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The Brave Journey of Women Seafarers

VOLUME NO. 23, ISSUE NO. 10

October, 2023

TRAINING SHIP RAHAMAN NHAVA

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सत्यमेव जयते

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

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F. No: 25-13011/11/2022-NT-DGS (C. No. 17302) **Date: 31.10.2023**

Subject: Intimation regarding booking of all grades of **Oral Examination** for December, 2023 – reg.

1. Booking window will be opened from 1000hrs /01.11.2023 to 1800hrs /25.11.2023 for fresher and repeater candidates for all grades of oral examinations. The date may change depending on the circumstances. Candidates may, therefore, continue to monitor the DGS website for any change in the date examination.

2. Candidates are requested to be guided by DGS (NT/Exam) Circular No. 13 of 2022 dated 16.06.2022 for booking and appearing in competency examinations of the nautical discipline.

3. All the relevant modular courses need to be completed for the oral examination.

4. Candidates who are serving on a ship (Articles of a ship) are not eligible for applying for an online examination.

5. Candidates need to comply with the requirements of Annex I of the notice dated 10.05.2021 regarding "Instructions to the candidates for attending oral examination of nautical discipline using the online video-conferencing platform.

6. Candidate who are not eligible for appearing in oral examination and those who cannot comply with Annex-I requirements stated in para 5 of this notice, may not book their seat as their fees would be forfeited.

7. The MMDs will display the dates of conduct of the signal visual examination. Candidates may therefore contact the respective MMD for details regarding the conduct of signal visual examinations.

8. This is issued with the approval of the Chief Examiner of Master & Mates.

31/10/2023

(Capt. Ravi Singh Sikarwar)
Nautical Surveyor-cum-DDG (Tech)

9वीं मंज़िल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर गाँव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042
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DIRECTORATE GENERAL OF SHIPPING, MUMBAI

Merchant Shipping Notice No. 13 of 2023

File No. 13-20011/3/2020-ENGG-DGS (C-3205)	Date: 09.11.2023

Subject: Implementation of Amendments to MARPOL Annex IV and Clarifications on the interpretation of MARPOL Annex IV - reg.

Purpose

1. India ratified MARPOL Annex IV on 11 June 2003 and it entered into force on 27 September 2003.
2. Merchant Shipping Rules (Prevention of Pollution by Sewage from Ships) were notified on 7 January 2010.
3. This Notice provides guidance and instructions on the application of Annex IV of the International Convention for the Prevention of Pollution from Ships 1973, to Indian ships.
4. The implementation of MARPOL Annex IV on Indian Flag Ships are as below:
   i. Ships Certified as Per Merchant Shipping Act 1958.
   ii. Ships Registered under Notification for Construction, Survey, Certification and Operation of Indian River Sea Vessels Type 1, 2,3& 4 issued vide DGS Order 18 of 2013: To be surveyed and certified as per the Notification and comply with Paragraph 11.8 of Annex 11 of this Notification.
   iii. Ships Registered under Notification for Construction, Survey, Certification and Operation of Indian Coastal Vessel: To be surveyed and certified as per the Notification and comply with Paragraph 10.9 of Annex 10 of this Notification.

Exceptions

5. Regulation 11 of MARPOL Annex IV does not apply to:
   i. the discharge of sewage from a ship necessary for the purpose of securing the safety of a ship and those on board or saving life at sea; or
   ii. the discharge of sewage resulting from damage to a ship or its equipment if all reasonable precautions have been taken before and after the occurrence of the damage, for the purpose of preventing or minimizing the discharge.
6. Any discharge of sewage under above paragraphs 5.i or 5.ii shall be promptly notified to the Competent Authority in Directorate General of Shipping (psc-dgs@nic.in) and the details recorded in the Official Log Book.

Special Areas

7. Special Areas for the purposes of MARPOL Annex IV are as follows:
   i. the Baltic Sea, as defined in Regulation 1.11.2 of MARPOL Annex I .

Surveys and certification (Regulations 4 to 8)

8. MARPOL Annex IV applies to following types of Indian ships registered under MS Act, 1958:
   i. of 400 gross tonnage and above and not certified under SPS Code; or
   ii. of less than 400 gross tonnage, which are certified to carry more than 15 persons, including private (non-commercial) yachts.
   iii. Above is applicable to all vessels operating in national waters or on international voyages.
9. The ships of 400 GT and above are to be issued with International Sewage Pollution Prevention Certificate subject to satisfactory initial and renewal surveys.
10. Vessels less than 400 GT and carrying less than 15 persons on board and are installed with sewage systems detailed under 13a), 13b) and 13c) are to be issued with Indian Sewage Pollution Prevention certificate subject to satisfactory initial and renewal surveys. RSV and ICV vessels are to be certified as per respective notifications.

Sewage systems (Regulation 9)

11. The propelled ships of 400 GT and of less than 400 GT, which are certified to carry more than 15 persons, including private (non-commercial) yachts except those certified under SPS Code are required to be equipped with one of the following sewage systems:
    - **i.** A sewage treatment plant; or
    - **ii.** A sewage comminuting and disinfecting system; or
    - **iii.** A holding tank of sufficient capacity for the retention of all sewage.
12. Provision of holding tank/s may be considered in lieu of a sewage treatment plant based on consideration that voyages to offshore are made occasionally and subject to the capacity of the holding tanks are adequate taking into account the duration of such voyage and total number of persons carried.
13. Every Vessel of GT less than 400 and are certified to carry less than 15 persons shall be:
    - **a)** Installed with a sewage treatment plant, or
    - **b)** Installed with a sewage comminuting and disinfecting system, or
    - **c)** Installed with a at least, a holding tank of such capacity sufficient for the retention of all the sewage, or
    - **d)** If does not have a sewage handling system installed as stated above in para 14.a), 14 b) and 14 c); the vessel should be:
        - **i.** Using onshore toilet facilities whenever possible, and/or
        - **ii.** Using a portable toilet to be later emptied to a sewerage/septic system on shore, or
        - **iii.** Retain sewage in on-board holding tank for pumping out to shore facilities.

Sewage treatment plants (Regulation 9.1.1)

1. Sewage treatment plants shall be type approved by a Recognised Organisation on behalf of any flag administration or by any flag administration as follows:
    - i. sewage treatment plant installed prior to 01 January 2010 shall comply with resolution MEPC.2(VI); or
    - ii. sewage treatment plant installed on or after 01 January 2010 but prior to 01 January 2016 shall comply with resolution MEPC.159(55); or
    - iii. sewage treatment plant installed on or after 01 January 2016 shall comply with resolution MEPC.227(64)
2. Sewage treatment plants to be type approved by RO on behalf of the administration taking into account DGS Order 06 of 2013.
3. The paragraph 4.2 of MEPC.227 (64) (for sewage treatment plants installed on passenger ships intending to discharge sewage effluent in special areas) does not apply to Special Purpose Ships.

Sewage comminuting and disinfecting systems (Regulation 9.1.2)

4. Regulation 9.1.2 requires sewage comminuting and disinfecting systems to be approved by the Administration; however, there are currently no international standards for comminuting and disinfecting systems.
5. For Indian ships, the standards for sewage comminuting and disinfecting systems are as follows
    - i. Faecal Coliform Standard: Faecal coliform bacteria in the effluent should not exceed 1000/100 cm^3 Most Probable Number (M.P.N.);
    - ii. Chlorine residual level to be no more than 0.5mg/l, (by test) post maceration;
    - iii. Comminuting Standard: A sample of one litre is passed through a US Sieve No. 12 (with openings of 1.68 mm). The weight of the material retained on the screen after it has been dried to a constant weight in an oven at 103°C must not exceed 10% of the total suspended solids and shall not be more than 50mg.
6. Ships fitted with sewage comminuting and disinfecting systems shall also be fitted with a sewage holding tank(s) for the temporary storage of sewage whilst the ship is less than 3 nautical miles from land.

Sewage holding tanks (Regulation 9.1.3)

7. Sewage holding tanks shall have following capacity for the retention of all sewage, having regard to the operation of the ship, the number of persons on board and other relevant factors.

Type of discharge Control	**Liters per Person Per Day**	
	Conventional System	**Vacuum System**
Sewage (black water)	60	25
Sewage (black and grey water)	230	185

8. Capacity of the tank should be at least sufficient to hold the sewage for one day or as per the voyage pattern of the vessel, the maximum number of days operating in areas where the discharge of sewage which is not comminuted or disinfected into the sea is prohibited (minimum 1 day).
9. Sewage holding tanks shall be constructed to the satisfaction of the Recognised Organisation that classes the ship and shall have a means to indicate visually the amount of its contents (e.g. a sight glass).
10. The sewage system should not have fixed connections to ballast water systems.

Discharge of Untreated Sewage

11. Untreated sewage stored in Sewage holding tanks as specified in Regulation 9.13 of MARPOL Annex IV, shall not be discharged instantaneously but at a moderate rate when the ship is en-route and proceeding at not less than 4 knots.
12. The rate of discharge referred to in Regulation 9.1.3 and above shall be approved by flag administration or the Recognised Organisation on behalf of the flag administration, based upon the ship's maximum summer draft and maximum service speed and in compliance with IMO Resolution MEPC.157(55).
13. Where sewage is to be discharged at a different combination of draft and speed, the calculations may be approved for one or more secondary discharge rates.
14. The maximum approved discharge rate shall not be exceeded for the discharge of untreated sewage from:
    i. holding tanks and spaces containing living animals;
    ii. Bypass is not to be considered as regular arrangement and rate of discharge calculations should not be approved for a treatment plant as this may lead to prolonged operation of the faulty STP. Vessels installed with STP should not be using the bypass valve in normal operations (except where allowed by MARPOL Annex IV regulation 3)
    iii. Storage of sewage in ballast tank or any other tank is not allowed. Sewage here is meant as black water.

Discharge of sewage from passenger ships within a special area (Regulation 11B)

15. The special area requirements come into effect as follows per MEPC.275(69):
    a) 1 June 2019 for new passenger ships defined as passenger ships with a building contract placed on or after 1 June 2019 OR delivered after 1 June 2021.
    b) 1 June 2021 for existing passenger ships other than those specified in paragraph c) below; and
    c) 1 June 2023 for existing passenger ships en route directly to or from a port located outside the special area and to or from a port located east of longitude 28˚10' E within the special area that do not make any other port calls within the special area;

Discharge of bio residuals ("sewage sludge")

16. The process of treating raw sewage in approved sewage treatment plants results in liquid effluent that is discharged to sea periodically and bio residuals or "sewage sludge". Sewage sludge is an unavoidable by-product of the treatment process and is produced by all sewage treatment plants.
17. In order to ensure that the treatment plant continues to operate effectively and efficiently, it is usually necessary to dispose of sewage sludge periodically. The sewage sludge to be:
    i. discharged to shore reception facilities, where available; or
    ii. discharged at not less than 12 nautical miles from the nearest land
18. IMO Resolution MEPC.157(55) does not apply to the discharge of sewage sludge.

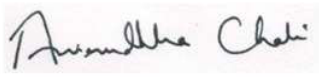
Exceptional storage of treated wastewater, or Grey Water in ballast water tanks

19. For the purposes of this Notice, "treated wastewater" (TWW) is the treated liquid effluent discharged from the sewage treatment plant.
20. Grey water is defined as drainage from dishwater, galley sink, shower, laundry, bath and washbasin drains. Grey water is not considered sewage unless it is mixed with drainage from toilets, urinals, hospitals, and animal spaces, as defined in Regulation 1.3 of MARPOL Annex IV.
21. It is recognised there are exceptional situations where, to comply with coastal State regulations or where there are inadequate reception facilities at ports and terminals, it may become necessary to store TWW or grey water in ballast water tanks.
22. The Directorate may permit the use of ballast tanks as temporary storage of TWW or Grey Water subject to the following conditions:
    i. the ballast tank is temporarily isolated from the ballast system, so that no accidental discharge via the ballast system can take place within restricted waters ;
    ii. for TWW and/or Grey Water, the ballast tank, pipes and pumps are adequately flushed prior to being returned to use for ballast;
    iii. the tank is verified gas free if it is to be entered after having carried TWW and in particular, the atmosphere should be tested for the presence of Hydrogen Sulphide (H2S) gas.
    iv. the temporary treated sewage/grey water holding tank shall not be located in hazardous areas of the ship.
    v. Entries are to be made in the log book regarding the transfer and discharge of such treated sewage and grey water to the ballast tank.
    vi. Port authorities to be informed of the temporary arrangement prior arrival to the port.
    vii. Treated sewage and the grey water being stored in such tank is to be discharged in accordance with the port/coastal state rules and requirements or is to be discharged beyond port limits, while ship is en route and beyond 12 NM from the nearest land.
23. Any ballast water tank, if being used for storage of grey water or treated sewage, could contaminate or damage the Ballast Water Treatment System and result in the discharged ballast water not meeting the discharge standard specified in Regulation D-2 of the BWM Convention (unless the BWTS is certified to meet the D-2 standard when processing such mixtures). Hence it is to be ensured that the treated sewage or the grey water is not being stored in the ballast tank, especially when the ballast water treatment system requires the treatment during the de-ballasting also. However, the grey water and treated sewage can be stored in case the following is complied with:
    i. The tank(s) shall be connected to only one system at any time;
    ii. The system is to be arranged such that grey water or treated sewage cannot contaminate the ballast water treatment system;

iii. The tank(s) shall be empty before change of use;

iv. The tank(s) shall be adequately flushed after containing grey water or treated sewage, prior to being returned to use for ballast.

This is issued with the approval of the Director General of Shipping & Additional Secretary to the Govt. of India.



(Aniruddha Chaki)
E&SS-cum-DDG (Tech.)

To,

1. The Principal Officer/ Mercantile Marine Department, Mumbai/Kolkata/ Chennai/ Kandla/Kochi.
2. The Surveyor-in-charge, Mercantile Marine Department, Goa/Jamnagar/Port Blair /Visakhapatnam /Tuticorin /Noida /Haldia/ Paradip /Mangalore.
3. All Recognised Organizations.
4. Indian National Ship-owners' Association (INSA), Mumbai.
5. CS/NA/Dy.CSS
6. Hindi Cell with request to provide Hindi translation.
7. Computer Cell with request to upload on DGS website

II. IMO NEWS

World Maritime University graduates join global network ready to implement UN SDGs as the maritime leaders of tomorrow.

The latest batch of future maritime leaders have graduated from the World Maritime University (WMU). The 2023 graduation (28 October) saw 283 graduates from 71 countries receive their Masters and Doctorate awards, including a record-breaking ten PhD graduates and 99 female graduates committed to making important inroads in what is still a male-dominated maritime and ocean affairs industry.

The 2023 graduation ceremony brought the total number of WMU graduates to 6,090 from 171 countries and territories. Awards given to graduating students included the prestigious Honorary Fellow Awards, Outstanding Alumni Awards, Chancellor's Medal for Academic Excellence and the C.P. Srivastava Award for International Fellowship, among others. Professor Myron Nordquist, long-standing supporter of the WMU and renowned international law scholar in maritime law, the law of the sea and ocean policy with a career spanning over 50 years, was awarded a Doctor of Science honoris causa.

As a WMU graduate himself, WMU President Professor Maximo Q. Mejia, Jr. delivered welcome remarks and reflected on the power of the WMU experience and global network. Addressing the graduates he said, "You have certainly acquired information that you did not possess before you enrolled here. Perhaps more importantly for your future in the international maritime world, you have acquired a real and strong network on which you can rely for decades to come."

In his graduation address, IMO Secretary-General Mr Kitack Lim, the first WMU graduate to serve as IMO Secretary-General and WMU Chancellor, thanked the City of Malmö and the Government of Sweden for their continued generosity and support in hosting the University, and highlighted the key role that the graduates will play in addressing the most critical issues currently facing the global maritime community such as decarbonization, digitalization and supporting the welfare of seafarers in their future careers in line with the UN Sustainable Development Goals. He spoke about the power of the global WMU network they were joining as the maritime leaders of tomorrow at the forefront of ensuring sustainable maritime and ocean governance via the development of a safer and cleaner shipping industry. He said, "Collectively, WMU graduates form a formidable international network, a force for good in the world. Your influence as global citizens, educated in a unique environment, will extend far beyond what you can envision today."

Other speakers included Ms Carina Nilsson, Mayor and Chairperson of the Malmö City Council and Mr Donghyeog Seo, President of the Student Council for the Class of 2023.

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Seafarers' views sought on safety management Code.

Seafarers are invited to take part in an online questionnaire as part of a comprehensive study to assess the effectiveness of the International Safety Management Code (ISM Code) and how well it is implemented. Seafarers have a key role in implementing safety and environmental protection policies, in particular the safety management system (SMS) on board ships at sea. Through the questionnaire, their feedback will be instrumental to understanding how effectively the ISM Code is being implemented and will inform future work on relevant instruments. The ISM Code provides an international standard for the safe management and operation of ships and for pollution prevention. It requires shipping companies to carefully consider their management structure, and the responsibilities and authorities of those involved in the operation of their ships from the perspectives of safety and environmental protection.

The Code was introduced following several serious incidents where human error and management failings were found to be contributing factors. One example is the capsizing in 1987 of the ferry, **Herald of Free Enterprise**, just outside the port of Zeebruge in Belgium in which 193 people died. That year, the IMO Assembly adopted resolution A.596(15), which called upon the Maritime Safety Committee to develop guidelines concerning shipboard and shore-based management to ensure the safe operation of ro-ro passenger ships. The ISM Code became mandatory in 1998.

Thirty years on, the IMO Secretariat has commissioned the Study on the Effective Implementation of the ISM Code to provide objective evidence and conclusions along with proposed measures on modernizing provisions under the ISM Code to improve on-board safety and environmental protection policies. As well as asking basic questions on age, gender and length of service of the seaborne workforce, the survey aims to assess seafarers' level of involvement in on-board safety-related decision-making and determine their views on the effectiveness of the ISM Code. There are also questions on levels of satisfaction with working and living conditions and on how companies deal with seafarers' fatigue, stress and mental ill health.

Those who wish to take part can do so until 30 September.

Participation is anonymous, and responses will be treated as confidential. It should take around 15 minutes to complete. Findings from the Study will be reported to the Maritime Safety Committee when it meets for its 108th session, 15-24 May 2024.

III. ILO NEWS

ITF Secures Pay Increase for 250,000 Seafarers

The International Transport Workers' Federation (ITF) and a consortium of maritime employers have reached a new four-year labor contract covering 250,000 seafarers and 10,000 ships around the world. ITF reports that it has secured a framework agreement with a wage increase of four percent for 2024. Seafarers will receive another two percent raise beginning in 2025, and wages will be negotiated again that year for 2026-27.

The global average inflation rate is running at about seven percent this year, according to the IMF, rising to an average of nine percent in the developing world. In the Philippines, the world's top seafarer-supplying nation, inflation is currently about five percent and rising.

"The pay deal locked into this agreement provides concrete financial recognition for the critical contribution that seafarers make to the global economy and also recognises the sacrifice that seafarers have carried over the past few years and throughout the pandemic," said ITF President Paddy Crumlin.

ITF did not provide the dollar amount for the wage agreement, but the base amount recommended by the last union/employer joint working group meeting was in the range of $670 per month ($22 per day) for an able seafarer.

In addition to the wage increase, the agreement also incorporates a joint commitment to ensure a safe workplace at sea, free of violence, discrimination and harassment. The employers' negotiators also agreed to remind their shipowning members to respect national cabotage laws and to work on expanding free internet access for crewmembers.

Both sides agreed to set up a new committee to monitor areas of concern for seafarers, including the effects of new technology and green fuels; a just transition to a climate-friendly future; and a range of longstanding issues, like hours of work and rest, fatigue, crewing levels, and duration of service on board.

"The biggest challenges we all face is the just transition and the move to alternative fuels**.** How the industry recruits and motivates our seafarers and ensures they have the skills for the future, this is firmly on our forward-looking agenda," said ITF General Secretary Stephen Cotton.

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Synergy Group Rolls Out New Personal Protective Equipment to Its Female Seafarers

Synergy Group is rolling out new tailor-made Personal Protective Equipment (PPE) to its growing number of female seafarers. Synergy Group, one of the world's leading ship managers with a diverse fleet of over 540 vessels, is rolling out new tailor-made Personal Protective Equipment (PPE) to its growing number of female seafarers.

Synergy, which employs over 20,000 seafarers, commissioned Hercules Safety to manufacture the new gear to the highest specifications.

The PPE was designed by textile engineers in conjunction with female seafarers and maritime safety experts to ensure the final cut maximised comfort and versatility for crew deployed in a maritime work environment where the highest standards of protection are required.

The material consists of 100% soft and durable cotton, with seams reinforced in high stress areas to ensure both safety and comfort over extended periods of time. The PPE is also highly visible with 3M reflective strips designed to maximise visibility in all maritime working environments.

The new Hercules Safety PPE is currently being distributed to all female crew as port rotations allow. The roll-out takes in on over 60 Synergy-managed vessels worldwide on which female seafarers are currently deployed.

Captain Radhika Menon, winner of the 2016 IMO award for exceptional bravery at sea and a mentor to Synergy's young female seafarers, said: "These new coveralls are a great fit and super-functional: breathable, weatherproof, lightweight and comfortable. The fabric is suitable and protective for the bridge and for the engine room where it gets hot. It's also resilient, just like our seafarers; a quality we are happy to celebrate as International Women's Day draws near. This new PPE enhances safety which is always Synergy's priority."

Chief Officer Reshma Murkar said the commission of the new PPE sent a positive message about equality to the maritime community. “To be 100% work fit, we need the best fit, and that is what we have now,” she added. “These new PPE designs represent a clear commitment to supporting the role of women in shipping and illustrate why Synergy is making so much progress in its efforts to attract more women to our marvellous industry.”

Third Officer Noopur Mohire said that many seafarer products were designed with only men in mind, rendering them ill-fitting for women. “Synergy prioritises crew safety and this new PPE clearly offers that,” she added. “But it’s also very comfortable to wear and I’m glad female seafarers were consulted during the design process by Hercules Safety. I’ve got plenty of pockets to carry my tools, but not too many that they are a hazard. I can move around easily, and I’ve got protection when I’m on deck conducting duties.”

Synergy’s progressive policies on diversity, inclusivity and equality have enabled women employed by Synergy, as well as the company itself, to grow and prosper. Synergy’s commitment to encouraging women to become seafarers now includes its own Chakra Scholarship which enables 14-15 years old students to begin training to join the maritime industry.

Synergy’s CSR team is also active at major maritime outreach events in India, with Chennai-based SEVALAYA and a municipal school run by Muktangan in Mumbai amongst its NGO partners. Captain HS Swaminathan, COO Crew Management of Synergy Group, commented: “We’ve been expanding the number of women in the Synergy ranks at sea and ashore for many years as part of our diversity, equality and inclusivity programmes. We want them to feel at home and safe in their place of work. Making sure they have comfortable PPE designed to the highest safety and functional standards is, of course, a foundational, but critical, part of that process.”

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Shipping Conglomerate Maersk Announces 10,000 Job Cuts Over Decline in Demand

A.P. Moller-Maersk has announced significant steps to address its challenges. The company’s shares have dropped 18% after it announced plans to cut at least 10,000 jobs following a sharp decline in its third-quarter profit and revenue.

Overcapacity problems, growing expenses, and declining prices confront Maersk, a significant participant in the global container trade. According to CEO Vincent Clerc, it is more severe than expected. It heralds a “new normal” of muted macroeconomic conditions, soft volume demands, historical price levels, rising energy costs, and geopolitical anxiety.

In order to satisfy the robust post-pandemic demand and take advantage of record freight rates, the shipping industry made significant investments in brand-new container ships.

The situation has been made worse by an influx of new vessels that show no signs of stopping or being scrapped, which raises questions about the case in 2024.

The retail and lifestyle industry, particularly in North America, and difficulties in the automotive and technology sectors were the leading causes of the third-quarter revenue decline.

Maersk anticipates a 2% decline in global container volumes this year due to destocking by businesses after the initial spike in demand following the pandemic and weak consumer demand. With 110,000 workers as of January, Maersk is aggressively cutting back on staff to less than 100,000, which should save the company $600 million in savings by the end of the year and even more after that. The company continues to project revenue and operating profit for the entire year, but it expects both to come in below the lower end of the range.

The operating profit for the third quarter of the previous year decreased from $10.9 billion to $1.9 billion due to a 47% decrease in revenues to $12.1 billion.

The issues facing Maersk - which include declining demand, price adjustments, and inflationary pressures on the cost base - reflect broader shifts in the shipping industry and the status of the economy as a whole. The company’s drastic measures demonstrate how important it is to adapt to this shifting environment and maintain sustainability in a world of rapidly expanding international trade.

IV. SHIPPING NEWS

Maritime association seeks internet facility for seafarers on voyage

The Maritime Association of Shipowners, Shipmanagers and Agents (MASSA) has asked the global shipping community to give importance to the mental well-being of over 2.5 lakh Indian seafarers during the voyage and provide them free internet connectivity aboard the cargo ships.
The association made this request on the occasion of World Maritime Day.
Celebrated on September 28 every year, the day serves as a global platform for recognising and appreciate the pivotal role played by seafarers. Lack of contact with outside world leads to profound implications for seafarers' well-being, and suicidal thoughts amongst seafarers is a cause of concern for the ship owners and ship managers across the globe, said MASSA CEO Capt Shiv Halbe.
Internet connectivity aboard cargo ships will help seafarers to remain in contact with their families and friends, and thus, mitigate the isolation factor. Ship-managers and ship owners across the globe must equip suitable cargo ships with internet connectivity in the interest of Indian seafarers' mental well-being, he said. Former MASSA Chairman and a high-ranking executive of Anglo-Eastern Shipping Group, Capt Vinay Singh said, "We celebrated the installation of 'Starlink' broadband satellite internet on our 100th cargo ship. It is a huge boon for the Indian seafaring community as we currently employ over 21,000 seafarers on contractual terms."

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Shipping workers deserve fair treatment

For an industry as critical to the global economy as international shipping, there is surprisingly little known about some of its inner workings – particularly those pertaining to the conditions experienced by seafarers, many of whom spend long months working far from home and often in something of a regulatory grey area. Apart from industry insiders, many people – isolated from shipping's day-to-day operations – assume that it functions smoothly in a properly regulated framework. However, a new report from the Mission to Seafarers charity highlighted by The National this week shows that when it comes to the issue of working conditions, things are far from rosy, something that is leading to concerns about recruitment and retention of staff.
Given that, according to the International Chamber of Shipping, the world's 50,000 merchant ships are manned by nearly two million seafarers, such concerns about pay, work and conditions are significant and need to be taken seriously.
Aside from the sheer numbers of workers concerned, global shipping is an enormous, interconnected and valuable industry. Worth an estimated $14 trillion in 2019, the industry transports nearly 2 billion tonnes of crude oil, 350 million tonnes of grain and a billion tonnes of iron ore each year, delivery volumes that cannot be matched effectively by road, rail or air. Overall, shipping facilitates more than 80 per cent of global trade.
But shipping has weaknesses that were exposed by the Covid-19 pandemic when port restrictions led to dozens of crews being left stranded for months…A framework outlined by the Ministry of Energy and Infrastructure includes fines for owners of abandoned vessels, with an additional penalty for each seafarer left on board.
Chirag Bahri, international operations manager at the International Seafarers' Welfare and Assistance Network, warned that despite some changes in the industry globally, many seafarers were still having contractual issues "especially with shore leave, [and not enough] food and water on board". If such deficiencies are not addressed, it will become harder for the industry to find new seafarers and keep the ones it already has. International Chamber of Shipping reports already say there is an "overall shortage in the supply of officers".
Shipping already faces several challenges, such as increasing environmental regulation, digital innovations that are threatening traditional business models, and competition from air and freight. Adding a recruitment crisis due to sub-standard working conditions to that list is far from desirable. Far-sighted companies will invest in training and welfare, and offer appropriate packages to retain staff. Those who fixate on the bottom line will lose out.

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2 cargo ships have collided off the coast of Germany. At least 1 sailor is dead and 4 are missing

Two cargo ships collided in the North Sea off the coast of Germany on Tuesday and one of them sank, German authorities said. At least one sailor died and rescuers were trying to find another four.

The vessels collided shortly before 5 a.m. about 22 kilometers (14 miles) southwest of the island of Helgoland, Germany's Central Command for Maritime Emergencies said. The site of the collision was about 31 kilometers (19 miles) northeast of Langeoog island, which is just off the German mainland.

The British-flagged Verity, which had seven people on board and was en route from Bremen, Germany, to the English port of Immingham, sank shortly after the collision. A signal from the ship was lost at about 5:20 a.m., suggesting that it had already gone down, and wreckage was found.

Two sailors were rescued and taken to a hospital, where they weren't in a life-threatening condition. The body of one man was recovered, while four other people were still missing.

"We are now doing everything humanly possible to rescue more people alive," the head of the emergency command, Robby Renner, said at a news conference in Cuxhaven.

The water temperature at the time of the collision was about 12 C (54 F), which experience shows that people can survive for about 20 hours, said Michael Ippich of the German Maritime Search and Rescue Service.

Several rescue ships and aircraft taking part in the search hadn't located the missing crew members by late afternoon. Rescuers considered the possibility that they were still inside the Verity and sent divers down to the wreck at a depth of about 30 meters (around 100 meters) to check whether there were any signs of life.

But the divers were unable to find anything, and increasingly strong currents meant that they couldn't immediately try again. Visibility at the site was low and any dives could only be made in a short window between tides.

The Verity was 91 meters (299 feet) long and 14 meters (46 feet) wide. It was carrying steel coils, according to Renner.

The other, bigger ship - the Bahamas-flagged Polesie - remained afloat and had 22 people on board. None of them was believed to be injured. The vessel was heading from Hamburg to A Coruña, Spain. The Polesie is 190 meters (623 feet) long and 29 meters (95 feet) wide.

There was no immediate word on the cause of the collision.

Vessels supporting the rescue effort included a cruise ship, the Iona, that was en-route from Hamburg to Rotterdam and had doctors on board.

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Earth Is Warming Faster Than Expected Due to Decrease in Ship Pollution, Claims Latest Study

The last five months have set new global temperature records, surprising scientists. Many people are wondering why. A new study by famous US climate researcher James Hansen, released through Oxford Open Climate Change, argues that one of the key factors has been an unintended global geoengineering trial: the elimination of ship tracks.

Commercial ships release sulfur-containing exhaust as they go across the ocean. This can aid in creating marine clouds by emitting heat back into space via aerosols, commonly known as ship tracks. However, to reduce the dangerous aerosol pollution emitted by these vessels, the International Maritime Organization, known as the IMO, set tight rules on shipping in 2020, lowering the sulfur level in gasoline from 3.5% to 0.5%.

Because of decreased marine clouds, more heat has been absorbed into the seas, hastening an energy imbalance in which more heat is stored than released.

Hansen told reporters on Thursday that the Earth's imbalance in energy is far worse than it was a decade ago. He added that the disparity has now doubled. As a result, global warming would accelerate.

According to Hansen, the IMO rules, which were intended to decrease aerosol pollution, are going to have a long-term warming impact on the climate, pushing global temperatures about 1.5 degrees Celsius above the pre-industrial levels and possibly as much as 2 degrees Celsius - the threshold governments agreed to strive to remain within under the Paris Accord - even faster.

The 1.5-degree threshold is known to be deader than that of a doornail, said Hansen, whose congressional testimony on the issue of climate change in 1988 helped raise awareness of global warming. And the two-degree barrier can be saved only with purposeful actions.

Before the sulfur decrease in ships, the only way to calculate the consequences was through modeling, according to Leon Simons, a climate researcher and co-author of the latest paper.

However, not everyone agrees. [Hansen] and his co-authors are out of the mainstream regarding their newly released paper in Oxford Open Climate Change, stated US climatologist Michael Mann in a blog post about the paper's findings.

He added that the researcher does not address the most significant scientific data, such as NASA satellite data, Simons said.

Michael Diamond, an assistant professor in the Department of Earth, ocean, and Atmospheric Science at Florida State University who was not involved in the study, agreed that the IMO rules are going to have a long-term adverse effect on Earth's climate, as will additional reductions in air pollution, such as the big air quality enhancements we've seen over China since 2013.

Diamond agreed in an e-mail to CBC News that aerosol cooling has obscured around one-third of the warming caused by greenhouse gasses.

However, it's vital to point out that we aren't doomed to experience every bit of that 'masked' warming. At the same time, we clean up air pollution if we additionally decrease levels of shorter-lived greenhouse emissions like methane simultaneously.

A global rising price for greenhouse gas emissions, including carbon taxes.

Cooperation among Eastern and Western nations in a way which accommodates the developing world's needs.

Efforts to reduce the planet's radiation imbalance may include geoengineering.

Solar radiation control initiatives could involve blowing salty droplets from sailboats into the atmosphere, which would reflect the radiation from the sun back into space, causing cooling.

However, the authors cautioned that more research must be conducted to guarantee no unforeseen repercussions.

*****

Bulk Carrier Master Injured in Robbery On the Way to Singapore

A bulk carrier was travelling to Singapore on October 27 when there was an attempt to rob it early that morning in the Malacca Strait, just outside Singaporean territorial waters.

The third engineer was taken hostage and tied up by armed individuals who had boarded the ship. The robbers fled with stolen spare parts after the duty oiler sounded the alarm. The crew information and ship's name had not been disclosed. After being transported ashore for medical attention, the wounded shipmaster is said to be in stable condition.

The incident was reported to the Maritime Rescue Coordination Centre (MRCC) at 4:30 a.m. local time on the same day, according to a report from the Maritime & Port Authority of Singapore (MPA).

The Police Coast Guard ordered the ship to anchor off the western coast of Singapore so they could conduct a search, but nothing was reported missing.

The event draws attention to ongoing security issues in the area.

Shipmasters were previously warned by the Information Fusion Centre (IFC), a regional maritime security centre, to keep an eye out for wooden boats in the Singapore Strait that could be used by pirates or sea robbers. Typically, these boats have narrow, open decks and hulls with flat bottoms.

At the beginning of 2023, there were 37 incidents reported in the Singapore Strait, up from 20 in 2021 and 27 the year before, according to the IFC's mid-year report.

These incidents are caused by a number of factors, such as a sluggish recovery of the regional economy, low fishing yields that negatively impact fishermen's livelihoods, and higher financial obligations during holiday seasons.

The IFC claims that the Phillip Channel was the scene of the majority of incidents.

*****

NYK Captain Receives IMO Commendation for Rescuing 303 People

Capt. Anil Choudhary, a longtime leader of NYK-operated vessels, received a certificate of commendation from the International Maritime Organization (IMO) Council on October 19 for rescuing 303 people in distress in November 2022.

The award ceremony was held in Mumbai, India, during Global Maritime India Summit 2023, hosted by India's Ministry of Ports, Shipping and Waterways. Dharmendra Pradhan, India's minister of education and minister of skill development & entrepreneurship, presented the certificate of commendation to Capt. Choudhary on behalf of the IMO Council and praised the outstanding response and determination of the captain and crew.

*****

100 cruise passengers injured as storm brings European trip to an abrupt stop

Around a 100 of the 1000 passengers aboard Saga Cruises' Spirit of Discovery were injured when the ship was caught in the midst of a fierce storm in the Bay of Biscay, off the west coast of France and north coast of Spain, CNN reported. The ship was on its final leg of a 14-day European trip known as the "Canary Island Quintet," promising a winter sun experience on the sun-soaked Canary Islands.

The incident occurred on November 2, as the vessel was en-route to Gran Canaria. Storms approached, prompting officers to cancel the planned stop and head straight for La Coruña in Spain, aiming to evade the bad weather. However, the port closed as the ship was on its way, leaving the crew with the challenging decision to proceed to Portsmouth, a journey of over 600 nautical miles and at least two days' travel, in an attempt to stay ahead of the storm.

Saga Cruises' CEO, Nigel Blanks, in a statement shared with CNN said, "We operate to the highest health and safety protocols and every decision was made based on advice from the ship's Master and forecasts from our dedicated marine meteorologists. We did everything we could at all times to keep our guests as safe as possible and to support them through the storm, including expert medical attention for those injured."

As the ship faced the brunt of the storm in the Bay of Biscay, the propulsion safety system was activated, causing the ship to lurch and come to an abrupt stop, resulting in injuries to around 10% of the passengers on board, with five reported as seriously injured.

Passengers took to social media to share their terrifying experiences, with some saying they feared for their lives.

Despite the challenging conditions, Saga Cruises assured that the ship remained safe at all times. A spokesperson for the company stated, "Spirit of Discovery was sadly caught in the challenging weather conditions this weekend, as she started her return to the UK. The ship remained safe at all times, but due to the impact of the storm some guests sustained injuries. All were treated immediately by on-board medical staff. While the weather is clearly beyond our control, we want to offer our sincere apologies to all those affected who are now safely back, having sailed home in calmer seas."

All passengers have disembarked, and the ship, after undergoing necessary checks, has resumed its regular schedule, departing from Portsmouth for Lisbon.

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V. CATERING & HOSPITALITY

Titanic's First Class Dinner-Menu Up for Auction at Henry Aldridge & Son Ltd in Wiltshire

Hundreds of objects from the RMS Titanic will soon be up for auction almost 111 years after the vessel sank.
A first-class menu for dinner, believed to be the only one that's existed since 11 April 1912, is likely to be sold for about £50,000 to £70,000.
The Auctioneer Andrew Aldridge has described it as one of the remarkable survivors of the crash. Over 1,500 individuals lost their lives when the Titanic struck the iceberg on 14 April 1912 and eventually sank on the next day.
The menu lists dishes, including tornados of beef, oysters, spring lamb, and mallard duck, and also shows hints of water immersion, having been erased partially.
Other items comprise a deck blanket estimated to sell for approximately £70,000 to £100,000.
The White Star Line blanket is believed to have sailed with a Titanic survivor on board the rescue vessel RMS Carpathia to New York.
Also listed for auction is one pocket watch that was retrieved from the body of second-class guest Sinai Kantor after he had been pulled from the water during a seven-day recovery mission.
He boarded the vessel for approximately £26 in Southampton with Miriam, his wife, who had managed to survive the disaster by boarding one lifeboat.
It has also reportedly been estimated by the auctioneers to possess a value of about £50,000 to £80,000.
Yet another item for sale is one faded broadside poster that advertises third-class tariffs for the Titanic's ill-fated voyage.
The White Star Line destroyed as many of the posters as they could after the vessel's sinking, and it is also believed that just a mere handful exist today.
The auction is reportedly scheduled for 11 November at the Henry Aldridge & Son Ltd in Devizes in Wiltshire.

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China drastically cuts seafood imports from Japan in wake of Fukushima water release

Chinese seafood imports from Japan have plummeted following Beijing's ban on marine products from its neighbour in response to the discharge of wastewater from the Fukushima Daiichi nuclear power plant.
Imports fell by 67% in August from the same month a year earlier, to about ¥3bn ($20.2m), the public broadcaster NHK said, citing data from Chinese customs.
The decision by Beijing and Hong Kong to suspend all imports of Japanese marine products in late August has sparked a diplomatic row and a rise in anti-Japanese sentiment in China, with Japanese businesses and diplomatic offices receiving a huge volume of abusive calls.
China, Japan's biggest market for seafood, has condemned the discharge, with the customs agency saying it risks the "radioactive contamination of food safety". China's foreign ministry said it was an "extremely selfish and irresponsible act".
The ban is already having an impact on businesses in Japan, where there are reports of scallops and other seafood piling up in freezers at processing plants in the northernmost main island of Hokkaido, where 64% of seafood exports went to China.

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VI. ARTICLE INDEXING

Too much of a female seafarer's life is out of sight

By the Revd Paul Trathen

Seafarers work and live on board their ships, many miles away from land, regular networks and 'sightlines', which most of us take for granted, and hidden between aluminium and steel walls.
At our best, we human beings 'see one another', but for seafarers, it can be trickier than that. For female seafarers, in some ways it is trickier still.
Women make up less than 2% of the global workforce at sea. More visible, one might suppose, as they stand out from the men. But that is not the case. Rather, all too often they live a hidden life, with few or no peers to 'see' what is really going on. And when they suffer abuse, that abuse can go unseen.
The Mission to Seafarers is committed to 'seeing those at sea', and we see the abuse experienced by female seafarers, we speak with and for those experiencing these hidden horrors, and we call time on it.
The Mission recently published an important report: '*Beyond the 2% – Women Seafarers and their Lives as Sea: Reflecting on Our Call to Care' (2022)*. We also welcome a report commissioned by The Seafarers' Charity, and conducted by researchers from the Seafarers International Research Centre, at Cardiff University: *'The port-based welfare needs of women seafarers' (2023)*.
Sexual harassment and intimidation sit alongside the common stresses of the seafaring life for many women on ships, where they are made to feel unwelcome by some shipboard colleagues or are actively antagonised or targeted with hostility by others.
These add to the stresses of loneliness, and the imbalance of physical and mental health, common to many who work and live at sea.

Responding to the call

As a result of the findings of our study, The Mission to Seafarers has commit- ted new resources and a new focus to our caring work. In 2024, the Mission will be appointing and equipping three specialist female chaplains to be placed in ports around the world, to be on the frontline to see and care for female seafarers. They will be placed in ports where significant numbers of cruise ships dock, as the numbers of women working in that sector are typically higher than the across-the-board 2% so they will have time and space to regularly see, hear and keep in touch with many women in their moments of respite from sailing.
Trained in counselling and psychology, they will empower women to challenge and confront abuse where it happens.
They will also be strong advocates for women seafarers, challenging abusive cultures and practices on board ships that need to change. They will pioneer and make use of digital chaplaincy, keeping in supportive touch with women as they travel across the oceans.
Further, these specialist chaplains will be a resource to other chaplains and ship visitors in their region of the world, enabling other chaplains and ship visitors to both learn from, and draw upon, that expertise.
The Mission will also work with others in the maritime welfare world to produce new resources – printed, taught and online – to help female seafarers experiencing abuse and other difficulties. These resources will be both for them, and for those seeking to care and advocate for them, signposting support and information in different port locations, as well as at sea.
And, at our Mission to Seafarers Centres throughout the world, we will be thinking about how to make our welcome and places of peace more focussed on the particular needs of women.

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VII. HEALTH ZONE

Proper attitude at sea is vital for a diverse shipboard team

Creating a positive and inclusive work environment is crucial for the overall well-being and productivity of the entire team onboard. By fostering respect, open communication, and equal opportunities, male seafarers can contribute to a supportive atmosphere that boosts morale and enhances the overall performance of their women colleagues.

Seafaring profession is largely male- dominated. Women onboard passenger and cruise ships were primarily observed working in the hotel industry or travelling as the wives of senior officers until about 20 years ago. In the past, IMO had stressed that women are an 'under-utilized and underdeveloped resource which could provide part of the solution to the problem of crewing the future world merchant fleets'. A diversity approach to the workforce is founded on the premise that harnessing differences can create a productive environment in which everyone feels that they are valued and their talents and skills are being used optimally, and that this contributes to meeting the organization's goals.

Few years ago, the Anglo- Eastern Ship Management joined forces with ISWAN, ICS and WISTA to compile a comprehensive booklet that addresses key priorities towards building and maintaining a diverse shipboard team.

Among others, the booklet emphasizes on demonstrating proper attitude. In particular, the attitude and behavior of male seafarers can have a significant impact on the morale of their women colleagues. When male seafarers exhibit respect and inclusivity towards their women colleagues, it fosters a positive work environment and encourages greater participation and contribution from the entire team. Conversely, if male seafarers display discriminatory or dismissive behavior, it can lead to decreased morale, reduced productivity, and even hinder career growth opportunities for women in the maritime industry.

Male vs female seafarers: Key considerations for life onboard

#1 Cabins

It is important to adhere to a proper protocol respecting individual privacy. As such, cabins should have a means of securing from inside for security when sleeping. A tag 'Do not Disturb' could be used. This would ensure that seafarers, regardless of gender, have a safe and comfortable space to rest and maintain their privacy. Additionally, implementing a clear policy on respecting personal boundaries and privacy can help create a more inclusive and respectful environment for all crew members onboard the ship.

#2 Sanitary Bins

Make provisions for disposing of sanitary towels. To dispose of sanitary goods, special containers must be provided. A private and hygienic disposal method on board all vessels could greatly help to alleviate the unnecessary anxiety and humiliation felt by many women seafarers during menstruation

#3 Shoes, Boiler Suits, Raincoats and Parkas

Sizes for women should be made available for boiler suits, lifejackets, shoes, gloves, raincoats, parkas – as loose fitting clothing / safety gear pose a danger to the seafarer. Providing sizes for women in proper fitting clothing and safety gear is crucial to ensure their safety and prevent any potential hazards. It is important to recognize that ill-fitting gear can restrict movement and hinder a seafarer's ability to perform their duties effectively. Therefore, offering a range of sizes that accommodate different body types will promote equal opportunities and enhance the overall well-being of female seafarers.

#4 Safety Harness

Harnesses are generally designed around the needs of men. The gender of persons working at a height where there is a requirement for wearing fall protection device is predominantly male. For example, where the harness design incorporates shoulder strap, waist belt and log loops that fasten around the thighs, the design has to allow for physical differences for both the sexes. In that regard, harness should be of a size that fits comfortably on women taking into account dimensional and physical differences.

#5 Heavy work and Physical capability

Focus on manual handling training is critical. Men and women need to work together in team during heavy work. Special equipment may be necessary and assistance beneficial. This can help to

ensure that tasks are completed efficiently and safely, reducing the risk of accidents or injuries. Additionally, providing training and education on proper lifting techniques and teamwork can further enhance collaboration between male and female seafarers, fostering a positive work environment. Furthermore, implementing regular safety inspections and equipment maintenance protocols can also contribute to a safer work environment. By regularly checking and maintaining the condition of lifting equipment, potential hazards can be identified and addressed promptly, minimizing the chances of accidents or injuries. Additionally, fostering a culture of mutual respect and equal opportunities for both male and female seafarers can create a supportive atmosphere where everyone feels valued and motivated to work together effectively.

#6 Illness / Injury/ Medical Treatment

Feminine hygiene products should be kept on board in bonded stores. Women should be able to access medical supplies when needed without having to consult a male colleague (e.g. menstrual medicines – pain killers). Overall, medical supplies should cover the needs of the entire crew and everyone should have access to medical care. In a recent interview to SAFETY4SEA, Ronald Spithout, Managing Director of VIKAND OneHealth, highlighted that access to medical care is both feasible and affordable for all seafarers.

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India calls for release of three seafarers who escaped sinking tanker

Three Indian seafarers have been prevented from leaving an Indonesian island for eight months after they were forced to abandon their leaking ship when it ran aground.

Chief officer Siyaab Salam told TradeWinds that he had not seen his family for more than 14 months after his passport was taken. Salam said he and two colleagues remain in a hotel on the island of Nias and have not been paid for the last four months. Salam, the ship's master and its chief engineer, have been questioned by Indonesian authorities, and no criminal charges have been laid against them after they abandoned the Gabon-flagged, 5,000-dwt bitumen tanker Aashi (built 2008) in February. The ship was steaming from the Oman port of Shinas to Padang, Indonesia, when it started listing and anchored for repairs off the coast of Nias.

The master ordered the crew to take to the lifeboats after the situation worsened in bad weather and rescue boats could not reach the ship, according to Salam. The other 17 Indian members of the crew have been allowed to return home, but the senior trio have been told to remain behind in Indonesia to assist with the inquiry. Salam said they have been given no indication of when they might return home and why they continue to be held. Indonesian investigators said in June that they had finished speaking with the three men and recommended they be flown to Jakarta, according to documents supplied by Salam to TradeWinds. Indian embassy officials said they would arrange their repatriation from Jakarta, but the men remain in limbo.

A note by India's embassy in Jakarta said that Indonesian officials told diplomats that the three men were innocent and "have nothing to do with the accident", according to one document.

The case led to a demand to the Indonesian government earlier this month from India's director general of shipping, Shyam Jagannathan, for the men's immediate release.

He said it appeared that the investigation into the incident had been completed.

"Despite this, it is concerning that the seafarers have not been released, even though no formal charges have been raised against them," he said in a letter to his Indonesian counterpart.

The seafarers are entitled to the "right to a fair trial without undue delay, the right to private and family life, and the right to freedom of movement," it said.

"Considering the above, it is respectfully urged for the immediate release of the three Indian seafarers."

Salam said he feared the saga would continue until the wreck of the Aashi is recovered and all costs settled by the vessel's insurer, which has pledged to settle any payment.

While a second attempt at salvage has been scheduled for next month, there are no guarantees that the operation will go ahead, said Salam, a married man with a young child now aged 20 months.

"We're under great mental stress," he said. "Somehow, nothing is happening."

The Aashi is managed by United Arab Emirates-based Al Phoenix Ship management and owned by Liberian company Aashi Shipping Inc. The company is owned by a Turkish national, according to Indian government documents.

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VIII. NEW ARRIVAL

1. Navigating the Seas on Maritime Engineering
2. IMDG CODE Vol. 1, 2020 Edition
3. HSBA Handbook on ship finance
4. Maritime Law by Lloyd's Shipping e-book donated by Capt. (Dr.) A. Apandkar
5. Modern Maritime Law (Managing Risks and liabilities) e-book donated by Capt. (Dr.) A. Apandkar
6. The toddler healthy eating planner donated by Capt. (Dr.) A. Apandkar
7. The beauty diet donated by Capt. (Dr.) A. Apandkar
8. Business and law for the shipmaster donated by Capt. (Dr.) A. Apandkar
9. The yellow chilli cookbook donated by Capt. (Dr.) A. Apandkar
10. Testy eating for healthy living, vol. 1 donated by Capt. (Dr.) A. Apandkar
11. Testy eating for healthy living, vol. 2 donated by Capt. (Dr.) A. Apandkar
12. Testy eating for healthy living, vol. 3 donated by Capt. (Dr.) A. Apandkar
13. Testy eating for healthy living, vol. 4 donated by Capt. (Dr.) A. Apandkar
14. Testy eating for healthy living, vol. 5 donated by Capt. (Dr.) A. Apandkar
15. The heart of the matter donated by Capt. (Dr.) A. Apandkar
16. Practical project for your PC donated by Capt. (Dr.) A. Apandkar
17. What to expect (before you are expecting) donated by Capt. (Dr.) A. Apandkar
18. What to Expect (When you are expecting) donated by Capt. (Dr.) A. Apandkar
19. Practical parenting donated by Capt. (Dr.) A. Apandkar
20. Garbhasanskar in pregnancy donated by Capt. (Dr.) A. Apandkar
21. Shipbuilding Technology donated by Mr. V.A. Kamath
22. Reed's Instrument & control system donated by Mr. V.A. Kamath
23. Reed's Advanced electro technology for engineer donated by Mr. V.A. Kamath
24. Reed's steam engineering knowledge for marine engineers donated by Mr. V.A. Kamath
25. Elements of heat transfer donated by Mr. V.A. Kamath
26. Reed's motor engineering knowledge for marine engineers donated by Mr. V.A. Kamath
27. Marine Internal combustion engines donated by Mr. V.A. Kamath
28. Reed's Advanced electro technology for marine engineer donated by Mr. V.A. Kamath
29. Reed's basic electro technology for engineers donated by Mr. V.A. Kamath
30. Marine Auxiliary Machinery and systems donated by Mr. V.A. Kamath
31. Technology of ship repairing donated by Mr. V.A. Kamath
32. Engineering physical Metallurgy donated by Mr. V.A. Kamath

THOUGHTS

We spend our days waiting for the ideal path to appear in front of us, but what we forget is that paths are made by WALKING and not by WAITING!

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

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

Editor
Mr. Ram Chandra Pollai, Librarian