



भारत सरकार / GOVERNMENT OF INDIA
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय
MINISTRY OF PORTS, SHIPPING AND WATERWAYS

नौवहन महानिदेशालय, मुंबई
DIRECTORATE GENERAL OF SHIPPING, MUMBAI

File No. 23-CLT/17/2025-CREW-DGS (Comp. No.: 33481)

Date: 21.04.2025

DGS Order No. 04 of 2025

Subject: 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 un-desirable consequences - reg.

1. Whereas, the Director General of Shipping, being the statutory authority appointed under Section 7(1) of the Merchant Shipping Act, 1958, as amended (hereinafter referred to as the "MS Act, 1958"), is empowered to exercise and discharge the powers, authorities and duties conferred or imposed under the said Act.
2. Whereas, the office of the Directorate General of Shipping is in receipt of instances of complaints and grievances from seafarers and / or their next of kin regarding 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 un-desirable consequences.
3. Considering, that circumstances leading to such hostile ship board environment is capable of causing or significantly contribute to un-desirable consequences including but not limited to mental distress, physical injury or even loss of life of seafarers, especially trainees, cadets and such other novices;
4. Noticing, the importance to adequately address the concerns, grievances and complaints received from reliable sources; diligently and effectively and understanding, from the lessons learnt so as to recommend and implement effective measures to avoid similar instances in the future; and
5. Recognizing the necessity to bring in accountability of all stake holders, who are directly or indirectly responsible for the recruitment, employment and / or well-being of Indian seafarers, including trainees, cadets and such other novices; by simultaneously treating the whereabouts of any informant, information and its source so received as confidential.
6. Examining the modalities adopted for Seafarer grievance and complaint redressal in the nature of the weekly grievances and crisis management meeting and initiatives like 'Sagar

Handwritten signature and date: 23/04/25

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Mein Yog” and ‘Sagar Mein Samman” the aspects remaining to be actionalized and incorporated into the response and administrative framework of governing executive framework for the conditions and environment for seafarers,

7. NOW THEREFORE, by virtue of the powers conferred under the Merchant Shipping Act, 1958 (Act No.44 of 1958) as amended and the rules made thereunder, the Director General of Shipping taking serious cognizance of all such allegations involving potential violations of seafarers' rights, breach of duty of care onboard vessels, and general neglect of mental health and wellbeing of seafarers, especially trainees, cadets and such other novices do hereby constitute the “Grievance Response Committee” [GRC], to inquire and investigate into complaints 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 un-desirable consequences.

8. The Grievance Response Committee GRC shall comprise of the following:

- a. Shri Ajith Kumar Sukumaran, Chief Surveyor - Chairperson
- b. Capt S.I. Abul Kalam Azad, Nautical Advisor (I/c) - Member
- c. Capt. (Dr.) Daniel J Joseph, Dy. Director General of Shipping - Member Secretary
- d. Capt Nitin Mukesh, Dy. Nautical Advisor, DG Shipping - Member
- e. Capt. Harinder Singh, Nautical Surveyor, DG Shipping - Member
- f. Legal Consultant (Crew Branch) - Advocate Vivek Joy and support from legal consultant in Crew Branch

9. The GRC shall take cognizance of complaints, received before or after constitution of the Committee, with the prior sanction of the Director General of Shipping as the case may be.

10. The GRC shall examine the factual circumstances, involved in the occurrence or likely hood of occurrence of the incidents under consideration of the GRC, including but not limited to the ship board environment, statement of other fellow seafarers and senior officers, any available written, audio, or video evidence and to investigate for the purpose of adopting proactive measures and recommend such measures to be issued by the officers / authorities concerned so as to mitigate, prevent and / or save any seafarer from ongoing victimization.

11. In the event of incidents of the past being considered by the GRC, it shall monitor the adjudicatory process initiated by Director Seamen's Employment Office [DSEO], if any; and in the event of no pending procedures before the DSEO the GRC may make such recommendations to the officers or authorities concerned who shall take such measures in accordance with the applicable law and procedures.

12. The GRC may also recommend measures of general nature including, but not limited to:

- a) Advising the concerned seafarer or NOK regarding the possible measures to be adopted;
- b) Recommend measures to pre-empt circumstances, involving potential violations of seafarers' rights, breach of duty of care onboard vessels, and general neglect of mental health and wellbeing, whereby the Indian seafarers, including trainees, cadets and such other novices become prone to developing psychological vulnerability and such conditions;

Signature
22/04/21

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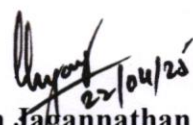
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- c) Implement methodology to ascertain possible psychiatric screening or evaluations at selections or entry level of career at sea.
- d) Closely examine methodology and accessibility of information to DG Comm for purpose of ready reference and response thereof to preempt undesirable acts committed by the victims such as suicide.

13. The GRC upon conclusion of its examination, inquiry and / or investigation shall submit the finalized report with recommendations to the Director General of Shipping. The report so finalized and submitted by GRC may be used for initiating appropriate measures by authorized officer or authority in accordance with the MS Act, 1958 as amended and the Rules made thereunder. The said report shall form part of internal consultation and reference of the maritime administration for the purpose of taking such measures as deemed fit, to avoid similar instances in future.

14. All stakeholders including the concerned RPS agency, shipowner, Maritime Training Institute (MTI), Master and crew of the vessel, and relevant authorities are hereby directed to extend full cooperation to the Committee, and make available all necessary documentation, records, and personnel for the purpose of the inquiry.

15. The committee may submit an effective framework of suggestions to Director General of Shipping within a timeline of three (03) months from the issuance of this order.


Shyam Jagannathan
Director General of Shipping