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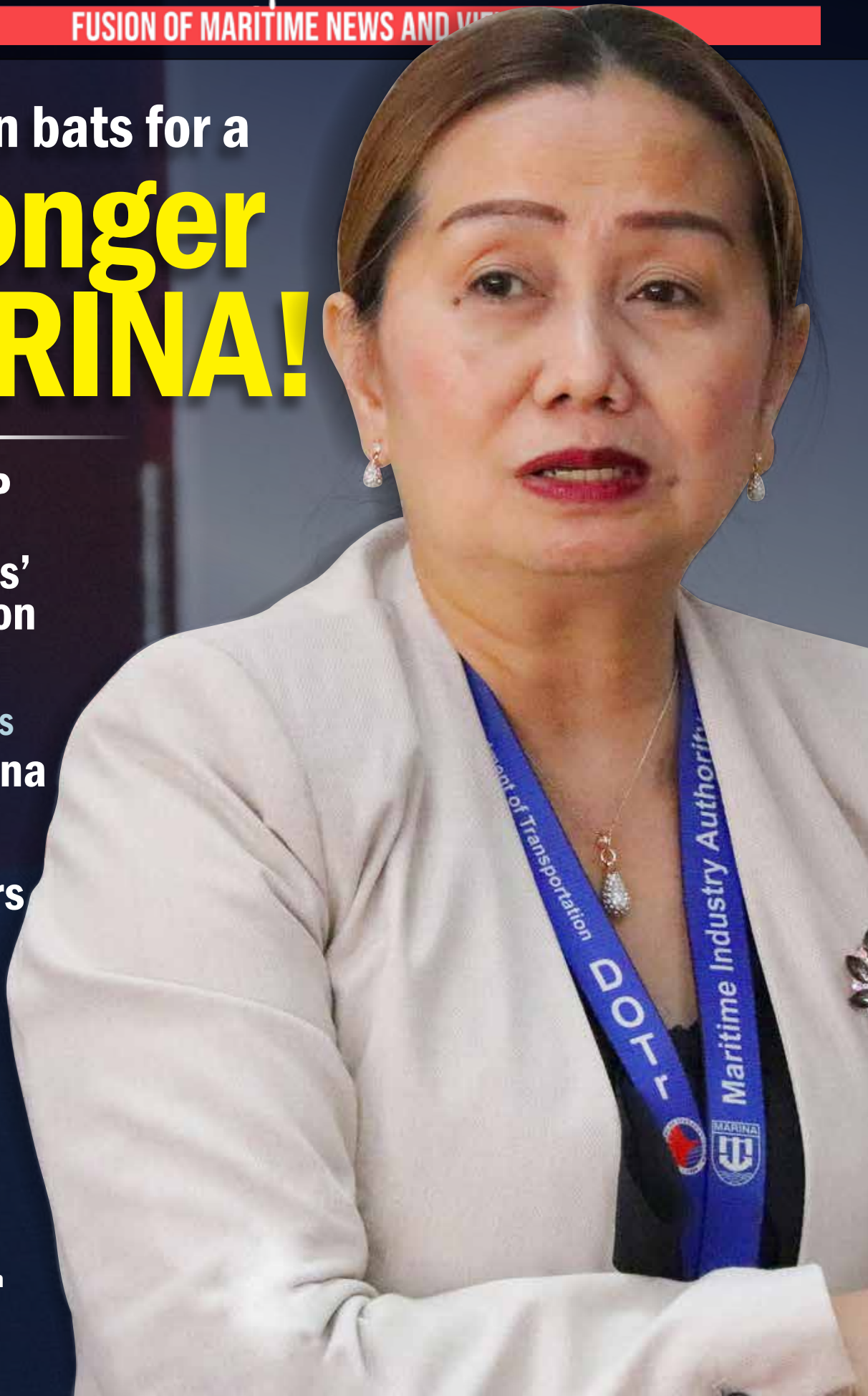
Malaluan bats for a **Stronger MARINA!**

■ **AMOSUP
calls for
seafarers'
protection**

■ **FACTS AND
PERSPECTIVES**

**The Magna
Carta of
Filipino
Seafarers**

**MARINA
Administrator
Sonia Malaluan**





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Pragmatic Administrator Sonia Malaluan asks support for the development of a modern, bigger and stronger MARINA.

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COLLABORATION

Marino World print's main data sourcing is the webinar output, always a panel of local and international experts sharing their views and reviews.

On June 25, Day of the Seafarer, *Marino World* organized "The Magna Carta of Filipino Seafarers: Chartering the Future, an open dialogue with regulators and major industry stakeholders to clarify and address urgent issues and concerns on the bill's salient points.

Kabayan Party List Representative Ron Salo, the lead author of the Magna Carta of Filipino Seafarers was the webinar's primary guest. Other panelists were:

Ms. Sonia Malaluan,
Administrator, Maritime Industry
Authority (MARINA);

Mr. Augusto San Diego III,
Director IV, Department of Migrant
Workers (DMW);

Atty. Noli Partido, Head of Legal
Department, Associated Marine
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Phil (AMOSUP);

Mr. Ericson Marquez, Chairman,
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Mr. Czar Manglicmot II, President,
Philippine Association of Maritime
Institutions (PAMI);

Mr. Edgardo Egay Nicolas,
Administrator, Philippine Coastwise
Shipping Association (PCSA);

Capt. Belal Ahmed, Chairman,
International Maritime Employers
Council (IMEC); and

Mr. Helio Vicente, Director
of Employment Affairs,
International Chamber of Shipping
(ICS).

Although there were differing opinions, the urge for collaboration ultimately prevailed: cultivate true partnership among shipowners, shipmanagers, manning agencies, seafarers, regulators, and government regulatory bodies.

As Cong. Salo stated, "We know that we may differ in certain instances but everyone I suppose is in agreement for the immediate passage of the Magna Carta of Filipino Seafarers as we charter the future of our Filipino seafarers."

As the lawmaker wishes to see a "continuing discussion with all our stakeholders," MARINA Administrator Sonia Malaluan has also asked for the "support of the stakeholders."

"We should be one on this, we should not be debating and arguing but rather joining hands on how we could truly implement should the bill be signed into law; how we could effectively implement and achieve the objectives to which the bill has been drafted," Malaluan said.

President Ferdinand Marcos Jr. has directed the MARINA and the Commission on Higher Education

(CHED) "to work closely with the shipping industry on the upskilling and reskilling of Filipino seafarers," from the start, anticipating the shipping's huge transformation marked by the coming of new and sustainable fuels as well as the increasing deployment of digitalization and automation.

ICS Director of Employment Affairs, Mr. Helio Vicente, underscored "the enduring commitment of the employers to put the seafarers at the heart of the new era of decarbonized shipping industry," but, "ensuring that there is certainty and confidence in the investment that shipowners are making is absolutely vital."

IMEC Chairman Capt. Belal Ahmed warned, "Employers try to reduce the risk brought by ambulance chasers by reducing employment of Filipino seafarers to protect their investment."

The International Advisory Committee on Global Maritime Affairs (IACGMA) composed of global leaders from organizations representing seafarers, shipowners and other maritime employers offered their support in addressing not only the lingering concerns but also the future challenges in the employment of our Filipino seafarers.

Indeed, the Philippines resources to meet tomorrow's shipping requirements may be challenged, but may leverage with a collaborative effort among seafarers, employers, government, regulators and other maritime stakeholders. **MW**



MARINA
Administrator
Malaluan

Malaluan bats for a
**Stronger
MARINA!**



President Marcos Jr. presided over the MIDP meeting at Malacanang Palace on January 17, 2024.

(Screenshot from RTVM video)

Maritime Industry Authority Administrator Sonia Malaluan, in anticipation of the Magna Carta of Filipino Seafarers to be enacted into law, reiterates the need for all the necessary support to ensure that MARINA is strengthened and capable of meeting all of the challenges associated with carrying out its expanding functions.

At the *Marino World* webinar, “The Magna Carta of Filipino Seafarers: Chartering the Future,” held on June 25, Day of the Seafarer, Malaluan has called for the support of the stakeholders and a whole-of-nation approach as MARINA takes the “primary responsibility to ensure that our education system will continue to comply with what the convention requires.”

“It’s a massive responsibility that will be given to us and we will be greatly challenged to implement. We should be provided with all the necessary support and that means people and resources,” she stated.

Malaluan, who has been with the agency for over three decades, recalled

that there were laws and issuances in the past that “just added functions to the MARINA, but the promised resources were not provided.”

She insisted, “We will rely on our requested support to implement this and make this work for the Philippines and for our hundreds of thousands of seafarers.”



est. 01 June 1974

Section XVIII

The Bicameral Conference Committees maintained the education and training provisions in the Magna

Carta of Filipino Seafarers from the first to the third meetings, though there were few revisions applied.

The third and believed to be the final consolidated version of the bill was ratified by both Chambers on July 31, 2024.

“It’s a massive responsibility that will be given to us and we will be greatly challenged to implement. We should be provided with all the necessary support and that means people and resources.”

Chapter XVIII entitled Education and Training of Seafarers and Cadets, Section 75 on Jurisdiction over Maritime Education states that:

Consistent with Republic Act No 10635, otherwise known as “An Act Establishing the Maritime Industry Authority (MARINA) as the Single Maritime Administration Responsible for the Implementation and Enforcement of the 1978 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, as Amended, and International Agreements or Covenants Related Thereto”, MARINA shall have jurisdiction over maritime education.

In consultation with CHED, it shall:

Ensure the quality, standard, and competence of maritime students and graduates;

Adopt and implement appropriate academic and training standards, including required learning facilities;

Accredit, regulate, and monitor maritime education institutions offering maritime degree programs and technical courses;

Close or phase-out or revoke the license or accreditation of substandard maritime education institutions, or specific degree programs, courses, or training;

Enhance the capacity of MHEIs to develop both international and domestic maritime degree programs;

Ensure the curriculum of the MHEIs offering international maritime degrees comply with standards set forth in the STCW and all other applicable maritime and labor conventions, taking into account the IMO model courses;

Accredit, regulate, and monitor maritime training institutions;

Approve non-degree maritime courses developed by maritime education or training institutions or TESDA;

Create a mechanism for the ladderization of both international and domestic maritime degree programs, and non-degree maritime courses developed by TESDA; and

Regulate the fees charged by maritime educational institutions, and consistent with Section 83 of this Act, regulate the fees charged by maritime training institutions.

Indecisive

Malaluan stated that “Personally, she doesn’t want to take the challenge because “it’s so big, massive reform in the education and training.”

“It will be a huge task to change

“I am quite very confident that Admin Sonia Malaluan is really up to the par and she will really make sure that all of the objectives of both houses of congress to create more qualified and more competent Filipino seafarers through training and education would really be addressed through the MARINA’s leadership.”

—**Cong. RON SALO**
Representative
Kabayan Party List

the system that we have been implementing, that we have so far overcome the challenges in the 11 years of implementation of the amended STCW,” she said.

Malaluan has been very vocal in its support of the Philippine Association of Maritime Institutions (PAMI)’s stance that education should not have been included in the Magna Carta of Filipino Seafarers.

PAMI, an organization comprised of 73 member schools, appealed to have Section XVIII of the bill removed, which stated the provisions for education and training.

“The core of education lies in its ability to stay relevant to the industry it serves. Enforcing requirements through legislation can hinder flexibility and responsiveness to the dynamic needs of an ever-changing industry,” said PAMI in a statement.

On the other hand, Malaluan said, “In retrospect, they will leave that to the wisdom of our legislators,” and that “it is about time that a Single Maritime Administration will be truly implemented.”

She further stated, “The timing could also be right,” because the Philippines won’t be subjected to any audit in the near future. It just passed the independent evaluation, completed IMO Mandatory Member State Audit Scheme (IMSAS), and will be receiving technical assistance from the European Commission (EC).

“It could give us time in MARINA to implement these changes because this will entail a lot of changes in the system.”

Reacting to Malaluan’s comments, Kabayan Party List Representative Ron Salo, the primary author of the Magna Carta of Filipino Seafarers, expressed

trust in Malaluan’s leadership.

“I am quite very confident that Admin Sonia Malaluan is really up to the par and she will really make sure that all of the objectives of both houses of congress to create more qualified and more competent Filipino seafarers through training and education would really be addressed through the MARINA’s leadership,” Salo stated.

Challenge

The MIDP 2028 reported: “The attractiveness of seafaring is evident based on the number of enrollees in the merchant marine programs, despite the low success rate in getting onboard training (OBT) berths necessary to complete the academic requirement of the baccalaureate programs.”

According to data from the Commission on Higher Education (CHED), 1,215,063 students enrolled in marine degree programs from 2007 to 2017, but only 174,081 graduated, accounting for 14.33%.

Section 76 of the Magna Carta of Filipino Seafarers states “Consistent with the STCW Convention, as amended, shipboard training shall be a requirement for international maritime degree programs. MARINA shall determine the applicability of shipboard training, including its duration, for domestic maritime degree programs or non-degree programs, in accordance with best practices in maritime education and training. The MARINA shall issue the applicable guidelines on shipboard training for overseas and domestic ships, including allowable tonnage, duration, qualifications of training officers, maximum number of cadets, and mechanisms to address harassment and bullying of cadets.”

According to Section 78, “MHEIs offering international maritime degree programs shall enroll or admit a sufficient number of students or cadets proportionate to the number of training slots in their own training ships, simulators or other similar technologies, or the number of training slots that can be accommodated by the shipping companies, shipowners, or manning agencies based on their agreements with the concerned MHEIs: Provided, That upon passage of this Act, MHEIs shall give priority for shipboard training to students who have finished the academic requirements of their programs and signified their intent to avail of the shipboard training; Provided, further, That MHEIs shall accommodate all previous students who have finished

Higher Education Graduates by Discipline Group — Maritime

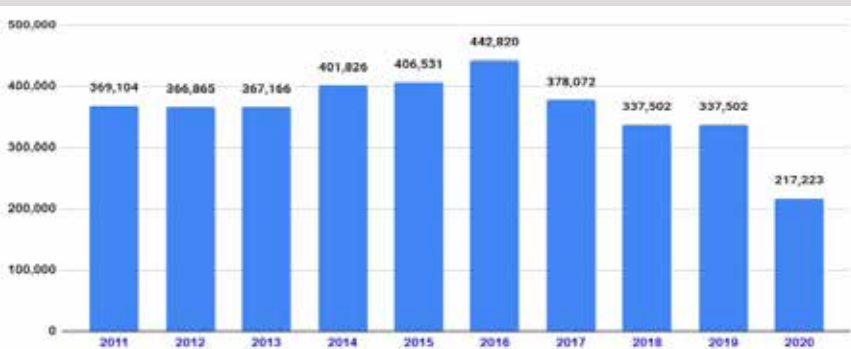
For the period 2007 to 2017

Academic Year	Number	Number of Graduates	% of Graduates
2007-2008	74,853	11,360	15.18%
2008-2009	68,115	11,352	16.67%
2009-2010	88,567	11,716	13.23%
2010-2011	111,469	14,439	12.95%
2011-2012	125,905	14,430	11.46%
2012-2013	152,657	19,515	12.78%
2013 - 2014	156,794	23,506	14.99%
2014 - 2015	161,229	23,401	14.51%
2015 - 2016	156,087	26,040	16.68%
2016 - 2017	119,387	18,322	15.35%
TOTAL	1,215,063	174,081	14.33%

Source: Commission on Higher Education (CHED)

Deployed Overseas Filipino Workers

For the period 2011 to 2020



Source: Department of Migrant Workers — POEA

the academic requirements of their programs who signify their intention to avail of the shipboard training: Provided, finally, That the MHEIs shall not charge the students any tuition or matriculation fees for the shipboard training, unless conducted in the MHEIs' own training ships."

The MHEIs shall comply with the provisions of Section 78 within three (3) years from the implementation of this Act.

In support, Section 79 mandates "All Philippine-registered ships operating domestically to enter into agreement with any of the MHEIs for the shipboard training of the latter's cadets for domestic maritime degree or non-degree programs. The number of cadets required to be accommodated shall be in accordance with rules and regulations issued by the MARINA."

The MIDP 2028 also reported that MARINA is currently conducting a study on how those seafarers who were onboard the ships below 500GT be qualified to take the examination and assessment for purposes of issuance of COC for 500GT and above, subject to remediation and additional training requirements. This study is being done

alongside with the formulation of Policy on Certification of Operational Level Officers and Masters on ships of less than 500GT.

New MARINA

In an earlier press conference, Malaluan expressed her wish for a new MARINA law that would integrate all of MARINA's functions.

"We want to modernize MARINA. We are now 50 years. it's time we review and we have a new MARINA. Stronger MARINA. Bigger MARINA. We are an archipelago and yet we are so small.

We want to have a consolidated law that will cover all the functions of MARINA," Malaluan stated.

MARINA was created on June 1, 1974 as an attached Agency to the Office of the President (OP) with the issuance of Presidential Decree No. 474 issued under President Ferdinand Emmanuel Edralin Marcos Sr.'s martial law regime, also known as the Maritime Industry Decree of 1974, to integrate the country's maritime development, promotion and regulation.

Executive Orders 546, 1011, 75, and

63 were issued, as well as Republic Acts 9295 and 10635 were enacted over the years as MARINA's mandates expanded.

On February 8, 2024, President Ferdinand Bongbong Marcos, Jr. through Executive Order No. 55 approved the adopting of the Maritime Industry Development Plan (MIDP) 2028.

Section 5 of PD No. 474 mandated the preparation and annual updating of a Ten (10)-Year MIDP that contains a rational and integrated development plan of the maritime industry for submission to, and approval by, the President.

The MIDP envisions to ensure passengers and shippers' access to safe, secure, economical, environment-friendly and sustainable sea transport; increase the capacity and production of shipbuilding and ship repair industry; increase the employability of the maritime workforce; create job opportunities; and reduce shipping and logistic costs.

"We are confident that we could achieve MARINA's goals with the full and strong support from the current administration of our beloved President, President Bongbong Marcos, as manifested in the speedy issuance of EO No. 55, Adopting the Maritime Industry Development Plan (MIDP) 2028 as well as the hands-on intervention shown by our President for the continuing recognition of our Filipino seafarers," Malaluan stated in her welcome remarks at the MARINA 50th Founding Anniversary celebrations held at the Okada Manila on June 1, 2024.

Commitment

Despite the challenges, Malaluan expressed her commitment, "It would be a big challenge but we will accept the challenge and hopefully this is not only MARINA's but still a whole of nation approach," Malaluan stated.

She continued, "We will be open and we will welcome inputs from our stakeholders and we will continue to dialogue with them and for them to implement a participatory way of doing things so that we could improve the way we do things."

The lady administrator emphasized, "For any change, reform, we have to put our seafarers' welfare at first. We will not jeopardize their employment or their qualification to be employed ocean going ships."

"Stakeholders, government and all, we have to work towards that one goal," Malaluan stated. **MW**



FACTS AND PERSPECTIVES

The Magna Carta of Filipino Seafarers

President Ferdinand Marcos, Jr. is on top of the latest developments on the Magna Carta of Filipino Seafarers and is most likely to sign the bill into law soon after it was ratified anew by the Senate and House of Representatives.

He keeps his ear to the ground, sensing the challenges and intricacies of the maritime industry. The measure is a significant milestone. Its passage is long overdue; but given the industry's complexity, it will not be an easy piece of legislation.

The President certified the bill as urgent on September 25, 2023. But disagreements among stakeholders, regulators, and lawmakers derailed its passage.

For the third time, both chambers approved and ratified the consolidated bill after discussing the disagreeing provisions of Senate Bill No. 2221 and

House Bill No. 7325 on July 31, 2024.

Senate Minority Leader Aquilino "Koko" Pimentel III described the bill's legislative path "unusual, interesting and strange," because it took three bicameral conference committee meetings to harmonize all of the disagreeing provisions in both versions of the Senate and of the House



Sen. Pimentel

Pres. Marcos Jr. with Exec. Sec. Lucas Bersamin, House Speaker Ferdinand Martin Romualdez and Senate Pres. Escudero at the recent LEDAC meeting in June.

of Representatives.

Senate President Francis "Chiz" Escudero stated that "mechanisms have been put in place for an increased role of the PLLO in so far as making known the positions not only of the executive department but of the Palace itself."

The Presidential Legislative Liaison Office (PLLO) is an agency under the Office of the President tasked to officially orchestrate the formulation and the shepherding of the President's Legislative Agenda, as well as all other Executive Department concerns related to the legislature.



Sen. Escudero

First bicam

Senator Raffy Tulfo, the primary sponsor of the Magna Carta of Filipino

Seafarers, confirmed that the first enrolled bill, resulting from the first bicameral conference committee meeting on December 13, 2023, was not signed by the President on February 26, 2024 due to the appeal from the domestic sector.

The Philippine Coastwise Shipping Association (PCSA) issued an Open Letter to the President on February 23, two days prior to the bill's scheduled enactment, urging the President to veto the measure and threatening that it would "destroy the domestic shipping industry and ultimately the seafaring industry."

PCSA is the country's largest shipping association of Filipino shipowners who operate short and medium-haul routes with 50 member-companies operating over 800 ships.

The group identified nine sections of the Magna Carta that they believe are "overboard and oppressive, and unnecessarily burden the domestic maritime industry."

The domestic sector's concerns were satisfactorily addressed by the second bicameral conference committee on May 20, 2024, by explicitly defining which provisions pertain to domestic or overseas Filipino seafarers.

At the *Marino World* webinar, "The Magna Carta of Filipino Seafarers: Chartering the Future," held on June 25, Day of the Seafarer, PCSA Administrator Edgar Nicolas, confirmed, "We in PCSA are happy with the final version of the bill and we fully support our friend Cong. Salo having allowed us to be heard. He really went out of our way to ensure the domestic concerns are addressed and included in the final version."

He continued, "We firmly believe that we now have a more workable document to go on and make Filipino seafarers remain competitive and able to sustain their current standing in the global maritime industry."

Second bicam.

The "Execution of Judgment and Monetary Awards" provision of the Magna Carta of Filipino Seafarers was identified as section 57 in the first bicameral committee



Sen. Tulfo

"We included section 59 to balance the interests of both seafarers and employers to ensure the continued employability of our Filipino seafarers by providing more favorable and reasonable legal environment for employers and shipowners and to finally address the pressing problem on ambulance chasing."



Cong. Acidre



Cong. Salo

report and subsequently became section 59 in the draft second bicameral committee report.

However, this provision was deleted during the hybrid deliberation on the second bicameral conference committee meeting on May 20, 2024, chaired by Senator Tulfo and Tingog Party List Representative Jude Acidre, who replaced Kabayan Party List Cong. Ron Salo as Chairman of the House

"The bond is not equitable and not fair to seafarers because in the Labor Code, the posting of bond is imposed only on the employer's side and that the Commission's decision and entry of judgment are final, as provided by Section 14 of the 2011 NLRC rules of procedure."



Sen. Hontiveros

Committee on Migrant Workers on May 11.

Senate Deputy Minority Leader Risa Hontiveros pushed for the removal of the bond provision, stating that "the bond is not equitable and not fair to seafarers because in the Labor Code, the posting of bond is imposed only on the employer's side and that the Commission's decision and entry of judgment are final, as provided by Section 14 of the 2011 NLRC rules of procedure."

Hontiveros also identified several groups that she claimed had expressed their opposition to the inclusion of bond clause. However, none of these associations is recognized or has Collective Bargaining Agreement (CBA) with foreign employers who hire Filipino seafarers.

Among the organizations she mentioned were Center for Migrant Advocacy Philippines, Seafarers Empowerment Advocates Network, National Seafarers Day Committee, Alliance of Seafarers in Need, Migrante International, Migrante Philippines, Concerned Seafarers of the Philippines, Association of Marine Officers and Ratings, Seafarers Wives Association of Visayas and Federation of Free Workers.

Job security

At the second bicam meeting, Atty Jesus Sale, VP for Internal Affairs of the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP) explained the union's position of supporting the inclusion of the bond provision.

AMOSUP has over 100,000 members and CBAs with more than 6,000 vessels under various flags.

Sale stated, "Probably we view it more from the point of view that we want to ensure the continued stability of employment of our members. If this bond provision will satisfy the requirements of our employers, then I think it would be worth it."

"We progressed in such a way, as an industry that seafarers can be considered *sui generis class* in itself. Our working conditions are different, our working arrangements are different and we probably deserve to be treated differently," he added.

Likewise, at the *Marino World* webinar. Mr. Helio Vicente,

“Probably we view it more from the point of view that we want to ensure the continued stability of employment of our members. If this bond provision will satisfy the requirements of our employers, then I think it would be worth it.”

—**Atty. JESUS SALE,**
VP for Internal Affairs Associated Marine
Officers’ and Seamen’s Union of the
Philippines (AMOSUP)

Director of Employment Affairs of the International Chamber of Shipping (ICS), explained that “shipping is a unique industry in many ways in being the only industrial sector to have such a comprehensive global regime in place that sets out mandatory standards for the employment of the world’s nearly two million merchant seafarers, alongside recommendations and so on and the Philippines as we know plays a huge and significant role in that.”

Captain Andrew John Malpass, President of Pandiman Philippines, stated in his meetings with the shipowners in Oslo in May that “The shipowners are extremely disappointed and looking to take more crew from India, Ghana, even South America if the Philippines does not address Ambulance Chasing.”

In May 28, Capt. Belal Ahmed, Chairman of the International Maritime Employers Council (IMEC) and ICS Secretary General Guy Platten signed a joint letter to President Marcos in which they stated, “it is crucial to retain Section 59 in the final version of the Magna Carta, so that maritime employers can continue investing in the Filipino seafaring workforce with certainty and confidence.”

IMEC and ICS are two of the world’s largest organizations of seafarer employers. IMEC represents more than 260 maritime employers in 50 countries while ICS is practically present in 40 nations, representing the world’s national shipowner associations and over 80% of the global merchant fleet.

The International Group of Protection and Indemnity Clubs (IG) reported a total of USD 52.6M quantifiable damage from ambulance chasing or



AMOSUP Sale



ICS Helio

unrecovered amount due back to shipowners by way of garnishment and restitution of legal cases of Filipino seafarers as of September 2023.

“Regrettably, those seafarers that genuinely deserve lawful disability benefits are also not receiving them, as the greater portion is retained by the ambulance chasers,” the letter said.

The statistics showed that the “Final and Executory” nature of the NLRC and NCMB decisions has resulted to claims being awarded and paid immediately at the NLRC and NCMB level. But when reversed on appeal due to a more stringent review of the case, it is practically impossible to recover the amount.”

Third bicam

Senator Tulfo, in his opening statement at the Senate session on July 31, 2024, reported that the May 22 bicameral conference report is withdrawn.

Consequently, he said, on July 29, “the Senate and House panels conferred to reconsider and further discussed the proposed measure to come up with the best version possible that will fully protect and promote the welfare of Filipino Seafarers.”

Tulfo stated that they included section 59 “to balance the interest of both seafarers and employers to ensure the continued employability of our Filipino seafarers” by providing more favorable

and reasonable legal environment for employers and shipowners and to finally address the pressing problem on ambulance chasing.

Senate President Escudero reconfirmed that “the third bicam was initiated due to the removal of the “bond” provision from the second bicam.”

“That was when the concern was brought out again because in the first one it (the bond provision) was not brought up because it was there. On the second when it was returned, it all of a sudden disappeared, that’s the reason for the third,” Escudero said.

Apolitical

In a separate interview, Ms. Doris Magsaysay-Ho, President and CEO of the Magsaysay Group of Companies, a prominent maritime leader, emphasized, “We need everybody to understand, this is not political. This is purely making sure that the Philippines, the Filipino seafarers is a seafarer of choice. Gotta rid of all those things that tried to kill it.”

She clarified, “the shipowners’ goal is not to be unfair. The goal is to save, to make sure Filipinos jobs are safe.”

“I think it’s so important that senators and congressmen understand we are trying to protect the reputation of the Filipino as a really greatest seafarer of choice. And ambulance chasing is just killing us,” Magsaysay-Ho continued.

She also warned that “the shipowners are now looking at other source of seafarers like Africa, which we have to avoid because if they will look elsewhere, it will be hard for us to bring them back.”

In an earlier statement, the Presidential Communications Office (PCO), stated, “The administration is very well aware of the plight and condition of our Filipino seafarers who are preyed on and taken advantage of by unscrupulous individuals for the sake of making a buck.

With this in mind, the administration assures the public at large that the entire government system will be working to address and stop these horrific practices that erode the credibility and competence of the seafaring industry in the country.”

The Bond

Finally, the Magna Carta of Filipino Seafarers’ third or most recent version included the proposed section 59, entitled Execution of Judgment and



Magsaysay-Ho

“I think it’s so important that senators and congressmen understand we are trying to protect the reputation of the Filipino as a really greatest seafarer of choice. And ambulance chasing is just killing us.”



Department of Migrant Workers

OVERSEAS EMPLOYMENT STATISTICS
COMPENDIUM
2023-March 2024

Deployed Filipino Seafarers by Major Category

Deployed Filipino Seafarers by Major Category

Major Category	2023 ^p	March ^p		
		2023	2024	% CHANGE
Officers	122,927	31,113	22,812	-26.68
Rating	207,114	54,017	38,933	-27.92
Non-Marine	248,534	64,115	48,280	-24.70
Others (NEC)	51	17	7	-58.82
Total	578,626	149,262	110,032	-26.28

^p Preliminary data.

Note: Data for the period covering 2023 and 2024 are all preliminary and subject to final evaluation.

Source: Department of Migrant Workers - Management Information and Technology Service.

- (a) Any salary or wage;
- (b) Any statutory monetary and welfare benefits;
- (c) Any undisputed amount, which is admitted by a party to be legally due to the other party;
- (d) Any disputed amount determined to be legally due to the seafarer; and
- (e) Damages, including moral damages, exemplary damages, nominal damages, attorney's fees, and other similar awards.



Department of Migrant Workers

OVERSEAS EMPLOYMENT STATISTICS
COMPENDIUM
2023-March 2024

Deployed Filipino Seafarers by Top 10 Type of Vessels

Deployed Filipino Seafarers by Top 10 Type of Vessels

Type of Vessels	2023 ^p	March ^p		
		2023	2024	% CHANGE
PASSENGER	151,942	39,710	30,570	-23.02
BULK CARRIER	139,877	35,909	24,551	-31.63
CONTAINER	55,327	14,297	10,542	-26.26
OIL/PRODUCT TANKER	41,430	10,846	7,650	-29.47
CHEMICAL TANKER	30,343	7,832	5,396	-31.10
GENERAL CARGO	24,283	6,313	4,890	-22.54
TANKER	21,030	5,382	4,038	-24.97
GAS TANKER	13,360	3,365	2,481	-26.27
PURE CAR CARRIER	12,469	3,302	2,409	-27.04
SUPPLY VESSEL	11,022	2,868	2,402	-16.25
Other Type of Vessels	77,543	19,438	15,103	-22.30
Total	578,626	149,262	110,032	-26.28

^p Preliminary data.

Note: Data for the period covering 2023 and 2024 are all preliminary and subject to final evaluation.

Source: Department of Migrant Workers - Management Information and Technology Service.

The portion of the decision awarding items (a), (b) or (c) above shall be immediately executory even pending appeal or judicial review.

Pending an appeal or judicial review, a writ of execution on items (d) and/or (e) shall only be issued if the judgment obligee posts a sufficient bond to ensure the full restitution of those amounts and the bond shall be maintained by the obligee until final resolution of the appeal or judicial review: Provided, That in the event the seafarer ultimately prevails on appeal or judicial review, the losing party shall

immediately reimburse the total amount paid by the seafarer for the cost of the bond. However, if the seafarer loses, no such reimbursement shall be made.

Latest insertion

Cong. Acidre expressed reservation on the last paragraph inserted in Section 59 of the second bicam report, which reads, "The DMW, through the AGARANG KALINGA AT SAKLOLO PARA SA MGA OFW NA NANGANGAILANGAN (AKSYON Fund), may provide financial assistance to the seafarer depending on the final determination of maritime disability grading under Section 57 of this Act for the payment of premiums of the bond either in full or in part. Pertinent guidelines for assistance in the

Monetary Awards, which is the "bond" provision that was jointly agreed upon by employers and labor groups to address the prevalent concern of ambulance chasing.

The provision reads:

The DOLE, NLRC and NCMB, in consultation with the Maritime Industry Tripartite Council (MITC) of the DMW, shall promulgate the necessary rules and procedures to ensure the fair, speedy, equitable and just disposition and execution of decisions granting monetary awards for the salaries, wages, statutory benefits, and the death and disability claims of seafarers.

Such rules and procedures shall institute mechanisms for the prevention

of ambulance chasing and the *motu proprio* prosecution or disbarment of ambulance chasers, as provided under RA 10706, the Labor Code of the Philippines, as amended, and under applicable rules and professional codes of conduct.

To ensure the full and timely restitution of the monetary award, the following mechanisms are instituted, without prejudice to such rules as the Supreme Court may issue or promulgate.

The decision granting a monetary award in a voluntary or mandatory arbitration, or by the NLRC, must state the specific amounts for the payment of the following:

Villanueva voted in favor of the ratification of the third bicam committee report, despite his reservation.



Sen. Villanueva

"Still, I feel that this (bill) is needed. I think this is still better that status quo so with a heavy heart I'm voting for the ratification."

payment of premiums, including the availment process, amount, or length of validity shall be issued by DMW, after consultation with stakeholders, including the DOLE, NLRC, Seafarers union, manning agencies, shipowners or their representatives."

He said, "Since the action fund is a public fund, this may not be used for private purposes such as the payment of the premium of the bond for the seafarers in case he wants to get the judgment award."

Instead, this may be remedied by the creation of a specific special fund, special legal assistance fund to be established for the purpose contemplated under this bill," Acidre explained.

On the July 31 senate session, Senator Joel Villanueva also cautioned the implementers to discuss thoroughly the use of fund for the premium bond in the Implementing Rules and Regulations (IRR), as this "will invite cases to implementing agencies."

Senator Escudero responded quickly, stating that they "will introduce amendments to the proposed budget of 2025 in order not to touch the fund of Department of Migrant Workers (DMW) that is supposedly available for the entire sector and not only for seafarers."

Villanueva voted in favor of the ratification of the third bicam committee report, despite his reservation. Among the other senators, only Pimentel and Hontiveros voted against the measure, resulting in its official ratification.

"Still, I feel that this (bill) is needed. I think this is still better that status quo so with a heavy heart I'm voting for the ratification," Villanueva stated.

Numbers

Filipino merchant marine officers and ratings account for 12% and 16% of global maritime supply, respectively.

Capt. Belal said, "these are seafarers

who are basically employed on cargo ships, including container, bulk carrier, tanker, LPG and survey vessels. They are certified under IMO legislation and with Philippine government certification. These excludes those in the cruise vessels who are in the entertainment or hotel industry.

248,534 of the 578,626 Filipino seafarers who were deployed in 2023 are classified as non-marine majors, which accounts for 26% of the total deployment.

Latest statistics show, there was a decrease in the deployment of all types of vessels during the first quarter of 2024.

Remittances from Filipino seafarers account for 21% of the total annual dollar remittances of OFWs, with an average contribution of US\$6.5 billion per year.

Landmark

A new section was created and adopted in the bill's most recent version. Section 3 stipulates that "This Magna Carta of Filipino Seafarers shall have the following objectives:

Codify the rights and obligations of Filipino seafarers, both overseas and domestic, as contained in the MLC 2006, as amended, the STCW Convention, pertinent conventions and international agreements which the Philippines has signed and ratified, and pertinent Philippine laws, rules, regulations, and jurisprudence;

Implement the MLC 2006, as amended and the STCW Convention for overseas seafarers, and identify the extent of their application to Filipino domestic seafarers;

Institute comprehensive measures that will enhance the education, cadetship, training, and practice of Filipino seafarers to upgrade their qualifications and ensure their

competency, competitiveness, and world-class quality;

Align and institutionalize existing policies and rules of the Commission on Higher Education (CHED) on the education of maritime students and training of cadets, Maritime Industry Authority (MARINA) on the qualifications of both domestic and overseas seafarers, Department of Labor and Employment (DOLE) on labor standards and protection of domestic seafarers, and Department of Migrant Workers (DMW) on labor standards and protection of overseas seafarers;

Afford greater protection to seafarers from nefarious practices that threaten their livelihood and compromise their well-being;

Promote the safety of the general public who depend on the skills and competencies of Filipino seafarers; and

Identify the roles of various government agencies and key stakeholders in achieving the objectives and ensuring the effective implementation of this Act."

At the Marino World webinar, Atty. Noli Partido, the Head of the Legal Department at AMOSUP, referred to the Magna Carta of Filipino Seafarers as "the bible of the rights of the Filipino seafarers."

Partido elucidated that the codified literature of the rights of seafarers outlines the parameters for the regulation of their employment and underscores the importance of the entire structure of the Philippine maritime labor industry.

"The passage of this proposed bill could be a testament of the maritime labor industry's commitment to the global maritime or shipping industry of providing competent, qualified, effective and efficient seafarers.

The passage of this bill has long been waited. But AMOSUP for its part, submits, subscribes, and respects the wisdom of both houses of Congress, in the development of this final and last version of the Magna Carta.

Of course, we hope and pray that when submitted to our beloved President, His Excellency Ferdinand Bongbong Marcos, it would soon be acted and signed into law," Partido stated. **MW**



ELBURG

SHIPMANAGEMENT PHILS. INC.
ONE CREW ONE HORIZON

Our Services

CREW MANAGEMENT

Our company caters for total crew management including rotation planning, competence and skills assessment and upgrading, salary administration, ticket arrangement, crew welfare, agent appointment, husbanding and such other allied activities.

SHIP MANAGEMENT

We offer technical services for ship inspections, assistance on class and flag surveys, preparation for vetting inspections, vessel construction and drydocking, etc.

CAREER DEVELOPMENT PROGRAM

The program is established to secure a sustainable pool of competent and young future Officers and maintain a strong foothold for Filipino Cadets in the global maritime industry.

CADETSHIP PROGRAM

The program is established to secure a sustainable pool of competent and young future Officers and maintain a strong foothold for Filipino Cadets in the global maritime industry.

ROSTER PROGRAM

This aims to provide due consideration to our seafarers who have shown loyalty in the company through the years. The Program extends various benefits such as health card, training subsidy, domestic ticket and hotel accommodation, etc.



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ONE BSM for sustained success!



Acting General Manager Capt. Santosidad motivates the officers



MTC Director Capt. Joseph Raluta and Training Superintendent C/E Michael De Guzman

The Team does not rest on its laurels, which is why Bernhard Schulte Shipmanagement Crew Service Centre Philippines, Inc. (BSM CSC PH) remains in the forefront of global ship management.

At the company's Fleet Leader's Meeting (FLM), held on April 17-18 at Citadines Bay City Manila, more than 70 operational and management level Filipino seafarers participated with enthusiasm to collaborate and share knowledge on operational topics including safety and new ideas. These meetings aim to improve communication and interaction between the seafarers, the company and the various relevant

parts of the Schulte Group in an effort to constantly improve team performance.

Everyone eagerly engaged in exercises and workshops aimed to enhance and reinforce presentations, as well as to stimulate discussion and raise awareness.

Motivated

BSM CSC PH's Acting General Manager Capt. Armando

Santosidad opened the meeting with motivational words that established the tone for openness, passion, and teamwork throughout the two-day seminar.

He asked the participants what the BSM logo means and received responses of "Family, Hope, Future and Success." He considered all the answers correct, but emphasized the BSM connotation as success.

Capt. Santosidad was particularly pleased to see the participants, including cadets he interviewed a decade ago for the company's educational support program.

"This is the testament you are now



C/E Jose Dexter Meracap is recognized for his 25 years of service in BSM by Mr. Hardy Romahn, Mr. Jayson David and C/E Edmundo Cadacio

successful,” he remarked.

Capt. Joseph Raluta, Director of BSM Maritime Training Centre, Philippines, spearheaded the presentations, discussions and exercises on leadership-related topics with professionalism and passion, with the assistance of C/E Michael De Guzman, Training Superintendent.

Capt. Raluta advised the officers, “When you become a Master or a Chief Engineer, your career has just started, particularly with BSM where there are numerous opportunities to grow ashore as well.”

“Learning never stops, improving never stops.” He further stated, “We expect you guys, especially senior officers to support this, because we are the one who will be to mold the next generation of seafarers.”

Mr. Hardy Romahn, Group Technical

Tolentino Rahon, Country Manager of The Mission to Seafarers Philippines, and Dr. Fionnah Mae Sandoval, PEME Manager of SuperCare Medical Services both discussed health and well-being concerns.

Bonding

Indeed, openness builds relationships and fosters unity.

During coffee breaks, the marine officers interacted with their colleagues, executives, and shore

Manager of BSM Singapore, discussed compliance issues with regulations and company policies relative to BSM well-being campaigns.

Furthermore, Ms. Lailani

staff.

More importantly, they were able to freely discuss the issues at the open forum facilitated by BSM top executives.

Finally, they reached a consensus on the correct and optimal solutions, as their primary objective is to ensure client satisfaction.

Recognitions

At the end of the seminar, the group that participated most actively in the discussions and exercises throughout the two-day meeting was awarded with tokens from BSM CSC PH.

The gala dinner was held in the pool area, where the officers finally had time to relax and let loose, with some karaoke, a buffet dinner, and free flowing drinks. Long Service Awards were awarded to seafarers for their service and commitment to the company which has undoubtedly helped contribute to the success of BSM. **MW**



Teamwork and collaboration by the officers during the activities

"We call on all the maritime stakeholders and concerned United Nations organizations and government agencies to work together with the end in mind of providing not only immediate assistance to the surviving families, but also taking necessary measures to ensure the safety and security of our seafarers working onboard ships in the warlike and high-risk areas of international waters."

AMID GEOPOLITICAL CONFLICTS AMOSUP calls for seafarers' protection

**The assaulted
M/V True
Confidence**

*Photo courtesy:
USCENTCOM*

In the midst of the rising geopolitical tensions, the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), has renewed its' call for the protection of seafarers, "who are key essential workers keeping the unhampered flow of the global supply chain."

AMOSUP, with over 100,000 members, is the world's largest seafarers affiliate of the influential International Transport Workers Federation (ITF), a global federation representing 18.5 million transport workers from 740 unions in 150 countries.

"We call on all the maritime stakeholders and concerned United Nations organizations and government agencies to work together with the end in mind of providing not only immediate assistance to the surviving families, but also taking necessary measures to ensure the safety and security of our seafarers working onboard ships in the warlike and high-risk areas of



AMOSUP Pres. Oca **ITF SecGen Cotton**

international waters," AMOSUP said in a press statement.

AMOSUP also supported ITF

Secretary General Stephen Cotton's call on shipowners and employers to avoid the area of the Red Sea and Gulf of Aden, and to divert their vessels, regardless of the flag State, around the Cape of Good Hope until safe transit through the Red Sea can be guaranteed.

"No delivery window is worth the loss of seafarers lives," Cotton underscored.

Collateral damage

Two Filipinos and 1 Vietnamese were killed in the Houthi rebels' attack in M/V True Confidence while transiting the Gulf of Aden on March 6, 2024.

Two of the four severely injured seafarers were also Filipinos. They arrived in the Philippines on March 14 via medical evacuation flight after cleared "fit for travel" by medical authorities in Djibouti.

The remains of the two Filipino crew members were returned to the

Philippines and received by their families on July 2.

The M/V True Confidence is a Barbados-flagged, Liberian-owned bulk carrier with 20 crew members, including 15 Filipinos, one Indian, and four Vietnamese nationals. At the time of the incident, there were three armed guards from Sri Lanka and Nepal.

AMOSUP condemned the “senseless attack,” and stated that “the dastardly act of treating our seafarers as mere collateral damage of the unjustified war between and among contending countries is both appalling and heartbreaking.”

The global seafaring community grieves for their loss. We will always remember their heroism and sacrifices.”

Detained

AMOSUP, together with its’ social partners in the International Bargaining Forum (IBF) Warlike Operations Area Committee (WOAC), has urged all governments that have an interest in international shipping to make every effort to secure the immediate release of the seafarers held hostage by the Houthi rebels and the Islamic Revolution Guards Corps (IRGC).

WOAC provides a forum for shipping companies and seafarer unions to assess threat levels and monitor ‘warlike activities’ to determine whether war risk service clauses in collective agreements should be invoked.

The social partners urged the international community to collaborate with local governments in the area to support international shipping and “ensure the safety of seafarers so that vessels can transit free from threat and aggression, as is their right under international law.”

The Bahamas flagged car carrier MV Galaxy Leader was boarded at sea by Iranian-backed Houthi rebels on November 19, 2023 as it transited the Red Sea and was en route to the Houthi-controlled port of Hodeidah in northern Yemen. The vessel’s crew consists of 17 Filipinos, two Bulgarians, three Ukrainians, two Mexicans and one Romanian.

MV Galaxy is operated by Japan’s transport company Nippon Yusen, also known as NYK Line and owned by Galaxy Maritime Ltd., owned by Ray Car Carriers, a company co-owned by Israeli businessman Abraham Ungar.

On April 13, 2024, the Portuguese-flagged container vessel MSC Aries was seized by Iranian authorities in the Strait of Hormuz. Four of the 25



A screenshot of a video captured by a seafarer as Iranian forces seize the MSC Aries

The social partners urged the international community to collaborate with local governments in the area to support international shipping and “ensure the safety of seafarers so that vessels can transit free from threat and aggression, as is their right under international law.”

crew members are Filipino; others are Pakistanis, Indians, Estonians and Russians.

One of the four Filipino crewmembers was released in May, and the other three in July.

The Mediterranean Shipping Company (MSC) charters the MSC Aries from Gortal Shipping, an affiliate of Zodiac Maritime, which is partly owned by Israeli billionaire Eyal Ofer.

At the *Marino World* webinar, “The Magna Carta of Filipino Seafarers: Chartering the Future,” held on June 25, Day of the Seafarer, Mr. Helio Vicente, Director of Employment Affairs of the International Chamber of Shipping (ICS), repeatedly called on to reflect

on those seafarers that are still being held captive: 25 crew members of the Galaxy Leader and 17 out of 25 crewmembers of the MSC Aries.

“Today, we take the day to remember these unsung heroes of global trade. We must spare a thought for these phenomenal people working onboard and sometimes the danger that they are exposed to. They are not forgotten. We remember all of them and let’s bring them home,” Helio stated.

Magna Carta

“The tragic event underscores the importance of safeguarding the rights and welfare of our Filipino seafarers braving the high seas,” said AMOSUP President Conrad Oca.

AMOSUP’s official statement urged the Philippine authorities to immediately pass into law the long-awaited Magna Carta of Filipino Seafarers “which provide ample protection and assistance to all seafarers” by ensuring that shipowners or manning agencies do not abandon them, such as in the event of an incident in dangerous waters.

The enactment of the Magna Carta of Filipino Seafarers was derailed due to opposition from some stakeholders to certain provisions.

Oca expressed his confidence in the wisdom of the President and his advisers, who “might have seen some clauses that need to be modified,” but hoped that after the fine-tuning, the President would finally sign the measure into law to “defend the rights, promote safety and welfare, and ensure the retention and stability of work for all Filipino seafarers.”

Seafarers from the MV Galaxy Leader and True Confidence are non-members of AMOSUP. However, AMOSUP called for immediate repatriation of the remains of the deceased seafarers, financial compensation in accordance with the agreement of the International Bargaining Forum (IBF) for those injured in the attack, and mental health services for the affected seafarers.

AMOSUP expressed deepest sympathies to the bereaved families of the seafarers and, in solidarity, offered free legal assistance to ensure that the rights of the crew are protected and that the shipowner or manning agency fulfills their entitlements.

In an interview on the *Marino World* YouTube Channel, Migrant Workers Secretary Hans Leo Cacdac backed the AMOSUP position, stating that the Magna Carta will intensify and strengthen the protection for the seafarers, because laws are more powerful than Department Orders.

Cacdac assured the families of the affected seafarers of “fullest government support and assistance, and have been handholding the families all throughout the process since day one, as directed by the President.”

FOC

The current incidents, according to ITF Maritime Coordinator Jacqueline Smith, illustrate “how vulnerable seafarers can be due to unsafe waterways, but also due to the lack of global regulation on the shipping industry.”

Smith is referring to the Flag of Convenience (FOC) system, which “allows ship owners select flag states they know will take little or no interest in enforcing labor protection standards.”

She said, “The reason why so many different jurisdictions are involved in a single vessel is because the current rules allow shipping companies and operators to register in different countries and hire crew of any nationality.”



DMW Sec. Cacdac



ITF Coordinator Smith

“The reason why so many different jurisdictions are involved in a single vessel is because the current rules allow shipping companies and operators to register in different countries and hire crew of any nationality.”

Smith continued, “What we are seeing play out on the Red Sea exposes how the flags of convenience system can even mean seafarers risk their lives by sailing through unsafe areas — without the power to push back.”

IBF List

In response to the attacks on commercial ships, the IBF Warlike Operations Area Committee (WOAC) expanded the High-Risk Area to include the Gulf of Aden and surrounding waters.

“Regardless of what is agreed between the social partners, the safety and security of seafarers is a global responsibility that requires global solutions,” WOAC statement said.

DMW Secretary Cacdac issued Department Order 01, providing guidelines on the strict observance of the prevailing ITF/IBF and War-Like Zone Designations.

LMAs and their accredited principals/employers shall ensure the strict and faithful observance of the prevailing ITF/IBF High-Risk and War-Like Zone Designations through the following measures:

Provide the mandated additional

compensation and security measures for Filipino seafarers who have agreed to continue with the voyage or refuse to join the ship in its scheduled passage in said areas/zones.

Report the scheduled passage of ships and those Filipino seafarers on-board in the said areas/zones as a significant event in the OFW Welfare Monitoring System (OWMS) upon their deployment or knowledge of such scheduled passage. Failure to report such significant event in timely manner will result to the imposition of sanctions in accordance with prevailing policies, rules and regulations.

Consider the provision of additional compensation/bonuses and security measures such as maritime security escorts and/or security personnel on-board on top of those mandated.

Consider to divert the voyages of ships to avoid Red Sea, the Gulf of Aden, and surrounding areas/waters.

As of April 19, 2024, the IBF Warlike Operations Area include:

- 12 nautical miles off the mainland Yemeni Coast, including all ports and excluding the Maritime Security Transit Corridor (MSTC) in its entirety;
- Southern Section of the Red Sea and the Gulf of Aden, boundary commencing from the Yemeni coast border, stretching across to the Eritrea coast. Area encompassing the Bab El Mandeb Strait including the Maritime Security Transit Corridor (MSTC) in its entirety and the Gulf of Aden;
- Sea of Azov and the Strait of Kerch, north of latitude 45° 03' 00"N;
- Northern Black Sea Region; and
- All ports in Ukraine

Seafarers are eligible for the following benefits:

- Bonus equal to basic wage, payable for 5 days minimum + per day if longer;
- Doubled compensation for death and disability;
- Right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage; and
- Mandatory requirement to increase security arrangements equivalent to ISPS Level 3

The IBF High Risk Area covers the Black Sea.

Seafarers are eligible for the following benefits:

- Bonus equal to basic wage, payable for the actual duration of stay/transit;
- Doubled compensation for death and disability;
- Right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage; and
- Recommended to increase security arrangements equivalent to ISPS Level 3

The two months basic pay compensation shall not be applicable if the seafarer is transferred to another vessel belonging or related to the same owner/manager, on the same rank and wages and all other terms. There shall be no loss of earnings or entitlements during the transfer and the company shall be liable for all costs and subsistence during the transfer.

Moreover, the IBF Extended Risk Zone covers the Gulf of Guinea, from the Liberia/Ivory Coast border to 00°N 005°E, to the Angola/Namibia border.

Benefits applicable to seafarers include the following:

- Bonus equal to basic wage, payable only on the day the vessel is attacked in an act of piracy;
- Doubled compensations for death and disability if they occur on the day the vessel is attacked; and
- Increased BMP level

Prohibition

DMW's Department Order 02 prohibits Filipino seafarers on-board passenger/cruise ships to sail in the Red Sea and the Gulf of Aden.

According to the issuance, the following guidelines shall be adopted:

All LMAs and their respective Filipino seafarers assigned to passenger/cruise ships shall execute an affirmation letter that the ship will not pass through the Gulf of Aden and Red Sea and indicate the itinerary of the vessel every time it documents the employment contract of the crew or prior to their deployment.

The affirmation letter shall be uploaded to the DMW Online Processing System for Sea-based (DOPS-Sea) together with the processed one-page covering Standard

Employment Contract (SEC).

Right to refuse

As of April 21, 2024, DMW had recorded 25 Filipino seafarers who exercised their Rights to Refuse Sailing since the issuance in March.

DMW has directed the LMAs and their accredited principals/employers to ensure the proper implementation of the decision of seafarers to invoke their "Rights to Refuse Sailing" in the identified High-Risk and War-Like Zones by taking the following measures:

- Ensure seafarers are informed on current ITF/IBF declared High-Risk and War-Like Zones before deployment, including necessary Anti-Piracy Awareness Training as per Department policy;
- Provide Filipino seafarers on-board with the means to make informed decisions by informing them of the scheduled passage of the ship to the identified areas/zones and their rights and entitlements should they consent to continue with their voyage;
- Enter the immediate and safe repatriation of seafarers who will invoke their right to refuse sailing in said areas/zones;
- Allow seafarers to refuse without discrimination and prejudice to their present and future employment;
- Provide seafarers with the Confirmation of Refusal to Traverse the Red Sea, or Gulf of Aden, and/or to Other War-Like and High-Risk Zone to formalize their intent not to join the voyage in the said areas/zones;
- Inform seafarers about the DMW's official website, www.dmw.gov.ph, where they can access the Confirmation Form and learn more about their rights and entitlements.
- Ensure seafarers will be able to freely submit the Confirmation Form directly to the DMW through email sbhighrisk@dmw.gov.ph, copy furnished the LMA and the principal/employer;
- Report within 24 hours to the DMW-Seabased Accreditation Bureau through email: sbhighrisk@dmw.gov.ph, the decision of the seafarer to not join the voyage in the said areas/zones, together with the accomplished Confirmation Form and updates relative to their repatriation; and
- LMAs and their accredited principals/employers must provide

their seafarers with the DMW's contact information including phone numbers: (02) 8722-11-44; (02) 8722-11-55 and (02) 1348 (One Repatriation Command Center) and email address: sbhighrisk@dmw.gov.ph

The most likely targets of attacks are ships with ties to US sanctions enforcement, US interests, Israeli citizens involved in some way, such as through vessel ownership, ships transporting oil from Yemen, and other direct involvement in the Yemen conflict.

Expansion

Following the MSC Aries incident, the DMW recommended that the IBF WAOC also declare the Strait of Hormuz a High-Risk Area, as it contributing to Iran's retaliation and escalating the hostilities.

The Strait of Hormuz is a narrow waterway between Iran and the Arabian Peninsula that connects the Persian Gulf to the Indian Ocean.

Experts say that maritime security in the Southern Red Sea, Gulf of Aden, and Northwest Indian Ocean has been rapidly deteriorating. The most likely targets of attacks are ships with ties to US sanctions enforcement, US interests, Israeli citizens involved in some way, such as through vessel ownership, ships transporting oil from Yemen, and other direct involvement in the Yemen conflict.

As of press time, more than 80 commercial vessels were reported endangered as a result of the ongoing assaults in the Red Sea and the Gulf of Aden.

Yemen's Houthi militia announced an expansion of its ballistic missile attacks to include all Israeli-linked commercial vessels transiting the Mediterranean.

"We will attack all ships heading to or having links with Israel in the Mediterranean Sea as well as in any area within our reach," Houthi Military Spokesman Yahya Sarea stated in a televised statement. **MW**



Crossworld celebrates 20 years of excellence

"I thank you all, because without you, we are nothing. This is our business. Capt. Leonidas Varias, the founder of Crossworld Group, states, "We succeeded because you are good."

"Thank you, my fellow mariners for your unwavering dedication. Capt. Eleazar Diaz, Chairman Emeritus of Crossworld Marine Services, exalts, "Here's to the next 20 years and beyond."

These are the passionate words of gratitude from the two seasoned ship captains who founded Crossworld Marine Services in the Philippines two decades ago. Over the years, the company has grown to become one of the largest manning agencies in the country, a testament to its expertise in crewing services and, more importantly because of the excellent performance of Filipino seafarers.

Crossworld currently manages a fleet of over 380 various types of vessels. Manila is its headquarters and recruitment operations center, with branches in Cebu and Iloilo. It has offices in Limassol, Cyprus and



The visionary founders: Capt. Leonidas Varias and Capt. Eleazar Diaz

Dubai, UAE.

The founders, along with their seafarers, employees, and industry partners, gathered at the posh Diamond Hotel Makati on March 9 to

The loyal seafarers

commemorate the company's milestone.

The occasion was made more meaningful by the presence of Greek Ambassador to the Philippines Ioannis Pediotis, in recognition of the strong ties of the Philippines and Greece in global shipping.

Honors

Crossworld Marine Services CEO Simos Varias and President Capt. Levy Capayas spearheaded the program, which featured an award ceremony as its highlight.

Plaques of recognition were given to dedicated and loyal seafarers with 10-20 years of service.

Office employees with 10-20 years of support were also recognized.



Appreciation for the principals



Capt. Varias with the pioneer partners

Appreciation plaques were also presented to the pioneering principals.

The visionary founders, Captains Leonidas Varias and Eleazar Diaz, received the highest honors and respect.

Simos proudly declares this small ecosystem, which we call Crossworld. He goes on to say, "This is the software that make it happen and all of us together form the DNA of this ecosystem."

"Thank you, personally I love you all," his heartfelt concluding statement, elicited the most enthusiastic applause from the audience.

Resilience and sustainability

Captain Capayas motivated the audience with his progress reports on the organization's accomplishments and endeavors to benefit its crew, employees, clients, and society.

By the end of 2023, Crossworld Group deployed a total of 7,800 Filipino seafarers, with more than 20% growth for the last 3 years.

Capayas emphasizes, "We aim to deploy more well-trained and competent Filipino seafarers."

He cites the company's initiatives for more efficient crew management, which include: collaboration with the world's best software company SAP, the development of a seafarers' app, and an e-signature documentation system.

Crossworld also established the



Capt. Varias honored by his sons Simos and Varship Shipping Managing Director Christos



The committed employees

World Institute of Maritime Advance Studies (WIMAS), which will develop future officers, engineers, ETOs, fitters, cooks and other ranks.

Furthermore, the company continues to improve the staff's working environment for its employees and provide incentives to increase their enthusiasm and dedication to their jobs.

Crossworld Cooperative also contributes significantly to the livelihoods of seafarers' families and employees.

The company has its own charity program with three divisions: Hopecross, which supports children with cancer, Helpcross, which aids those affected by natural disasters, and Achievecross, which assists students from low-income families.

Stronger

Indeed, Crossworld's foundation can be traced back to a collaboration

between Greek shipowners and Filipino seafarers who both value working as a family.

For nostalgia, collector photos were projected on the big screen, bringing back memories of hard work, camaraderies and celebrations for past two decades.

The traditional Hellenic kiss on both cheeks was followed by tight goodwill hugs.

The Philippine Merchant Marine Academy (PMMA), a primary source of Crossworld officers, demonstrated a cake-cutting ceremony for a grand celebration and a sword routine for nobility and power.

Simos and Capayas, proposed a toast for success after years of tedious efforts on challenges and for the glorious future ahead, adhering to the same philosophy of excellence as 20 years ago.

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Technomar Crew Management Corporation (TCMC), led by Ms. Teresita B. Malagiok, President and General Manager, marked its 21st anniversary in a simple, yet very significant way. A Holy Mass was offered for the safety and well-being of the seafarers and their families. Gift packages and supplies were provided to the orphans at Hospicio De San Jose, as part of the company's community outreach initiative. The celebration concluded with a sumptuous meal at the Manila Hotel.

TCMC Manila is guided by its commitment to serve Filipino seafarers with the quality of service that modern-day heroes deserve in the years ahead.



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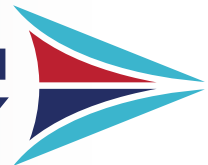


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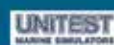
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