

附件 12

第 MSC.560(108)号决议 (2024 年 5 月 23 日通过)

《海员培训、发证和值班规则》(《培训规则》)A 部分修正案

海上安全委员会,

忆及《国际海事组织公约》关于本委员会职能的第 28(b)条,

还忆及《1978 年海员培训、发证和值班标准国际公约》(“《1978 年培训公约》”)第 XII 条和第 I/1.2.3 条关于《海员培训、发证和值班规则》(“《培训规则》”)A 部分的修正程序,

认识到有必要做出防止和应对海事部门欺凌和骚扰,包括性侵犯和性骚扰的培训规定,

在其第 108 届会议上,审议了按《1978 年培训公约》第 XII(1)(a)(i)条提出和分发的《培训规则》A 部分修正案,

1 按《1978 年培训公约》第 XII(1)(a)(iv)条,通过《培训规则》修正案,其文本载于本决议附件;

2 按《1978 年培训公约》第 XII(1)(a)(vii)(2)条,决定该修正案应于 2025 年 7 月 1 日被视为获得接受,除非在此日期之前,有三分之一以上的缔约国或其合计商船队占世界 100 总登记吨或以上商船的总吨数不少于 50%的缔约国已通知本组织秘书长其反对该修正案;

3 提请各缔约国注意,按《1978 年培训公约》第 XII(1)(a)(ix)条,所附《培训规则》修正案在按上述第 2 段获得接受后,应于 2026 年 1 月 1 日生效;

4 敦请各缔约国提早实施《培训规则》第 A-VI/1 节的修正案;

5 要求秘书长,按《1978 年培训公约》第 XII(1)(a)(v)条,将本决议及其附件中所载修正案文本的核正无误副本送交《1978 年培训公约》所有缔约国;

6 还要求秘书长将本决议及其附件的副本分发给非《1978 年培训公约》缔约国的本组织各会员。

附件

《海员培训、发证和值班规则》(《培训规则》)A 部分修正案

第 VI 章

关于应急、职业安全、保安、医护和求生职能的标准

第 A-VI/1 节

对所有海员的安全熟悉和基本培训及训练的强制性最低要求

1 表 A-VI/1-4(个人安全和社会责任的最低适任标准规范)由以下替换:

第 1 栏	第 2 栏	第 3 栏	第 4 栏
适 任	知识、理解和熟练	表明适任的方法	评估适任的标准
遵守应急程序	可能发生的紧急情况种类、如碰撞、失火、搁浅 对应付紧急情况的船上应急计划的知识 紧急信号和集合部署表中为船员指定的具体职责;集合站;正确使用个人安全设备 在发现潜在紧急情况(包括失火、碰撞、搁浅和船舶进水)时应采取的行动 听到紧急报警信号时应采取的行动 培训和演习的价值 对脱险路线、内部通信和警报系统的知识	评估从经认可的训练或在经认可课程的学习期间取得的证据	意识到发生紧急情况时的初步行动符合已建立的应急程序 启动警报时提供的信息是迅速、准确、完整和清楚的
采取防止海洋环境污染的预防措施	航运对海洋环境的影响以及操作性或事故性污染对海洋环境的影响的基本知识 环境保护的基本程序 海洋多样性和复杂性的基本知识	评估从经认可的训练或在经认可课程的学习期间取得的证据	始终遵守旨在保护海洋环境的组织程序
遵守安全工作做法	始终遵守安全工作做法的重要性 为防备船上潜在危害而提供的安全和保护装置	评估从经认可的训练或在经认可课程的学习期间取得的证据	始终遵守安全工作做法和正确使用适当的安全和保护设备

第 1 栏	第 2 栏	第 3 栏	第 4 栏
适 任	知识、理解和熟练	表明适任的方法	评估适任的标准
	进入围闭处所前的注意事项 熟悉有关事故预防和职业健康的国际措施 ¹		
致力于船上有效的交流	理解船上个体或团队之间有效交流的原则和障碍 建立和保持有效交流的能力	评估从经认可的训练或在经认可课程的学习期间取得的证据	交 流 始 终 是 清 楚 和有 效 的
致力于船上有效的人际关系	保持船上良好的人际和工作关系的重要性 基本的团队工作原则和做法, 包括解决冲突 社会责任; 雇用条件; 个人权利和义务; 吸毒和酗酒的危险	评估从经认可的训练或在经认可课程的学习期间取得的证据	始终遵守期待的工作和行为标准
致力于防止和应对暴力和骚扰 ² , 包括性骚扰、欺凌和性侵犯	防止暴力和骚扰: 暴力和骚扰, 包括性骚扰、欺凌和性侵犯以及持续伤害的基本知识和理解 暴力和骚扰, 包括性骚扰、欺凌和性侵犯对受害者、施暴者、旁观者、利益攸关者的后果及其对安全、健康和福祉的影响的基本知识和理解 理解滥用权力关系、歧视、压力、孤立、疲劳、毒品或酒精等可能导致暴力和骚扰, 包括性骚扰、欺凌和性侵犯 应对暴力和骚扰: 识别暴力和骚扰, 包括性骚扰、欺凌和性侵犯的能力 采取行动干预和报告暴力和骚扰, 包括性骚扰、欺凌和性侵犯的基本知识	评估从经认可的训练或在经认可课程的学习期间取得的证据	始终遵守旨在防止暴力和骚扰, 包括性骚扰、欺凌和性侵犯的可接受的做法和程序 能够识别暴力和骚扰, 包括性骚扰、欺凌和性侵犯, 以及持续伤害及其影响 始终遵守旨在干预和报告暴力和骚扰, 包括性骚扰、欺凌和性侵犯的可接受的做法和程序

¹ 国际劳工组织《防止船舶在海上和港内发生事故的实用规则》可能有助于编写课程。

² 国际劳工组织《2019 年暴力和骚扰公约》(第 190 号)中的定义。

第 1 栏	第 2 栏	第 3 栏	第 4 栏
适 任	知识、理解和熟练	表明适任的方法	评估适任的标准
	理解创伤知情应对的基本原则, 以及如何为受害者、旁观者和自己提供适当的支持		
理解并采取必要的行动控制疲劳	得到必要休息的重要性 睡眠、作息时间表与生理节奏对疲劳的影响 身体紧张性刺激对海员的影响 船舶内外环境的紧张性刺激的影响及其对海员的危害 作息时间表的改变对海员疲劳的影响	评估从经认可的训练或在经认可课程的学习期间取得的证据	始终遵循疲劳管理的做法及采取适当的行动

ANNEX 12

**RESOLUTION MSC.560(108)
(adopted on 23 May 2024)**

**AMENDMENTS TO PART A OF THE SEAFARERS' TRAINING,
CERTIFICATION AND WATCHKEEPING (STCW) CODE**

THE MARITIME SAFETY COMMITTEE,

RECALLING Article 28(b) of the Convention on the International Maritime Organization concerning the functions of the Committee,

RECALLING ALSO article XII and regulation I/1.2.3 of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 ("the 1978 STCW Convention"), concerning the procedures for amending part A of the Seafarers' Training, Certification and Watchkeeping Code ("the STCW Code"),

RECOGNIZING the need for training provisions to prevent and respond to bullying and harassment in the maritime sector, including sexual assault and sexual harassment,

HAVING CONSIDERED, at its 108th session, amendments to part A of the STCW Code, proposed and circulated in accordance with article XII(1)(a)(i) of the 1978 STCW Convention,

1 ADOPTS, in accordance with article XII(1)(a)(iv) of the 1978 STCW Convention, amendments to the STCW Code, the text of which is set out in the annex to the present resolution;

2 DETERMINES, in accordance with article XII(1)(a)(vii)(2) of the 1978 STCW Convention, that said amendments to the STCW Code shall be deemed to have been accepted on 1 July 2025, unless, prior to that date, more than one third of Parties or Parties the combined merchant fleets of which constitute not less than 50% of the gross tonnage of the world's merchant shipping of ships of 100 gross register tons or more have notified to the Secretary-General of the Organization that they object to the amendments;

3 INVITES Parties to note that, in accordance with article XII(1)(a)(ix) of the 1978 STCW Convention, the amendments to the STCW Code annexed hereto shall enter into force on 1 January 2026 upon their acceptance, in accordance with paragraph 2 above;

4 URGES Parties to implement the amendments to section A-VI/1 of the STCW Code at an early stage;

5 REQUESTS the Secretary-General, for the purposes of article XII(1)(a)(v) of the 1978 STCW Convention, to transmit certified copies of the present resolution and the text of the amendments contained in the annex to all Parties to the 1978 STCW Convention;

6 ALSO REQUESTS the Secretary-General to transmit copies of this resolution and its annex to Members of the Organization which are not Parties to the 1978 STCW Convention.

ANNEX

**AMENDMENTS TO PART A OF THE SEAFARERS' TRAINING,
CERTIFICATION AND WATCHKEEPING (STCW) CODE**

**CHAPTER VI
STANDARDS REGARDING EMERGENCY, OCCUPATIONAL SAFETY,
SECURITY, MEDICAL CARE AND SURVIVAL FUNCTIONS**

Section A-VII/1

Mandatory minimum requirements for safety familiarization, basic training and instruction for all seafarers

1 Table A-VI/1-4 (Specification of minimum standard of competence in personal safety and social responsibilities) is replaced by the following:

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
Comply with emergency procedures	Types of emergency which may occur, such as collision, fire, foundering Knowledge of shipboard contingency plans for response to emergencies Emergency signals and specific duties allocated to crew members in the muster list; muster stations; correct use of personal safety equipment Action to take on discovering potential emergency, including fire, collision, foundering and ingress of water into the ship Action to take on hearing emergency alarm signals Value of training and drills Knowledge of escape routes and internal communication and alarm systems	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Initial action on becoming aware of an emergency conforms to established emergency response procedures Information given on raising alarm is prompt, accurate, complete and clear
Take precautions to	Basic knowledge of the impact of shipping on the	Assessment of evidence obtained	Organizational procedures

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
prevent pollution of the marine environment	marine environment and the effects of operational or accidental pollution on it Basic environmental protection procedures Basic knowledge of complexity and diversity of the marine environment	from approved instruction or during attendance at an approved course	designed to safeguard the marine environment are observed at all times
Observe safe working practices	Importance of adhering to safe working practices at all times Safety and protective devices available to protect against potential hazards aboard ship Precautions to be taken prior to entering enclosed spaces Familiarization with international measures concerning accident prevention and occupational health ¹	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Safe working practices are observed and appropriate safety and protective equipment is correctly used at all times
Contribute to effective communications on board ship	Understand the principles of, and barriers to, effective communication between individuals and teams within the ship Ability to establish and maintain effective communications	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Communications are clear and effective at all times
Contribute to effective human relationships on board ship	Importance of maintaining good human and working relationships aboard ship	Assessment of evidence obtained from approved instruction or during	Expected standards of work and behaviour are observed at all times

¹ The ILO Code of practice on accident prevention on board ship at sea and in port may be of assistance in the preparation of courses.

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Basic teamworking principles and practice, including conflict resolution Social responsibilities; employment conditions; individual rights and obligations; dangers of drug and alcohol abuse	attendance at an approved course	
Contribute to the prevention of and response to violence and harassment ² , including sexual harassment, bullying and sexual assault	Prevention of violence and harassment: Basic knowledge and understanding of violence and harassment, including sexual harassment, bullying and sexual assault, and the continuum of harm Basic knowledge and understanding of the consequences of violence and harassment, including sexual harassment, bullying and sexual assault on victims, perpetrators, bystanders and stakeholders, and its effects on safety, health and well-being Understand that, among others, abuse of power relations, discrimination, stress, isolation, fatigue, drugs or alcohol may contribute to violence and harassment, including sexual harassment, bullying and sexual assault Responding to violence and harassment:	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Acceptable practices and procedures designed for the prevention of violence and harassment, including sexual harassment, bullying and sexual assault are observed at all times Able to identify violence and harassment, including sexual harassment, bullying and sexual assault, and the continuum of harm and its effects Acceptable practices and procedures designed for the intervention in and reporting of violence and harassment, including sexual harassment, bullying and sexual assault are

² As defined in the ILO Violence and Harassment Convention, 2019 (No. 190).

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Ability to identify violence and harassment, including sexual harassment, bullying and sexual assault Basic knowledge of the action to take to intervene in and report violence and harassment, including sexual harassment, bullying and sexual assault Understand the basic principles of trauma-informed response and how to provide appropriate support to a victim, bystanders and self		observed at all times
Understand and take necessary actions to control fatigue	Importance of obtaining the necessary rest Effects of sleep, schedules and the circadian rhythm on fatigue Effects of physical stressors on seafarers Effects of environmental stressors in and outside the ship and their impact on seafarers Effects of schedule changes on seafarer fatigue	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Fatigue management practices are observed and appropriate actions are used at all times
