established to monitor grievances, coordinate repatriation, and offer psychological support. Simultaneously, data-driven dashboards must be introduced to track RPSL agency compliance, abandonment trends, and welfare delivery. Periodic feedback loops from seafarers should be formalized through surveys and mobile outreach. Training modules for shipping companies and MTIs on seafarer rights and welfare protocols will foster greater accountability and sensitization.

c. Technology Interventions

Future readiness requires embracing advanced technology solutions that are interoperable and secure. An AI-enabled grievance analytics platform will be developed to prioritize and route cases efficiently. Blockchain can be leveraged for secure verification of sea service records, reducing fraudulent claims. An advanced DG Shipping Portal is planned, featuring grievance tracking, mental health support, welfare scheme status, and biometric login. All ERP platforms—including those of SPFO, SWFS, and the Crew Branch—will be integrated to ensure seamless data flow, paperless service delivery, and unified seafarer profiling.

d. Targets for FY 2025–26

In the upcoming fiscal year, the Crew Branch aims to operationalize all modules of SPFO and SWFS ERP systems, including integrated grievance handling. The dedicated DG Shipping portal will be launched, targeting 50,000+ users in its first phase. By streamlining grievance workflows and using AI for triage, the average grievance resolution time will be reduced by 80%. Additionally, over 500 stakeholders will be trained on SOPs related to digital compliance, onboard complaint handling, and grievance redressal. The digitization of legacy welfare and gratuity records will also be completed, laying the foundation for real-time audits and better oversight.

e. Long-Term Vision: Maritime Amrit Kaal Vision (MAKV) 2047

Looking ahead to 2047, the Crew Branch envisions a future where every Indian seafarer is supported by a smart, integrated, and empathetic maritime governance system. Technology will not only serve as an enabler but as a guardian anticipating risks, delivering support before crisis strikes, and empowering seafarers through transparency and trust. With predictive compliance systems, AI-led enforcement, and global best practices embedded into policy, India will emerge as a world leader in seafarer welfare, safety, and dignity.

f. Maritime Workforce Expansion and Global Leadership

Beyond digital innovation, India's maritime vision must be anchored in nurturing a thriving, empowered seafaring community. As one of the world's leading providers of maritime manpower, India holds a unique position to further consolidate its status through strategic outreach, skilling, and institutional alignment. The Crew Branch recognizes the need to make merchant navy an aspirational career choice, especially among youth in coastal and inland regions. To this end, expansive awareness campaigns will be launched across schools, MTIs, and universities, highlighting structured career pathways, scholarships, training programs, and the long-term benefits of maritime service.

Efforts will also be made to improve the quality and employability of Indian seafarers by strengthening the curriculum and practical exposure at Maritime Training Institutes (MTIs). Focused interventions for women seafarers, cadets, and ratings will be institutionalized through inclusive policies and reserved opportunities. Partnerships with international bodies like IMO and major flag states will help open more employment avenues for Indian seafarers globally.

At a governance level, reforms in recruitment transparency, simplification of examination processes, and enhancement of welfare entitlements will create a fairer ecosystem. India's maritime brand will be elevated through structured collaboration with shipping companies, RPS agencies, and port authorities to ensure that Indian seafarers are recognized not just for their numbers, but for their professionalism, discipline, and resilience. The long-term vision is clear, position India as the most trusted and top-ranking seafarer-supplying nation by 2047, through a model that is digitally empowered, socially inclusive, and globally respected.

Key Action Strategies – FY 2024–25

No.	Action Strategy
1	Addressing Abandonment Cases: Coordinated resolution of seafarer abandonment with MEA and MoPSW, ensuring due diligence across nationalities.
2	Seafarers' Rights & Code of Conduct: Launch of rights-awareness campaign, social media outreach, 24x7 grievance mechanism, and curriculum integration.
3	RPSL Compliance Strengthening: Rollout of SMS verification alerts and stricter circulars to prevent malpractice during seafarer onboarding.
4	Seafarer Welfare Infrastructure: Formation of Welfare Board Audit Team and phased rollout of infrastructure projects at ports through SWFS.
5	Sagar Mein Yog – Wellness at Sea: Launch of 10 holistic wellness modules for all MTIs to promote mental and physical well-being of seafarers.
6	Sagar Mein Samman – Honour at Sea: Gender empowerment initiative with a five-year plan to boost women's participation in maritime careers.
7	Revamp of MTI Training & Certification: End-to-end digitalisation and skill-based upgrades in training ecosystem led by Training Division.
8	Suraksha Sarva Pratham – Safety at Sea: Safety-first campaign with casualty analysis, awareness, and a dedicated Global Indian Safety Portal.
9	Crisis Management & Grievance Handling: 85+ weekly reviews, rapid claim settlements, and plan for integrated tech-based grievance redressal.
10	Streamlining Shore Leave & Immigration: Engagement with MHA, FRROs, and pilot sign-on counter at Mumbai Airport to ease processes.
11	ERP for SWFS: Digital transformation of SWFS operations and development of Crew Connect – Milan portal for seafarer outreach.
12	ERP for SPFO: Full implementation of ERP for transparent Provident Fund tracking and accelerated claim settlements.
13	Coordination with PGoE & MEA (E-Migrate): Monitoring of desertion, illegal migration, and system integration for preventive action.
14	MLC Compliance Board: Transparent review of crew practices and inclusive policy discussion with key stakeholders.
15	Advisory Board Engagement: Policy-level course correction through industry consultations and seafarer feedback integration.
16	Union & Seafarer Association Dialogues: Continuous interaction for compliance updates and resolution of field-level issues.
17	Authentic Job Portal for Seafarers: Launch of a verified employment portal and support mechanism to combat job fraud.



Annexure A- DGS Orders

Sr. No.	No. of Year	Subject	Issue Date
1	4 of 2025	Constitution of Committee to inquire and investigate into circumstances and aspects pertaining to harassment, ill-treatment, abuse, discriminatory treatment or such other misconduct towards Indian Seafarers employed on board ships causing or likely to cause death, personal injury, psychological trauma and such other undesirable consequences	Apr 21, 2025
2	3 of 2025	Clarification on responsibilities related to Principal Officer (P.O), Mercantile Marine Department in the Crisis Management and Reaction Group	Apr 17, 2025
3	21 of 2024	ILO 110th session amendment (2022) to Maritime Labour Convention, 2006	Dec 20, 2024
4	18 of 2024	Establishment of Task Force for Women in Maritime for nurturing and supporting the Directorate's initiative of Sagar Mein Samman	Nov 27, 2024
5	19 of 2024	Establishment of Task Force for nurturing and supporting the Directorate's initiative of Sagar Mein Yog - Wellness at Sea / Shore	Nov 27, 2024
6	7 of 2024	Supersession of DGS Order No. 06 of 2024 -- Issue of E-Migrations of Indian Seafarers due to the Technical Upgradation of E-Migrate Portal – Reg.	Oct 4, 2024
7	13 of 2024	Constitution of MLC Compliance Board as a consulting forum to review and address issues related with compliance of MLC 2006	Aug 14, 2024
8	11 of 2024	Formation of Consultative Group for Enhancing Indian Maritime Sector – reg.	Jun 30, 2024
9	10 of 2024	Constitution of Complaint Committee regarding Sexual Harassment on Women seafarer at workplace under Section 04 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redress Act, 2013) – Reg.	Jun 14, 2024
10	5 of 2024	Relaxation of Educational Qualification for admission to Pre-Sea Courses of General Purpose Ratings and certificate course in Maritime catering and for issuance of CDC for the natives of Minicoy island of Union Territory of Lakshadweep belonging to Schedule Tribe	Jun 3, 2024
11	08 of 2024	Constitution of Seafarers Welfare Board Audit Team (SWBAT) with a mandate to inspect the welfare facilities provided in the ports	Apr 22, 2024
12	5 of 2024	डीजीएस आदेश संख्या 05 का 2024	Mar 21, 2024
13	6 of 2024	Issue of E-Migrations of Indian Seafarers due to the Technical Upgradation of E-Migrate Portal – Reg	Mar 20, 2024
14	12 of 2024	Constitution of "Advisory Board" as a consulting forum to review and address issues related to Indian Mercantile Marine	Mar 7, 2024
15	10 of 2023	Constitution of Crisis Management and Reaction Group	Nov 8, 2023

Sr. No.	No. of Year	Subject	Issue Date
16	14 of 2023	Constitution of a committee to assess the legal considerations related to the Directorate's authority in determining seafarers' wages and to review Collective Bargaining Agreements signed by relevant unions, associations, and seafarers	Sep 13, 2023
17	7 of 2023	Mandatory possession of Bio-metric Seafarers Identity Documents (BSID) for seafarers that are intend to visit Ports in Brazil and in other countries	Apr 5, 2023
18	3 of 2023	Constitution of Complaint Committee regarding Sexual Harassment on women seafarer at workplace under section.4 of the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redress Act 2013)	Jan 30, 2023
19	20 of 2021	Extension of the validity of Recruitment and Placement of Seafarers License (RPSL) and Audit of RPSL in view of COVID 19 outbreak.	Nov 5, 2021
20	11 of 2021	Relaxation of educational qualification for admission to pre-sea courses of General Purpose Ratings and certificate course in Maritime catering and for issuance of CDC for the natives of Minicoy island of Union Territory of Lakshadweep belonging to Schedule Tribe.	Sep 3, 2021
21	27 of 2021	Extension of the validity of Recruitment and Placement of Seafarers License (RPSL) and Audit of RPSL in view of COVID 19 outbreak.	Jul 26, 2021
22	19 of 2021	Extension of validity of Continuous Discharge Certificate (CDC).	Jun 5, 2021
23	24 of 2021	Instructions to all Statutory bodies and surveyors conducting inspection on board merchant ships- Restricting Ship to shore interactions during second wave of COVID-19 pandemic.	May 14, 2021
24	15 of 2021	Standard Operating Procedures/ Protocols (SOP) for controlled crew change- resumption of e-pass facility.	Apr 28, 2021
25	8 of 2021	Standard Operating Procedures/Protocols (SOP) for Controlled crew change- dispensing of requirement of e-pass.	Mar 2, 2021
26	10 of 2021	Extension of Continuous Discharge Certificate (CDC)	Feb 23, 2021
27	5 of 2021	भारतीय पत्तनो मे विदेशी समुद्रकर्मियों के साइन-ऑन हेतु मानक प्रचालन प्रक्रिया/ प्रोटोकॉल-संबंधी	Jan 25, 2021
28	5 of 2021	Standard Operating Procedures / Protocols (SOP) for sign-on of foreign seafarers in Indian ports.	Jan 25, 2021
29	39 of 2020	Standard Operating Procedure / Protocol (SOP) for Sign-On of foreign seafarers in Indian ports – reg.	Nov 21, 2020
30	15 of 2020	Extension of the vaildity of Recruitment and Placement of Seafarers License (RPSL) and Inspection of RPSL in view of Covid-19 outbreak - reg	Sep 6, 2020

Sr. No.	No. of Year	Subject	Issue Date
31	15 of 2020	Extension of the validity of Recruitment and Placement of Seafarers License (RPSL) and Inspection of RPSL in view of Covid-19 outbreak - reg	Sep 6, 2020
32	12 of 2020	Standard Operating Procedures / Protocols (SOP) for vessels at port / anchorages with confirmed COVID - 19 positive seafarer on-board-reg	Aug 13, 2020
33	21 of 2020	Standard Operating Procedure / Protocol (SOP) for repatriation of foreign seafarers from Indian Ports-reg	Jul 20, 2020
34	19 of 2020	Extension of the validity of Recruitment & Placement of Seafarers License (RPSL) and audit of RPSL in view of Covid-19 outbreak	Jul 13, 2020
35	10 of 2020	Extension of validity of CDCs.	Apr 13, 2020
36	2 of 2019	Indian nationals holding restricted Indian Continuous Discharge Certificate(CDC) in the category of Higher National Diploma (HND) recognized by foreign Maritime Administration and GMDSS certificate holders-reg.	Aug 4, 2019
37	3 of 2019	Consideration of Matriculation Certificate issued by Armed Forces to ex- servicemen for issuance of CDC-reg.	Jun 8, 2019
38	1 of 2019	Relaxation of requirement of sub-rule (5) of Rule 4 of Merchant Shipping (Continuous Discharge Certificate) Rule, 2017, for seafarers who have worked on International Cruise Ships before coming into force of said rules.	Jun 3, 2019
39	6 of 2018	Indian CDC restricted to work as hospitality crew on cruise vessels-reg.	May 21, 2018
40	1 of 2018	Exemption of repair technicians from the purview of MLC,2006-reg.	Jan 16, 2018
41	6 of 2017	Exemption from opening of Articles of Agreement for Government owned ships.	Jul 12, 2017
42	4 of 2016	127th meeting of Board of Trustees of Seamen's Provident Fund Organisation held on 04.03.2016	Dec 8, 2016
43	1 of 2016	Submission of Articles of Agreement for Indian flag ships - reg.	Feb 19, 2016
44	3 of 2015	Certificate of Competency as Cook in the Merchant Navy - reg.	Apr 9, 2015
45	3 of 2015	वाणिज्य पोत परिवहन में रसोइए के तौर पर सक्षमता प्रमाणपत्र - संबंधी.	Apr 9, 2015
46	22 of 2014	Authorisation to the Directors, Seamen's Employment Offices, Mumbai, Chennai and Kolkata to issue recruitment and Placement of Seafarers service licences and related issues - further procedural streamlining - reg.	Dec 29, 2014



Sr. No.	No. of Year	Subject	Issue Date
48	4 of 2014	Issuance of an Indian Continuous Discharge Certificate (CDC) to Indian citizens successfully completing the Higher National Diploma course - reg.	Dec 5, 2014
49	4 of 2014	उच्चतर राष्ट्रीय डिप्लोमा पाठ्यक्रम को सफलतापूर्वक पूरा करने वाले भारतीय नागरिकों को भारतीय सतत उन्मोचन प्रमाणपत्र (सीडीसी) जारी किया जाना-संबंधी।	Dec 5, 2014
50	18 of 2014	Issuance of Continuous Discharge Certificate-cum-Seafarer's Identity Document (CDC) in the modified format with security features - reg.	Oct 30, 2014
51	15 of 2014	Issuance of Indian CDCs to hospitality crew working on cruise vessels and also to seafarers who are working on board trading vessels without an Indian CDC - reg.	Oct 29, 2014
52	16 of 2014	Payment of welfare fund contribution by Recruitment and Placement of seafarers (RPS) providers - reg.	Oct 29, 2014
53	17 of 2014	Payment of Welfare Fund Contribution by Recruitment and Placement Service (RPS) Providers - reg.	Oct 29, 2014
54	13 of 2014	Issuance of Indian CDCs to hospitality crew working on cruise vessels and also to seafarers who are working on board trading vessels without an Indian CDC - reg.	Aug 26, 2014
55	7 of 2014	Certificate of Competency as Cook in the merchant navy - reg.	Jun 24, 2014
56	6 of 2014	- Issuance of Indian CDCs to hospitality crew working on cruise vessels and also to seafarers who are working on board trading vessels without an Indian CDC - reg.	Jun 6, 2014
57	5 of 2014	Submission of applications for all individual category Continuous Discharge Certificates-reg.	Jun 6, 2014
58	19 of 2014	Issuance of Indian CDCs to hospitality crew working on cruise vessels and also to seafarers who are working on board trading vessels without an Indian CDC - reg.	May 12, 2014
59	23 of 2013	Implementation of revised format of Articles of Agreement for Indian Ships-reg	Nov 19, 2013
60	22 of 2013	Dispensing with the requirement of Continuous Discharge Certificate for inland vessel crew serving on Indian Coastal Ships operating in engaged in harbour operation - reg.	Nov 14, 2013
61	20 of 2013	Applications for individual and institutional category Continuous Discharge Certificates-reg.	Oct 30, 2013
62	9 of 2013	additional categories of India seafears	Oct 4, 2013
63	12 of 2013	issuance of replacement	Aug 5, 2013



Sr. No.	No. of Year	Subject	Issue Date
64	17 of 2013	Non-availability of sufficient opportunities for the mandatory on-board sea training for the candidates passing out from the various approved Maritime Training Institutes, and Indian Maritime University, conducting approved pre-sea courses-obtaining Recruitment and Placement Service licenses by such institutions-reg.	Jul 30, 2013
65	4 of 2013	Revision of the format of the Article of Agreement to comply with the requirements of the Maritime Labour Convention 2006 - reg	May 3, 2013
66	24 of 2013	Streamlining of procedures for the appl. of CDCcumSID for aspiring seafarers completing DGS appr presea trg courses both long/short term courses reg.	Apr 12, 2013
67	7 of 2013	Certificate of Competency as Cook in the Merchant Navy reg.	Mar 22, 2013
68	8 of 2013	Issuance of Indian CDC to hospitality crew working on cruise vessels and also to seafarers who are working on board trading vessels without an Indian CDC - reg.	Mar 22, 2013
69	14 of 2013	issuance of such a CDC on experience basis was extended	Mar 6, 2013
70	11 of 2013	CoCs issued to the cook	Mar 5, 2013
71	2 of 2013	competent seafarers in line with the said Convention Standards	Jan 31, 2013
72	3 of 2013	Authorisation to the Director, Seamen's Employment Offices, Mumbai, Chennai, & Kolkata to issue Recruitment and Placement Service licenses and for related issues.	Jan 31, 2013
73	10 of 2013	Maritime Administration of foreign nations	Jan 5, 2013
74	7 of 2012	Certificate of Competency as Cook in Merchant Navy.	Dec 17, 2012
75	6 of 2012	Issuance of replacement, renewal & duplicate CDCs -reg	Apr 12, 2012
76	6 of 2011	In pursuance of the Manila Amendments to STCW 78, changes in education, training and assessment process are envisaged.	May 31, 2011
77	5 of 2011	Granting dispensation to Indian nationals to work on Indian flag cruise ships as hotel and entertainment staff without Indian CDC. reg.	May 16, 2011
78	4 of 2010	Guidelines on renewal of RPS license.	Oct 11, 2010
79	1 of 2010	Issue of CDC to Bachelor of Fisheries Science (Nautical Science) conducted by CIFNET.	Mar 31, 2010



Sr. No.	No. of Year	Subject	Issue Date
80	3 of 2009	Issuance of Continuous Discharge Certificate-cum-Seafarer's Identity Document (CDC) in the modified format with security features.	Jun 24, 2009
81	2 of 2008	Centralization of issuance of CDCs at the office of Shipping Master, Mumbai	Mar 7, 2008
82	1 of 2008	Temporary suspension of issuance of CDC under category of "Purser/Ship's clerk" --reg.	Feb 19, 2008
83	1 of 2006	समुद्रगामी सेवा पूरी करने के लिए नौ सेना अधिकारियों को प्रतिबंधित सीडीसी जारी किये जाना।	Sep 1, 2006
84	6 of 2006	भारतीय समुद्र कर्मियों के बीच वाणिज्य पोत परिवहन के (समुद्र कर्मों की भर्ती तथा नियोजन) नियमावली 2005 के कार्यान्वयन के लिए पाठ्यक्रम मॉड्यूल संबंधित जागरूकता का प्रसार करना।	Jul 7, 2006
85	5 of 2006	Extension of time limit for CDC under Rules 4(10) of M.S.(CDC) Rules, 2001	Jul 3, 2006
86	6 of 2006	Course module for implementation of Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2005 Spreading awareness among Indian seafarers thereof.	Jun 7, 2006
87	3 of 2006	Extension of time limit for CDC under Rule 4(10) of M.S. (CDC) Rules, 2001	Jun 2, 2006
88	1 of 2006	Issue of restricted CDCs to naval officers for completing sea going service	Jan 9, 2006
89	6 of 2005	Revised procedure for application of CDCs for the long term training courses of one year duration and more.	Apr 20, 2005
90	2 of 2004	भूत पूर्व तटरक्षक रेंटिंगो को सीडीसी जारी किया जाना।	Nov 22, 2004
91	7 of 2004	Revision of the existing fees specified for issue of Identity Cards	Nov 22, 2004
92	1 of 2004	Restricted CDC to naval officers for temporary attachment to merchant navy ships	Apr 27, 2004
93	1 of 2004	वाणिज्य पोतों से अस्थायी रूप से जुड़ने के लिए नौसेना अधिकारियों को नौसेना सीडीसी।	Apr 25, 2004
94	8 of 2003	Extension of period of renewal of CDC prior to date of expiry	Aug 25, 2003
95	8 of 2003	Extension of period of renewal of CDC prior to date of expiry	Aug 25, 2003
96	8 of 2003	समापन की तारीख से पहले सीडीसी को नवीकृत करने की अवधि का विस्तीर्ण।	Aug 25, 2003

Sr. No.	No. of Year	Subject	Issue Date
97	3 of 2003	Revised eligibility criteria for CDC under Rule 4(10) of MS (CDC) Rules, 2001	Mar 28, 2003
98	2 of 2003	Certificate of Competency to Chief Cook	Feb 28, 2003
99	2 of 2003	मुख्य रसोइयां के लिए सक्षमता प्रमाणपत्र ।	Feb 28, 2003
100	3 of 2003	वाणिज्यिक पोत परिवहन (सीडीसी) नियमावली 2001 के नियम 4(10) के अंतर्गत सीडीसी क लिए परिशोधित पात्रता मानदंड ।	Feb 28, 2003
101	7 of 2002	Amendment to the DG Shipping Order No. 7 of 2002	Dec 24, 2002
102	7 of 2002	वर्ष 2002 के नौवहन महानिदेशालय के आदेश संख्या: 7 ए में संशोधन ।	Dec 24, 2002
103	7 of 2002	Revised form for Articles of Agreement and procedure for signing on, off etc	Dec 3, 2002
104	6 of 2002	Exemption from opening of Articles of Agreement for Government owned ships	Oct 3, 2002
105	4 of 2002	Revised age limit & Pre-Sea training for Petty Officers for issue of CDC	Aug 19, 2002
106	4 of 2002	सीडीसी जारी किये जाने के लिए पेंटी अधिकारी परिशोधित आयुसीमा और समुद्र पूर्व प्रशिक्षण ।	Aug 19, 2002
107	3 of 2002	CDCs in the category of UH -discontinuance of issue etc.	Jul 31, 2002
108	3 of 2002	वर्ष 2002 नौवहन महानिदेशालय का आदेश संख्या 3	Jul 31, 2002
109	7 of 2002	संविदा करारों के लिए परिशोधित प्रपत्र तथा पोत पर चढ़ने उतरने की प्रक्रिया।	Mar 12, 2002
110	6 of 2002	सरकारी स्वामित्व वाले पोतों के लिए संविदा करार करने से छुट।	Mar 10, 2002
111	10 of 2001	Issuance of CDC to the Deck Cadets	Oct 16, 2001
112	10 of 2001	वर्ष 2001 का नौवहन महानिदेशालय का आदेश संख्या: 10.	Oct 16, 2001
113	9 of 2001	Issuance of CDC in the category of Utility Hand on Compassionate Cases (Superseded vide D.G.S.Order 3 of 2002)	Aug 23, 2001



Sr. No.	No. of Year	Subject	Issue Date
114	9 of 2001	Issuance of CDC in the category of Utility Hand on Compassionate Cases (Superseded vide D.G.S.Order 3 of 2002)	Aug 23, 2001
115	9 of 2001	वर्ष 2002 के नौवहन महानिदेशालय का आदेश संख्याo: 3 का अधिक्रमण :-	Aug 23, 2001
116	8 of 2001	Certificate of Competency as Cook in Merchant Navy	Aug 13, 2001
117	8 of 2001	वाणिज्य पोत परिवहन में रसोइयों के रूप में सक्षमता प्रमाणपत्र ।	Aug 13, 2001
118	6 of 2001	MS (CDC)Rule -seamen sailing on board Offshore Supply Vessels or home trade ships or passenger ships	Jun 6, 2001
119	6 of 2001	वर्ष 2001 का नौवहन महानिदेशालय का आदेश संख्याक: 6.	Jun 6, 2001
120	5 of 2001	Cut off date for acceptance of applications for issuance of CDC under Rule	Jun 4, 2001
121	5 of 2001	वाणिज्य पोत परिवहन (सीडीसी नियम के नियम 4(9) के अंतर्गत सीडीसी जारी किये जाने के लिए आवेदन को स्वीकार किये जाने हेतु कट ऑफ तारीख ,इत्यादि ।	Apr 6, 2001
122	1 of 2001	Registration and Employment of Seafarers in India	Mar 27, 2001
123	1 of 2001	भारत में समुद्री कर्मियों का पंजीकरण तथा रोजगार वाणिज्य पोत परिवहन अधिनियम 1958 की धारा 456 के अंतर्गत परिशोधित मार्गदर्शी सिध्दांत ।	Mar 27, 2001



Annexure B- DGS Circulars

Sr. No.	No. of Year	Subject	Issue Date
1	14 of 2025	Constitution of Expert Committee for Development of Seafarers Manual - Call for Nominations	Apr 25, 2025
2	15 of 2025	Maritime Advisory to all Indian seafarers and Indian flagged vessels in reference to the Ministry of External Affairs (MEA) Advisory dated 24.04.2025	Apr 25, 2025
3	12 of 2025	Visa Exemption for Civilian Sea Crew Members Traveling to Republic of Malta to join the ships from Maltese Ports	Apr 8, 2025
4	13 of 2025	Statistics of engagement of Indian seafarers on Indian / Foreign Flag Merchant vessels from 2010 to 2024	Apr 8, 2025
5	8 of 2025	Issues faced by Shipping / RPS Companies while extending contractual Article of Agreement	Mar 6, 2025
6	2 of 2025	DGS proposal for initiatives towards seafarers financial and mental well-being by collection of requisite data	Jan 22, 2025
7	30 of 2024	Changes incorporated in present E-Governance RPSL, module for updating Seafarer's Engagement and Discharge Data (Article of Agreement / Form-I)	Dec 20, 2024
8	28 of 2024	Constitution of Expert Committee to review the aspects of Collective Bargaining Agreement (CBAs) and other Maritime Labour Convention aspects applicable to Indian seafarers	Nov 28, 2024
9	25 of 2024	Changes brought in E-Governance e-migrate system related to SMS alerts, port and country of joining and procedures for viewing acknowledging sea service details by seafarers	Aug 14, 2024
10	15 of 2024	Submission of details of seafarers currently working in or scheduled to join vessels in Iran, UAE, or Malaysia – Reg.	Jun 22, 2024
11	6 of 2024	Statistics of engagement of Indian seafarers on Indian / Foreign flagged Merchant Ships from 2010 to 2023	Mar 14, 2024
12	2 of 2024	Correction / deletion / updation of entries in the FORM-I and Article of Agreement uploaded by RPS / Shipping Companies	Feb 27, 2024
13	26 of 2023	Addendum 1 to DGS Circular No. 03 of 2023 dated 13.01.2023 - Modification of Online e-governance module for the processes pertaining to Recruitment and Placement of Seafarers License (RPSL)	Dec 13, 2023
14	26 of 2023	वर्ष 2023 क नौमनि परिपत्र संख्या 03 दिनांक 13.01.2023 का अनुशेष	Dec 13, 2023
15	22 of 2023	Addendum 3 in respect of DGS Circular No. 23 of 2022 dated 02.12.2022 Issuance of Bio- metric Seafarer's Identity Documents (BSID) to Indian Seafarers	Sep 25, 2023

Sr. No.	No. of Year	Subject	Issue Date
16	11 of 2023	Addendum to DGS Crew Circular No. 23 of 2022 regarding issuance of Bio-metric Seafarers Identity Documents (BSID) to Indian Seafarers - reg.	Apr 18, 2023
17	7 of 2023	Statistics of engagement of Indian seafarers on Indian / Foreign flag merchant ships from 2010 to 2022.	Feb 24, 2023
18	3 of 2023	Modification of Online e-governance module for the processes pertaining to Recruitment and Placement of Seafarers License (RPSL).	Jan 13, 2023
19	0 of 2023	Provident Fund Contribution payable of Seafarers	Jan 6, 2023
20	8 of 2022	Coronavirus (COVID 19)- arrangement for 3rd Dose/Booster dose of vaccination for seafarers.	Jul 4, 2022
21	11 of 2022	Advisory to all seafarers and RPSL regarding applicability of CBA while entering into a contract between seafarers and RPSL/Employer for working on foreign flag vessels.	May 30, 2022
22	3 of 2022	Statistics of engagement of Indian seafarers on Indian / Foreign flag merchant ships from 2010 to 2021	Mar 2, 2022
23	6 of 2022	Linking of maximum no. of seafarers engaged with the Bank Guarantee furnished by the RPS in RPS module	Feb 28, 2022
24	23 of 2022	Issuance of Seafarer's Identity Documents (SID) to Indian Seafarers	Feb 12, 2022
25	20 of 2022	Instructions regarding deductions from Seafarers wages- Recent news clippings about alleged misappropriation of funds from trust of unions meant for welfare of seafarers, deductions of amount from seafarers wages etc.	Jan 9, 2022
26	29 of 2021	Standard Operating Procedure to deal with cases where Sign On Ship / Sign Off Ship, Sign Off Shore / Date of Completion of contract / Arriving India dates are not entered in to the seafarer's sea service details in e-governance system by Shipping company / RPSL which is now suspended / withdrawn / online privileges deactivated.	Dec 23, 2021
27	0 of 2021	CLARIFICATION- DGS Circular No.13 of 2021- Maritime Advisory on sign-off seafarers during second wave of COVID-19.	Dec 5, 2021
28	23 of 2021	COVID and mental health helpline for Indian seafarers and their families- Initiatives by Association of Shipping Companies and Seafarers Unions.	Nov 8, 2021
29	0 of 2021	Order- from Seamen Employment Office, Mumbai	Nov 3, 2021
30	27 of 2021	Addendum -IV to DGS Circular No. 09 of 2021 - Corona Virus (Covid - 19) arrangement for vaccination of Second dose of Covishield after 28 days to the seafarers - reg.	Oct 26, 2021

Sr. No.	No. of Year	Subject	Issue Date
31	18 of 2021	Uploading Seafarers discharge data (Date of Sign-off Ship and Date of Sign off or Shore Date of Completion of Contract) - Article of Agreement and Form-I, RPSL - regarding.	Sep 6, 2021
32	25 of 2021	Resumption of Data Capturing for Issuance of BSID under controlled Conditions at Govt. Shipping Offices and Mercantile Marine Departments.	Aug 9, 2021
33	13 of 2021	Maritime Advisory on Sign-off of Seafarers during second wave of COVID 19.	Aug 5, 2021
34	7 of 2021	Review of debarment of Continuous Discharge Certificates (CDC)	Aug 3, 2021
35	21 of 2021	Notification No. GSR 441(E) dated 28.06.2021 amending Merchant Shipping (Maritime Labour) Rules, 2016 based on 2018 amendments to the code of Maritime Labour Convention, 2006	Jul 14, 2021
36	11 of 2021	Resumption of e-pass facility- appointment of Nodal officer.	Apr 30, 2021
37	0 of 2021	Circular- for BSID Data Capturing of Seafarers.	Apr 26, 2021
38	8 of 2021	Statistics of engagement of Indian seafarers on Indian / Foreign flag merchant ships from 2010 to 2020 - reg.	Mar 23, 2021
39	6 of 2021	Advisory- Changes in Biosecurity laws in Australia - Migration Amendment (Biosecurity Contraventions) Regulations 2020.	Feb 24, 2021
40	0 of 2021	ORDER-M/s Almighty Maritime Services Pvt. Ltd. Navi Mumbai	Jan 20, 2021
41	0 of 2021	ORDER-M/s Good Result Marine Services Pvt. Ltd. Mumbai	Jan 20, 2021
42	37 of 2020	Coronavirus (COVID 19)-Designating seafarers as Key workers providing an essential service.	Dec 22, 2020
43	34 of 2020	Review of debarment of Continuous Discharge Certificates (CDC) - reg.	Dec 11, 2020
44	35 of 2020	Implementation of the 2018 amendments to the Code of MLC, 2006-reg	Nov 26, 2020
45	36 of 2020	Resuming of issuance of BSID under controlled conditions - reg	Sep 12, 2020
46	0 of 2020	Blacklisting Debarment of Debarment of Doris Marine services Pvt.ltd	Aug 13, 2020
47	29 of 2020	Relaxation to update the e- profiles of seafarers who got stuck during the COVID-19 pandemic lock down in various countries-reg.	May 8, 2020
48	0 of 2020	Suspension of data capturing of seafarers for BSID scheduled during 22.03.2020 until 15.04.2020 - reg.	Apr 16, 2020



Sr. No.	No. of Year	Subject	Issue Date
49	15 of 2020	Payment of Provident Fund, Welfare / Gratuity Fund - reg.	Apr 13, 2020
50	10 of 2020	DGS Circular No.10 of 2020- Statistics of Indian seafarers Trained and employed.	Mar 17, 2020
51	0 of 2020	Survey of Gender Diversity and Impact on Performance in the Maritime Industry-reg	Mar 9, 2020
52	5 of 2020	Advisory to all Recruitment and Placement of Seafarers License [RPSL] holders regarding demand of remuneration, donation or fees from seafarers for their employment-reg	Feb 13, 2020
53	2 of 2019	On line e-governance module for process pertaining to RPSL	Dec 6, 2019
54	9 of 2019	Draft modalities for carrying out Comprehensive Inspection Program (CIP) for Recruitment and Placement of Seafarers Services License (RPSL)-reg	Oct 14, 2019
55	4 of 2019	Issuance of Seafarers identity document (SID) to Indian seafarers-reg	Aug 7, 2019
56	3 of 2019	New procedure for uploading seafarers engagement and discharge data [Article of Agreement and Form - 1, RPSL]-reg.	Jun 20, 2019
57	6 of 2019	Issuance of seafarers Identity Document (SID) to Indian Seafarers-opening of data collection centers at 6 MMDs.	Feb 8, 2019
58	7 of 2019	Issuance of seafarers Identity Document (SID) to Indian Seafarers-opening of data collection centers at 6 MMDs.	Feb 8, 2019
59	1 of 2019	Draft New procedure for uploading seafarers engagement and discharge data [Article of Agreement and Form - I,RPSL]-reg	Jan 31, 2019
60	5 of 2019	Jumping of Ships by Indian Seafarers on Cruise Ships in ports in USA.	Jan 8, 2019
61	0 of 2018	Indian Seafarers facing trouble in Iran-reg	Nov 26, 2018
62	2 of 2018	Launching of emigrate system for seafarers	Jul 24, 2018
63	0 of 2018	Modus-operandi of the issues reported of missing, stranded, non payment of wages, non-provisions on board ship, seafarers, to DGCOM Centre-reg.	Jul 5, 2018
64	0 of 2018	Withdrawal of MEMA Welfare Scheme w.e.f 1st July 2018	Jun 6, 2018
65	0 of 2018	Indian Seafarers facing trouble in UAE - reg.	Mar 27, 2018



Sr. No.	No. of Year	Subject	Issue Date
66	1 of 2018	Indian seafarers are recruited and placed on boards merchant vessels by the Ship owner themselves or through registered RPS on Indian as foreign ships.	Mar 27, 2018
67	1 of 2018	नौवहन महानिदेशक (कू) अनुभाग परिपत्र सं-1/2018	Mar 27, 2018
68	1 of 2017	Inspection of Recruitment and Placement of Seafarers (RPS) Service Providers by RO's-reg.	Dec 1, 2017
69	4 of 2017	Standard Operating Procedure (SOP) for the issues reported of missing, stranded, non-payment of wages, non-provisions on board ship of seafarers, to DGCOM Centre	Nov 8, 2017
70	2 of 2017	Dispensation for putting foreign crew on board "Jag Prabha" & "Jag Radha";	Sep 3, 2017
71	0 of 2017	Corrigendum to DGS Circular No.4 of 2017 - Standard Operating Procedure (SOP) for the issues reported of missing, stranded, non-payment of wages, non-provisions on board ship of seafarers, to DGCOM Centre.	Aug 29, 2017
72	3 of 2017	Holding on board ceremonies/events-regarding.	Jun 13, 2017
73	0 of 2017	Non-payment of wages to various seafarers by GOI Offshore Ltd. - reg.	Feb 17, 2017
74	4 of 2016	Recognition of Sea service of Seafarers employed directly.	Nov 25, 2016
75	3 of 2016	Clarifications on the Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2016, promulgated vide the Ministry of Shipping, Govt. of India's Gazette Notification No. GSR 169(E), dated 15.02.16 reg.	Aug 24, 2016
76	2 of 2016	DGS Crew Branch Circular No. 02 of 2016 - Non-uploading of Form-I (earlier Form-III A) by the RPS licensees-reg.	Jul 6, 2016
77	0 of 2016	Selling and sharing of Recruitment and Placement of Seafarers License (RPSL) with Private manning agents/unauthorized agencies.	Jul 3, 2016
78	1 of 2016	Review of debarment of Continuous Discharge Certificates (CDCs) - reg.	Jul 3, 2016
79	1 of 2016	सतत उन्मोचन प्रमाणपत्रों को रोके जाने की समीक्षा संबंधी	Jul 3, 2016
80	5 of 2016	Recognition of sea service of Electro Technical Officers employed directly - reg.	May 12, 2016
81	0 of 2015	Standard Operating Procedure (SOP) for issuance of CDC.	Dec 16, 2015
82	0 of 2015	Standard Operating Procedure (SOP) for issuance of Recruitment and Placement of Seafarers Licence.	Dec 16, 2015

Sr. No.	No. of Year	Subject	Issue Date
83	3 of 2014	Engagement of seafarers on board ships - reg.	Oct 31, 2014
84	2 of 2014	Payment of welfare fund contribution by recruitment and placement of seafarers (RPS) service providers to the Seafarers Welfare Fund Society - reg.	Oct 29, 2014
85	1 of 2014	Deployment of technicians repair teams etc., on board Indian flag merchant ships/dredgers etc., plying in the India Coast-issues related to possession of continuous discharge certificates [CDCs] clarification - reg.	Sep 16, 2014
86	0 of 2014	Voluntary inspection of Recruitment and Placement of Seafarer's (RPS) Service providers - reg.	Aug 25, 2014
87	0 of 2014	DGS Order 11 of 2014 - Issuance of Continuous Discharge Certificate (CDC) to GoC (GMDSS) certificate holders - reg.	Jul 30, 2014
88	0 of 2014	Voluntary inspection of Recruitment and Placement of Seafarer's (RPS) Service providers - reg.	Jun 25, 2014
89	0 of 2014	NOTICE TO SEAFARERS	Jun 8, 2014
90	1 of 2013	On-line correction of incorrect entries in the Form - III A uploaded by RPS firms - reg.	Aug 13, 2013
91	3 of 2012	Uploading seamen's engagement particulars in Form III- A by RPS providers- reg.	Jul 3, 2012
92	2 of 2012	Procedures on Submission of Application for the Renewal of RPS licenses- Reg.(Withdrawn/refer Crew cir 2A of 2012)	Jan 16, 2012
93	0 of 2011	कू शाखा परिपत्र 2/2011	Dec 4, 2011
94	2 of 2011	Application for the Continuous Discharge Certificate Cum Seafarers Identity Document (CDC) for the candidates undergoing approved pre sea training programmes	Dec 4, 2011
95	3 of 2011	Grievance redressal mechanism for seafarers - reg.	Jul 5, 2011
96	0 of 2011	कू शाखा परिपत्र 3/2011	May 7, 2011
97	0 of 2011	कू शाखा परिपत्र 1/2011 - पांच वर्ष की अवधि की वैधता के बाद पंजीकरण तथा नियोजन सेवालाईसेंस का नवीकरण ।	May 4, 2011
98	0 of 2010	कू शाखा परिपत्र 2/2010 - भारतीय पत्तनों में भारतीय नाविकों के तटीय छुट्टी विनियमित करना ।	Nov 30, 2010
99	0 of 2010	कू शाखा परिपत्र 1/2010 - ई-गवर्नन्स टीम के साथ अभिकर्ताओं के आईटी कर्मियों का प्रशिक्षण ।	Nov 21, 2010

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100	0 of 2009	कू शाखा परिपत्र 6/2009 - भारतीय ध्वज पोतों पर अधिसंख्याकों के नियोजन के लिए जारी दिशा निर्देश के लिए शुद्धि पत्र ।	Nov 11, 2009
101	0 of 2009	कू शाखा परिपत्र 1/2009 - वाणिज्यिक पोत परिवहन (नाविकों की भर्ती एवं नियोजन) नियम 2005 यथा संशोधित - गैर पंजीकृत आरपीएस अभिकर्ताओं के विज्ञापन प्रदर्शित न करने के अनुरोध - संबंधि ।	Nov 2, 2009
102	6 of 2009	Corrigendum to Guidelines for placement of Supernumeraries on Board Indian Flag Vessels. .	Oct 11, 2009
103	4 of 2009	Employment through registered RPS Providers only.	Jul 3, 2009
104	0 of 2009	कू शाखा परिपत्र 2/2009 - गैर पंजीकृत आरपीएस प्रदाताओं द्वारा पोत पर ली गई समुद्र सेवा - कू शाखा परिपत्र सं.9, 2007 का शुद्धिपत्र -संबंधि	Mar 25, 2009
105	2 of 2009	Corrigendum to Crew Branch Circular No. 9 of 2007 -sea service undertaken on ships through un-registered RPS providers -reg.	Mar 25, 2009
106	0 of 2009	वर्ष 2002 का कू अनुभाग के परिपत्र सं 5 - भारतीय ध्वज पोत पर अधिसंख्याकों के नियोजन के लिए दिशा निर्देश - संबंधि	Jan 7, 2009
107	5 of 2009	Guidelines for placement of Supernumeraries on board Indian flag vessels - reg.	Jan 7, 2009
108	0 of 2009	कू शाखा परिपत्र 4/ 2009 - पंजीकृत आरपीएस प्रदाताओं के माध्यम से ही रोजगार ।	Aug 7, 2008
109	0 of 2008	कू शाखा परिपत्र 4, 2008 - भारतीय ध्वज पोत पर अधिसंख्याकों के नियोजन के लिए दिशा निर्देश - संबंधि	Jun 30, 2008
110	0 of 2008	कू शाखा परिपत्र 3, 2008 - पर्सर/शिपक्लर्क की श्रेणी के अधीन सीडीसी जारी करने हेतु मानदण्ड पर स्पष्टीकरण ।	Mar 19, 2008
111	3 of 2008	Clarification on the criteria for issuance of CDC under the category of Purser/Ship's Clerk reg.	Mar 19, 2008
112	0 of 2008	कू शाखा परिपत्र 2, 2008 - सीडीसी जारी करने के लिए प्रस्तुत किए जानेवाले दस्तावेजों का अनुप्रमाणन एवं प्रमाणीकरण की आवश्यकता -संबंधि ।	Feb 19, 2008
113	2 of 2008	Requirement of attestation & authentication of document submitted for issuance of CDC -reg.	Feb 19, 2008
114	0 of 2008	कू शाखा परिपत्र 1, 2008 - भर्ती एवं नियोजन सेवा प्रदाताओं के शाखा कार्यालय का निरीक्षण । उपरोक्त विषय पर कू शाखा परिपत्र सं. 3, 2007 दि. 24-07-2007 का अनुशेष ।	Feb 15, 2008
115	1 of 2008	Inspection of branch offices of recruitment and placement service providers	Feb 15, 2008
116	0 of 2007	वर्ष 2007 का कू अनुभाग का परिपत्र संख्याक: 8. - वाणिज्य पोत परिवहन (समुद्री कर्मियों की भर्ती और नियोजन) नियम 2005	Sep 21, 2007
117	0 of 2007	वर्ष 2007 का कू अनुभाग का परिपत्र संख्या: 9.	Sep 21, 2007

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118	8 of 2007	Registration of RPS Providers under M.S. (Recruitment and Placement of Seafarers) Rules, 2005.	Sep 21, 2007
119	9 of 2007	Sea service undertaken on ships through unregistered RPS Providers-regarding	Sep 21, 2007
120	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या: 7. - ऑन लाईन संविदा करार की प्रस्तुती ।	Aug 31, 2007
121	7 of 2007	Submission of Articles of Agreement "On line"	Aug 31, 2007
122	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या: 6 - प्रशिक्षण संस्था नों और पोत स्वापमियों/ आरपीएस प्रदाओं के बीच संबंध के बारे में स्पष्टीकरण	Aug 22, 2007
123	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या: 4 - भारतीय ध्वज जलयानों पर अधिसंख्यकों के नियुक्ति हेतु मार्ग दर्शी सिंधाकत ।	Aug 20, 2007
124	4 of 2007	Guidelines for placement of Supernumeraries on board Indian flag vessels. Superseded by Crew Circular 4 of 2008	Aug 20, 2007
125	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या: 5 - आरपीएस नियमों में संशोधन के बारे में दिनांक 30/04/2007 के भारत के राजपत्र में प्रकाशित परिपत्र III A परिशोधित परिपत्र IV .I	Aug 13, 2007
126	5 of 2007	Notification published in the Gazette of India dated 30.04.07 regarding amendments to RPS Rules..Form-III A/ revised Form-IV.	Aug 13, 2007
127	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या: 2. - नौवहन महानिदेशक अनुमोदित का इन नियोजन सेवा प्रदान के माध्यम से ही वाणिज्य पोतों पर पोतस्थ रोजगार ।	Aug 5, 2007
128	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या : 3. - भर्ती और नियोजन सेवा प्रदाताओं की शाखा कार्यालयों का निरीक्षण ।	Jul 24, 2007
129	3 of 2007	Inspection of branch offices of recruitment and placement service providers.	Jul 24, 2007
130	0 of 2007	वर्ष 2007 का क्रू अनुभाग का परिपत्र संख्या : 1ए. - आरपीएस नियमों में परिपत्र III के खंड viii के अंतर्गत सूचना प्रस्तुत किया जाना ।	Jul 2, 2007
131	2 of 2007	Employment on board Merchant Navy ships only through DGS approved Recruitment and Placement Service providers.	May 8, 2007
132	1 of 2007	Crew branch cir dated 7th Feb 2007 -Submission of information under Clause viii of form III of RPS Rules	Feb 7, 2007
133	0 of 2007	वर्ष 2007 क्रू अनुभाग का परिपत्र संख्या : 1 - आरपीएस नियम के परिपत्र 3 के खंड (III) के अंतर्गत जानकारी प्रस्तुत करना ।	Jan 19, 2007
134	1 of 2007	Submission of information under Clause viii of form III of RPS Rules	Jan 19, 2007
118	8 of 2007	Registration of RPS Providers under M.S. (Recruitment and Placement of Seafarers) Rules, 2005.	Sep 21, 2007

Sr. No.	No. of Year	Subject	Issue Date
135	2 of 2006	Last date of Issuance of CDCs under Rule 4(10) of M.S. CDC Rules, 2001	Dec 4, 2006
136	0 of 2006	वर्ष 2006 का कू अनुभाग का परिपत्र संख्या: 1 - वाणिज्य पोत परिवहन (समुद्री कर्मियों की भर्ती और नियोजन) 2005 तिमाही रिपोर्ट ।	Jun 26, 2006
137	1 of 2005	Reg. Payment of fees to the State Govt. Examination Boards for undertaking the verification of genuineness of certificates of the applicants of CDCs.	Dec 7, 2005
138	8 of 2005	Merchant Shipping (Recruitment & Placement of Seafarers) Rules, 2005	Dec 7, 2005
139	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या : 6 - वाणिज्य पोत परिवहन (समुद्री कर्मियों की भर्ती और नियोजन) नियम 2005 आवेदन की प्रक्रिया करना	Sep 16, 2005
140	6 of 2005	Merchant Shipping (Recruitment & Placement of Seafarers) Rules, 2005 - Processing of application	Sep 16, 2005
141	5 of 2005	Merchant Shipping (Recruitment & Placement of Seafarers) Rules, 2005 - inspection-intimation-regarding	Sep 9, 2005
142	4 of 2005	Collection of fee for verification of CDCs -reg	Sep 6, 2005
143	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या:- 4 - सीडीसी के सत्योपन के लिए शुल्क लिए जाने संबंधी ।	Jun 9, 2005
144	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या: 5	Jun 9, 2005
145	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या: 3	May 13, 2005
146	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या:- 2.	Mar 21, 2005
147	0 of 2005	वर्ष 2005 का कू अनुभाग का परिपत्र संख्या:- 1	Mar 18, 2005
148	1 of 2005	सीडीसी आवेदन के लिए प्रमाणपत्र की सत्यता का सत्यापन करने के राज्य सरकारों को परीक्षा बोर्डों में शुल्क का भुगतान किये जाने के संबंध में नाविक पालो से इस निदेशालय को पत्र प्राप्त हुए हैं ।	Mar 18, 2005
149	1 of 2005	Reg. Payment of fees to the State Govt. Examination Boards for undertaking the verification of genuineness of certificates of the applicants of CDCs.	Mar 18, 2005
150	2 of 2005	Issue of CDC -Pendency -reg	Mar 5, 2005
151	2 of 2004	Issuance of CDC to ex-Coast Guard Ratings	Nov 22, 2004



Sr. No.	No. of Year	Subject	Issue Date
152	0 of 2003	वर्ष 2003 की कू अनुभाग का परिपत्र – संख्या:- 1	Jul 18, 2003
153	1 of 2003	Reg. permission to TMEs to sail on ships	Jul 18, 2003
154	0 of 2002	वर्ष 2002 का कू अनुभाग का परिपत्र सं 7	Dec 20, 2002
155	7 of 2002	Merchant Shipping (CDC) Rule, 2001	Dec 20, 2002
156	7 of 2002	Merchant Shipping (CDC) Rules, 2001	Dec 20, 2002
157	0 of 2002	वर्ष 2002 का कू अनुभाग का परिपत्र सं 6	May 29, 2002
158	6 of 2002	Continuation of crew branch circular No.5 of 2001	May 29, 2002
159	0 of 2002	वर्ष 2002 का कू- परिपत्र सं 2	May 3, 2002
160	2 of 2002	Crew Branch Circular No. 2 of 2002	May 3, 2002
161	0 of 2002	वर्ष 2002- कू अनुभाग का परिपत्रा सं 3 - नाविकपाल कार्यालय, मुंबई द्वारा कौशल पखवाडा मनाया जाना ।	Apr 18, 2002
162	3 of 2002	Observance of Efficiency Fortnight by Shipping Office, Mumbai	Apr 18, 2002
163	0 of 2002	वर्ष 2002 का कू अनुभाग के परिपत्रक सं 5	Mar 5, 2002
164	0 of 2002	वर्ष 2002 के कू अनुभाग के परिपत्र सं 4	Mar 5, 2002
165	5 of 2002	Obtaining Registration cancellation order on account of Medical Unfitness	Mar 5, 2002
166	of 2002	Employment of Seamen	Mar 5, 2002
167	0 of 2002	वर्ष 2002 का कू अनुभाग का परिपत्र सं 1	Jan 21, 2002
168	1 of 2002	Procedure for cancelling the endorsements restricting the period of validity	Jan 21, 2002
169	0 of 2018	Withdrawal of MEMA Welfare Scheme w.e.f. 1st July, 2018	Jul 5, 2018



Sr. No.	No. of Year	Subject	Issue Date
170	0 of 2021	SWFS-Circular No.02 of 2021- "SWFS-Novel Coronavirus (COVID-19) Assistance Scheme' for Seafarers and their family.	Jul 5, 2021
171	1 of 2001	Enhancement of Seamen's Welfare fee	Mar 9, 2001
172	0 of 2021	List of seafarers Alphabetically Arranged for Unclaimed Provident Fund After the Age of 60 year	Oct 22, 2021
173	0 of 2021	Unclaimed Provident Fund Dues.	Aug 24, 2021
174	0 of 2021	Discontinuation of email ID i.e spfoac@gmail.com and use spfo.mum@gov.in for future official correspondence.	Jun 8, 2021
175	0 of 2022	Circular No.1/2022 of SPFO- Change in Grace Period for Levy of damages on delay payment of Provident Fund Contributions and Administrative charges thereon.	Aug 23, 2022
176	0 of 2022	Circular No.2/2022 of SPFO- Levy of penalty on late submission of Provident Fund statement in SPFO	Aug 23, 2022
177	0 of 2022	List of RCH Form of Seafarers whose Cheque have been returned for final withdrawal payment.	Jun 10, 2022
178	0 of 2022	New email ID of SPFO	Apr 3, 2022
179	0 of 2023	Change of bank details of Seamen's Provident Fund Organisation	Jan 25, 2023
180	1 of 2017	Provident Fund Contributions of the Seafarers / Seaman.	Mar 24, 2017
181	2 of 2015	Guidelines for registration of Shipping Companies with the office of Seamen's Provident Fund Commissioner for the purpose of remitting provident of seamen.	Dec 21, 2015
182	of 2015	Guidelines for filling of declaration / nomination by the Seamen for the purpose of opening an account and remittance of Provident Fund.	Dec 21, 2015

Annexure C- MS Notice

Sr. No.	No. of Year	Subject	Issue Date
1	3 of 2025	Addendum to M.S. Notice No. 16 of 2016 dated 08.12.2016: Implementation of Maritime Labour Convention, 2006- inspection and certification of the Maritime Labour Conditions of Indian Flagged ships	Mar 4, 2025
2	12 of 2024	Addendum of Merchant Shipping Notice No. 2 of 2018 dated 16.01.2018 regarding placement of repair technicians (non-seafarers) on foreign flags ships	Aug 14, 2024
3	11 of 2024	Action against Recruitment & Placement Services (RPS) agencies and seafarers for utilizing deceitful practices	Mar 6, 2024
4	3 of 2023	Seafarers Grievance Mechanism - Grievance report for Women Seafarer.	Jan 30, 2023
5	8 of 2021	Comprehensive Inspection Program (CIP) for Requirement and Placement Service License (RPSL)	Nov 11, 2021
6	0 of 2021	Public Notice by Seamen Provident Fund Organisation, Mumbai	Oct 3, 2021
7	6 of 2021	Addendum to Merchant Shipping Notice No. 01 of 2017 dated 16.02.2017- OCI Holder/Foreign Citizen of Indian Origin to surrender Indian CDC.	Aug 25, 2021
8	5 of 2021	Comprehensive Inspection Program (CIP) for Recruitment and Placement Service License (RPSL).	Jul 26, 2021
9	0 of 2021	Notice- in r/o vessels of M/s Tag Offshore Ltd. i.e. MT Tag Navya, MV Tag-22 and MV Tag 15.	Jun 8, 2021
10	2 of 2021	Addendum to MS Notice 15 of 2020 - Comprehensive Inspection Program (CIP) for Recruitment and Placement Service License (RPSL) - reg.	Mar 31, 2021
11	0 of 2021	Revised Public Notice by SPFO dated 10.03.2021	Mar 23, 2021
12	3 of 2021	Addendum to Merchant Shipping Notice No.15 of 2020- Comprehensive Inspection Program (CIP) for Recruitment and Placement Service License (RPSL).	Mar 5, 2021
13	9 of 2020	Implementation of the Merchant Shipping (Maritime Labour) rules, 2016- Inspection and Certification of the Maritime Labour Conditions on Ships of GRT below 500 MT and Indian Ships registered under DG shipping Order 18 of 2013 (Indian River Sea Vessels) and DG shipping Order 01 of 2014 (Indian Coastal Vessels) as amended- clarification-reg	Nov 25, 2020
14	15 of 2020	Comprehensive Inspection Program (CIP) for Recruitment and Placement of Seafarers Services License (RPSL)-reg	Nov 20, 2020



Sr. No.	No. of Year	Subject	Issue Date
15	0 of 2020	Addendum to Merchant Shipping Notice No.9 of 2020 - Launch of E-module for reporting of Indian seafarers awaiting their repatriation at foreign port/ship due to Covid-19 pandemic - reg	May 29, 2020
16	9 of 2020	Launch of E-module for reporting of Indian seafarers awaiting their repatriation at foreign port/ship due to Covid-19 pandemic - reg	May 22, 2020
17	7 of 2020	Terms & Conditions for employment of Seafarers engaged on Indian flag ships	Apr 24, 2020
18	4 of 2020	Corrigendum - Implementation of the Maritime Labour Convention, 2006 - inspection and certification of the maritime labour conditions of Indian flag ships - prescription of fee for various inspections/certificates - reg.	Mar 4, 2020
19	5 of 2020	E-Migrate system for seafarers -reg	Feb 14, 2020
20	4 of 2020	Implementation of the Maritime Labour Convention, 2006 - inspection and certification of the maritime labour conditions of Indian flag ships-reg	Feb 13, 2020
21	1 of 2019	Implementation of the Merchant Shipping (Maritime Labour) Rules 2016- the inspection and certification of the maritime labour conditions on Indian ships; (i) of less than 500 GRT including Indian River Sea vessels(DGS order 18 of 2013 as amended) and Indian Coastal Vessels (DGS Order 01 of 2014 as amended) and (ii) River Sea vessels Type-1 irrespective of their GT- reg	Nov 1, 2019
22	7 of 2019	Guidelines for measures promoting women seafarers and providing conducive work atmosphere on board ship.	Sep 25, 2019
23	2 of 2019	Issuance of seafarers identity document (SID) to Indian seafarers - reg	Sep 4, 2019
24	6 of 2019	Online grievance redressal mechanism for Indian seafarers-reg.	Aug 21, 2019
25	6 of 2018	Online e-Governance module for processes pertaining to RPSL.	Nov 10, 2018
26	0 of 2018	Online e-Governance module for processes pertaining to RPSL - reg.	Oct 25, 2018
27	1 of 2018	Implementation of the Merchant Shipping (continuous Discharge Certificate) rules, 2017-reg.	Jan 16, 2018
28	2 of 2018	placement of repair technicians (non-seafarers) on foreign flag ships-reg	Jan 16, 2018
29	10 of 2017	Addendum to Merchant Shipping Notice No.7 of 2017 on "Launching of e-migrate system for seafarers - reg.	Nov 28, 2017
30	8 of 2017	Exemption of Cadets/trainees from the purview of MLC,2006-reg.	Nov 16, 2017

Sr. No.	No. of Year	Subject	Issue Date
31	9 of 2017	Implementation of the Merchant Shipping (Maritime Labour) Rules 2016 - the inspection and certification of the MLC on Indian Ships of GRT below 500 MT and Indian Ships registered under DG Shipping Order 18 of 2013 (Indian River Sea Vessels) and DG Shipping Order 01 of 2014 (Indian Coastal Vessels) as amended - reg.	Nov 16, 2017
32	0 of 2017	Addendum to M.S. Notice No. 16 of 2016 - Implementation of the Maritime Labour Convention, 2006 - the inspection and certification of the maritime labour conditions of Indian flag ships - reg.	Nov 10, 2017
33	7 of 2017	Launching of E-Migrate system for seafarers.	Nov 8, 2017
34	6 of 2017	Corrigendum to M. S. Notice No. 04 of 2017 dated 02.06.2017 on the exemption of Cadets/Trainees from purview of MLC, 2006 - reg.	Jun 6, 2017
35	3 of 2017	Formation of Advisory Board Under Rule 8 of M.S (RPS) Rule, 2016 - reg.	Mar 23, 2017
36	2 of 2017	Implementation of the Maritime Labour Convention, 2006 - the inspection and certification of the maritime labour conditions of Indian flag ships - reg.	Feb 17, 2017
37	1 of 2017	To OCI holder / Foreign Citizen of Indian to surrender Indian CDC - reg.	Feb 16, 2017
38	4 of 2017	Exemption of Cadets / Trainees from purview of MLC, 2006-reg.	Feb 6, 2017
39	10 of 2016	समुद्रीय श्रम कन्वेंशन, 2006 का कार्यान्वयन - अनुसमर्थन और प्रवर्तन - संबंधी	Nov 15, 2016
40	11 of 2016	Certificate of Competency as cook in the merchant navy-compliance with the MLC. 2006-reg.	Oct 21, 2016
41	10 of 2016	Implementation of the Maritime Labour Convention, 2006-retification and enforcement-reg.	Oct 10, 2016
42	16 of 2016	Implementation of the Maritime Labour Convention, 2006 - the inspection and certification of the maritime labour conditions of Indian flag ships - reg.	Aug 12, 2016
43	10 of 2015	Modification/simplification of CDC application form and its issuance - reg	Oct 21, 2015
44	10 of 2015	सीडीसी आवेदन प्रपत्र का आशोधन/ इसे आसान किया जाना और इसे जारी किया जाना-संबंधी	Oct 21, 2015
45	7 of 2015	Replacement of the Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under the erstwhile Merchant Shipping (M.S.)(CDC) Rules, 1960 - reg.	Jun 30, 2015
46	7 of 2015	तत्कालीन वाणिज्य पोत परिवहन (वापोप) (सीडीसी) नियमावली, 1960 के अंतर्गत जारी किए गए सतत् उनमो चन प्रमाण पत्र-सह-समुद्रकर्म पहचान प्रलेख(सीडीसी) को बदला जाना-संबंधी.	Jun 30, 2015

Sr. No.	No. of Year	Subject	Issue Date
47	6 of 2015	Modification/simplification of CDC application form and its issuance - reg.	Jun 15, 2015
48	6 of 2015	सीडीसी आवेदन प्रपत्र को आशोधित किया जाना/ आसान किया जाना और इसे जारी किया जाना-संबंधी	Jun 15, 2015
49	3 of 2015	Certificate of Competency as Cook in the merchant navy - reg.	Mar 19, 2015
50	3 of 2015	वाणिज्यौ पोत परिवहन में रसोईए के रूप में सक्षमता प्रमाण पत्र.	Mar 19, 2015
51	6 of 2014	नए सतत उन्मोचन प्रमाणपत्र (सीडीसी) –सह-समुद्रकर्मों के पहचान प्रलेख (एसआईडी) हेतु आवेदन (उन अभ्यर्थियों को छोड़कर जो नौमनि द्वारा अनुमोदित समुद्र-पूर्व प्रशिक्षण पाठ्यक्रम में भाग ले चुके हैं)- संबंधी।	Dec 6, 2014
52	2 of 2014	Payment of welfare fund contribution by Recruitment and Placement of Seafarers (RPS) service providers - reg.	Dec 3, 2014
53	0 of 2014	NOTICE TO SEAFARERS NO. 2 OF 2014	Oct 10, 2014
54	10 of 2014	Replacement of the Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under the erswhile Merchant Shipping (M.S.) (CDC) Rules 1960 - reg.	Jul 15, 2014
55	6 of 2014	Application for a new Continuous Discharge Certificate (CDC)-cum-Seafarers Identity Document (SID) (other than to the candidates who have undergone DGS approved pre-sea training courses) - reg.	May 16, 2014
56	7 of 2014	Issuance of Certificate of Competency (COC) as Cook in the Merchant Navy revision of the format of the certificate (bilingual) - reg.	May 13, 2014
57	7 of 2014	प्रमाणपत्र (द्विभाषिक) के आरूप का परिशोधन मर्चेन्ट नेवी में रसोईए के रूप में सक्षमता प्रमाणपत्र को जारी करने-संबंधी	May 13, 2014
58	27 of 2013	Implementation of the Maritime Labour Convention, 2006 - voluntary inspection of Indian flag ships - reg.	Nov 13, 2013
59	24 of 2013	Endorsement & on Contineous Discharge Certificate as per the requirements of the ILO Convention No. 108 - reg.	Oct 14, 2013
60	18 of 2013	Implementation of the Maritime Labour Convention, 2006 – Voluntary inspection of Recruitment and Placement of seafarers [RPS] service providers – reg.	Jul 30, 2013
61	15 of 2013	the issuance of the statement of compliance	May 31, 2013
62	14 of 2013	difficulties faced by the Indian flag shipping companies	May 30, 2013
63	11 of 2013	different schedules and guidelines	Apr 17, 2013

Sr. No.	No. of Year	Subject	Issue Date
64	10 of 2013	relation to application for Continuous Discharge Certificates	Apr 16, 2013
65	29 of 2013	Issuance of Continuous Discharge Certificate cum-Seafarers Identity Document (CDC) for GMDSS Certificate holders. (CRA Branch)	Mar 12, 2013
66	6 of 2013	authorized to issue such licenses within their power	Jan 31, 2013
67	3 of 2013	Grievance redressal mechanism	Jan 30, 2013
68	4 of 2013	ompliant/grievance redressal mechanism	Jan 30, 2013
69	25 of 2013	Online submission of Articles of Agreement –reg.	Jan 11, 2013
70	7 of 2013	EXIM trade and employment potential	Jan 2, 2013
71	26 of 2012	trainees completed per-sea courses	Dec 19, 2012
72	25 of 2012	Continuous Discharge Certificates	Dec 13, 2012
73	10 of 2012	नाविकों का विवरण इन्डोस चेकर से जाँचना – संबंधी ।	Dec 4, 2012
74	27 of 2003	CDCs to cadets undergoing training in foreign countries included in the "White list"	Dec 3, 2012
75	5 of 2012	वाणिज्यिक पोत परिवहन नियम, 1960 (सीडीसी) के तहत जारी सतत् उन्मोचन प्रमाणपत्र सह नाविक पहचान दस्तावेज का प्रतिस्थापन ।	Jun 3, 2012
76	10 of 2012	Checking of seafarers details through INDoS checker - reg.	Apr 12, 2012
77	10 of 2012	Checking of seafarers details through INDoS checker - reg.	Apr 12, 2012
78	23 of 2012	the relevant examination Rules, DGS Circulars	Apr 12, 2012
79	24 of 2012	renewal/duplicate/replacement CDCs	Apr 12, 2012
80	8 of 2012	Application form for fresh Continuous Discharge Certificate (CDC) - cum - Seafarers' Identity Document and its, renewal / duplicate / replacement - reg.	Mar 19, 2012

Sr. No.	No. of Year	Subject	Issue Date
81	8 of 2012	नए सतत् उन्मोचन प्रमाणपत्र (सीडीसी) –सह – नाविक पहचान दस्तावेज एवं उसके नवीकरण / अनुलिपि / प्रतिस्थापन हेतु आवेदन – संबंधी ।	Mar 19, 2012
82	8of2012	Application form for fresh Continuous Discharge Certificate (CDC) - cum - Seafarers' Identity Document and its, renewal / duplicate / replacement - reg.	Mar 19, 2012
83	5 of 2012	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under the Merchant Shipping (CDC) Rules, 1960-reg.	Mar 5, 2012
84	5of2012	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under the Merchant Shipping (CDC) Rules, 1960-reg.	Mar 5, 2012
85	0 of 2012	कु अनुभाग परिपत्र 2A/2012 - आरपीएस लाइसेंस के नवीकरण हेतु आवेदन प्रस्तुत करने की प्रक्रिया संबंधी ।	Feb 16, 2012
86	2 of 2012	आरपीएस लाइसेंस के नवीकरण हेतु आवेदन प्रस्तुत करने की प्रक्रिया संबंधी ।	Jan 16, 2012
87	29 of 2011	Corrigendum to Merchant Shipping Notice No. 28 of 2011	Dec 15, 2011
88	26 of 2011	engaged in term of Ministry of Shipping	Oct 31, 2011
89	27 of 2011	Seafarers Identity Documents	Oct 31, 2011
90	27 of 2011	इलेक्ट्रिक कल/इलेक्ट्रा निक अधिकारी की श्रेणीमें सतत उन्मोचन प्रमाणपत्र जारी करना ।	Oct 31, 2011
91	23 of 2011	Application Form for fresh Continuous Discharge Certificates (CDCs), renewal, duplicate & replacement	Sep 12, 2011
92	2 of 2011	वाणिज्यिक पोत परिवहन(सीडीसी) नियम 1960 के अधीन जारी सतत उन्मोचन प्रमाणपत्र सह नाविकों के पहचान पत्र (सीडीसी) का प्रतिस्थापन ।	Aug 2, 2011
93	15 of 2011	परीक्षा प्रणाली पर ई मॉड्यूल इंजिनियरिंग ग्रेड- ।	Apr 21, 2011
94	8 of 2011	जीएमडीएसएस प्रमाणपत्र धारकों के लिए सतत उन्मोचन प्रमाणपत्र सह नाविकों के पहचान पत्र (सीडीसी) के जारी करना ।	Mar 14, 2011
95	8 of 2011	Issuance of Continuous Discharge Certificate Cum-Seafarers Identity Document (CDC) for GMDSS Certificate holders.	Mar 14, 2011
96	26 of 2011	भारतीय नौवहन कंपनियों द्वारा हस्ताक्षरित अनुबंध के अंतर्निष्ठ के आधारपर लेवी फी का भुगतान – उक्त फी को बढ़ाने संबंधी ।	Mar 10, 2011
97	2 of 2011	Replacement of Continuous Discharge Certificate-cum- Seafarers Identity Document (CDC) issued under Merchant Shipping (CDC) Rules, 1960	Feb 8, 2011

Sr. No.	No. of Year	Subject	Issue Date
98	25 of 2010	जीएमडीएसएस प्रमाणपत्र धारकों के लिए सतत उन्मोहचन प्रमाणपत्र सह नाविकों के पहचान पत्र (सीडीसी) के जारी करने की स्थिति।	Dec 24, 2010
99	25 of 2010	competency of Radio Communications function is covered	Dec 24, 2010
100	23 of 2010	सतत उन्मो चन प्रमाणपत्र के नवीकरण, दूसरी प्रति, पुनर्वैधीकरण के लिए आवेदन फार्म।	Dec 9, 2010
101	22 of 2010	Submission of Articles of Agreement, application for issuance of Cookery Certificate and registration of Indenture for cadets, on-line.	Nov 1, 2010
102	24 of 2010	सीडीसी प्राप्तिके लिए आवेदन की प्रस्तुति।	Jul 12, 2010
103	22 of 2010	ऑन लाइन अनुबंध के अनुच्छेद, कुकरी प्रमाणपत्र जारी करने के लिए आवेदन तथा कैडट्सके लिए विलेख का पंजीकरण।	Jan 11, 2010
104	14 of 2008	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC issued under M.S. (CDC) Rules, 1960.	Sep 2, 2008
105	17 of 2008	एमएस(सीडीसी)नियम 1960 के अधीन जारी सतत उन्मोतचन प्रमाणपत्र सह नाविकों के पहचान पत्र (सीडीसी) का प्रतिस्थामपन।	Feb 9, 2008
106	5 of 2007	सेवारत नौसेना अधिकारियों को सीडीसी।	Oct 4, 2007
107	4 of 2007	सतत् उन्मो चन प्रमाणपत्र व सिफेयर पहचान पत्र प्रलेख के लिए आवेदन पत्रों को प्रस्तुत करना।	Sep 4, 2007
108	4 of 2007	Submission of "online" application for issuance of Continuous Discharge Certificate cum Seafarer's Identity Document (CDC).	Apr 9, 2007
109	4 of 2006	वाणिज्यन पोत (सीफेयर की भर्ती एवं नियुक्ति), नियमावली 2005 – बैंक गारंटी।	Feb 2, 2006
110	4 of 2006	Merchant Shipping (Recruitment & Placement of Seafarers) Rules, 2005 - Bank Guarantee	Feb 2, 2006
111	13 of 2005	Marine casualties and incidents involving Indian citizens on board foreign flag vessels reporting thereof	Oct 25, 2005
112	11 of 2005	Recruitment and Placement Service	Sep 16, 2005
113	10 of 2005	Office along with the application for licence	Sep 9, 2005
114	14 of 2005	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under M.S.(CDC) Rules, 1960	Aug 28, 2005
115	8 of 2005	Govt. of India with Shipping Master	Aug 24, 2005



Sr. No.	No. of Year	Subject	Issue Date
116	8 of 2005	सीडीसी का जारी करना मामले के निपटान हेतु समय अवधि के संबंध में	Aug 24, 2005
117	9 of 2004	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under the M.S. (CDC) Rules, 1960	Aug 28, 2004
118	9 of 2004	वाणिज्य पोत (सीडीसी) नियमावली 1960 के अंतर्गत जारी किए सतत् उन्मो चन प्रमाणपत्र – सह-सीफेयरर पहचान पत्र प्रलेख (सीडीसी) की प्रतिस्था पन।	Aug 25, 2004
119	5 of 2004	the letter of "Voluntary retirement";	Apr 28, 2004
120	21 of 2003	Incorporating the Emblem of Govt. of India in Article of Agreement for Employment of Seafarers	Aug 27, 2003
121	23 of 2003	Replacement of Continuous Discharge Certificate-cum-Seafarers Identity Document (CDC) issued under M.S. (CDC) Rules, 1960	Aug 25, 2003
122	17 of 2003	Issue of CDCs to cadets, TMEs, ratings etc	Jul 21, 2003
123	3 of 2003	seafarer can be in possession of CDC	Jan 29, 2003
124	26 of 2002	A Tripartite meeting with representatives of the Government	Oct 10, 2002
125	18 of 2002	Issue of CDCs to cadets, TMEs, ratings etc.	Sep 5, 2002
126	7 of 2002	represented by many of the Shipping Companies	May 24, 2002
127	17 of 2002	intended for use by Maritime Administrators	May 8, 2002
128	4 of 2002	various Indian Shipping Companies	Apr 3, 2002
129	3 of 2002	issued to any Indian seafarer	Feb 22, 2002
130	11 of 2001	Directorate by some shipping companies that the Seamen	May 21, 2001
131	9 of 2001	Unions were present and agreed to the interpretation	Mar 16, 2001
132	of 2001	features and photograph	Mar 16, 2001
133	10 of 2001	tonnage or more and to engine-room ratings	Mar 16, 2001



Annexure D- List of Abbreviations

AI	Artificial Intelligence
BSID	Biometric Seafarer Identity Card
CDC	Continuous Discharge Certificate
CM	Crisis Management
COC	Certificate of Competency
COM	Committee of Management
COP	Certificate of Proficiency
CPGRAMS	Centralized Public Grievance Redress and Monitoring System
CRM	Crew Risk Management
DG	Director General
DGS	Directorate General of Shipping
DSEO	Director Seamen Employment Office
ERP	Enterprise Resource Planning
FOSMA	Foreign Owners Representatives and Ship Managers Association
GMDSS	Global Maritime Distress and Safety System
GSO	Government Shipping Office
ILO	International Labour Organization
IMO	International Maritime Organization
INDOS	Indian National Database of Seafarers
INSA	Indian National Shipowners' Association



ISWAN	International Seafarers' Welfare and Assistance Network
IT	Information Technology
IoT	Internet of Things
JNPA	Jawaharlal Nehru Port Authority
MAKV	Maritime Amrit Kaal Vision
MASSA	Maritime Association of Shipowners Shipmanagers and Agents
MHA	Ministry of Home Affairs
MEA	Ministry of External Affairs
MIS	Management Information System
MLC	Maritime Labour Convention
MMD	Mercantile Marine Department
MSN	Merchant Shipping Notice
MTI	Maritime Training Institute
MoPSW	Ministry of Ports, Shipping and Waterways
MOU	Memorandum of Understanding
MUI	Maritime Union of India
NOK	Next of Kin
NUSI	National Union of Seafarers of India
PF	Provident Fund
PMU	Project Management Unit
PO	Principal Officer



RPS	Recruitment and Placement Services
RPSL	Recruitment and Placement Services License
SEO	Seamen Employment Office
SMS	Sagar Mein Samman
SMY	Sagar Mein Yog
SOP	Standard Operating Procedure
SPFO	Seamen's Provident Fund Organization
STCW	Standards of Training, Certification and Watchkeeping
SWBAT	Seafarers Welfare Board Audit Team
SWFS	Seafarers Welfare Fund Society
UGC	University Grants Commission
VLC	Very Large Crude Carrier



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