

● Act to partially amend the Seafarers Act, etc.

Background and necessity

- In Japan, the **shortage of seafarers is becoming more serious** (the ratio of job offers to job seekers is over four times. In recent years, the working hours of seafarers have been decreasing), and also, the **skills required of seafarers have diversified** (e.g., management skills such as ship management in oceangoing shipping, etc.)

➡ To ensure both a sufficient quantity and quality of seafarers, it is necessary to **expand the employment security system for seafarers**.

For the **comfort and safety** of seafarers, **measures** are needed to be taken to **improve their working environment**.

- Outside of Japan, amendments to the STCW-F Convention (*1) and the SOLAS Convention (*2) were adopted by the IMO (International Maritime Organization) in May 2024.

➡ To ensure the safety of navigation, **domestic measures** are needed to be taken **in accordance with the amendments to the conventions**.

- Current seafarer-related procedures require seafarers to appear at the counter with their Mariner's Pocket Ledger.

➡ To enable the **shift to digitalization of procedures**, review of the relevant provisions is necessary.

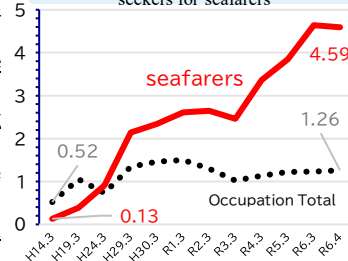
(*1) STCW-F Convention:

"International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel, 1995". This convention prescribes the training and certification requirements for fishing vessel personnel.

(*2) SOLAS Convention:

"International Convention for the Safety of Life at Sea, 1974". This convention prescribes technical standards, etc. for ship structure, life-saving appliances, navigational equipment, etc..

Increase in ratio of job offers to job seekers for seafarers



Monthly working hours per seafarer

192.3 hours (R1) → 178.9 hours (R5)

Outline of the Act

1. Response to the growing shortage of seafarers

[Seafarers Act and Seafarers Employment Security Act]

- Creation of **free job placement services for seafarers by local governments**.

[Seafarers Employment Security Act]

- Establish the provisions on **seafarers recruitment information providing services** [Seafarers Employment Security Act]

- **Recruiters for seafarers and those who handle recruitment information for seafarers (*)** are required by law to take **measures to ensure accurate representation of recruitment information** by prohibiting false or misleading representation, etc. [Seafarers Employment Security Act]

(*) District Transport Bureaus, local governments, free seafarer job placement services providers, and seafarer recruitment information providers

- For **shipowners**, it is required to make efforts to take **measures to create a comfortable working environment at sea (*)**. **The national government will formulate guidelines** for the measures. [Seafarers Act]

(*) Workplace environment on board, living environment and communication environment in seafarers' rooms

- For **shipowners**, regulations are established relating to **the obligation to conduct training** to ensure safety and health in case of emergencies. (measures will be taken in conjunction with implementing STCW-F Convention)

[Seafarers Act]

▼ Job information display

○○Shipping Co. Ltd.

Work location: △△ Prefecture, XX City

Monthly salary: ○,000~○,000 yen/bonuses and raises available

Employment status: Full-time employee

Qualifications: ***

Prohibition of making false statements, etc. concerning employment status, etc.

▼ An example of basic training (donning a life jacket)



2. Response to strengthened international regulations

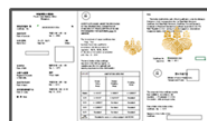
[Seafarers Act, Act on Ships' Officers and Boats' Operators]

- **Shipowners** are required to **appoint candidate who meet the requirements for serving as skippers or officers in charge of a navigational watch on fishing vessels of a certain size or larger (specified fishing vessels) (having in-service experience (work history) and completing a fishing vessel operation training course)** [Ships' Officers Act]

- **Regulations are established for conducting inspections** of foreign fishing vessels entering Japanese ports to determine whether they are in compliance with the STCW-F Convention. [Seafarers Act and Ships' Officers Act]

- Establishment of a system for a **master to communicate to nearby vessels, etc.** when a **freight container is lost** during transport. [Seafarers Act]

Certificate of maritime officer



Certificate for completion of fishing boat training



3. Response to digitalization of seafarer-related procedures

[Seafarers Act]

- The captain's **entry** in the **Mariner's Pocket Ledger** and the **seal** of the Minister of Land, Infrastructure, Transport and Tourism can be replaced respectively, by an **electronic document and an electronic certificate** [Seafarers Act]

Analog administrative procedures

Appearance at the counter



Individualized management of information

Digitalization is possible

Appearance at the counter is not necessary



(*) In addition to the above, amendments will be made to Article 11 of the Act on Special Measures Concerning Promotion of Employment of Seafarers which needed to be addressed when the Act was amended in 2004.

[Objectives and effects]

- **Secure and train a stable workforce of seafarers**

(KPI) Increase the number of new employees for domestic shipping crews from 761 persons (2023) to 900 persons (2030)

- **Improve navigational safety for fishing vessels**

(KPI) Reduce the incidence of fatalities and injuries on the fishing vessels over the five-year period from FY 2023 to FY 2027 6% yearly on average compared to the previous year.

●船員法等の一部を改正する法律

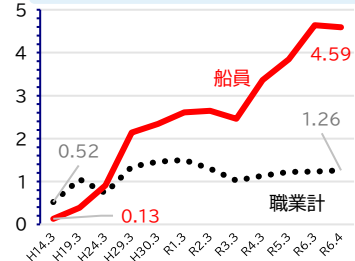
背景・必要性

- 国内においては、**船員不足が深刻化**(有効求人倍率4倍以上。近年、船員の労働時間が減少)、**船員に求められる能力も多様化**(外航海運での船舶管理等のマネジメント能力等)
➡ 量・質両面での船員確保を図るため**船員の職業安定制度の拡充**が必要。
船員が**快適・安全に働ける労働環境の整備**を図る措置を講じることが必要。
- 国外においては、令和6年5月にIMO(国際海事機関)において、STCW-F条約(※1)及びSOLAS条約(※2)の改正が採択。
➡ 航行の安全確保のために**条約の改正に伴う国内担保措置**を講じることが必要。
- 現行の船員関係手続は、船員手帳を用いた窓口出頭が前提。
➡ **手続のデジタル化への移行**を可能とするための規定の見直しが必要。

(※1)STCW-F条約
:「1995年の漁船員の訓練及び資格証明並びに当直の基準に関する国際条約」。漁船員に求められる教育訓練や資格証明の要件等を規定。

(※2)SOLAS条約
:「1974年の海上における人命の安全のための国際条約」。船舶の構造、救命設備や航海道具などの技術基準等を規定。

船員有効求人倍率の高まり



船員一人当たり月間労働時間
192.3時間 → 178.9時間
(R1) (R5)

法律の概要

1. 船員不足の深刻化への対応

【船員法・船員職業安定法】

- 地方公共団体による**無料の船員職業紹介事業**を創設。
【船員職業安定法】
- **船員募集情報提供事業**を位置づけ。【船員職業安定法】
- 船員の募集主や船員の募集情報を取扱う者(※)に対し、虚偽表示や誤解を生じさせる表示の禁止等、**募集情報の確かな表示を確保するための措置**を義務付け。【船員職業安定法】
(※)地方運輸局、地方公共団体、無料船員職業紹介事業者、船員募集情報提供事業を行う者
- 船舶所有者に対し、**快適な海上労働環境(※)の形成のための措置**を講ずる努力義務を課し、当該措置について国が指針を策定。【船員法】
(※)船内の職場環境、船員室の居住環境・通信環境
- 船舶所有者に対し、非常時における安全衛生確保のための**訓練の実施義務**に係る規定を整備。(STCW-F条約の担保と合わせて措置)【船員法】

▼求人情報の表示

〇〇海運株式会社

勤務地:△△県〇〇市

月給:〇万円～〇万円／賞与あり・昇給あり

待遇:正社員

資格:***

虚偽の待遇等の記載等を禁止

▼基本訓練の一例
(救命胴衣の着用)

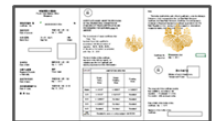


2. 国際的な規制強化への対応

【船員法・船舶職員及び小型船舶操縦者法】

- 船舶所有者に対し、一定規模以上の漁船(特定漁船)に船長又は航海士として乗り組むための**要件**(乗船履歴(業務経験)の保有・漁ろう操船講習の修了)を満たした者を乗り組ませることを義務付け。【船舶職員法】
- 我が国に入港する外国漁船がSTCW-F条約に適合しているかどうかの**検査を実施するための規定**を整備。【船員法・船舶職員法】
- 船長に対し、輸送中のコンテナを海中転落させた場合の付近を航行する船舶等への**通報制度**を創設。【船員法】

海技免状



3. 船員関係手続のデジタル化への対応

【船員法】

- 船員手帳への船長による記載・国土交通大臣による証印について、それぞれ**電子書面・電子証書の交付**で代替することを可能とする。【船員法】

アナログな行政手続

窓口へ
の出頭



情報の
個別管理

デジタル化の実現可能

窓口へ
の出頭不要



(※)上記のほか、船員の雇用の促進に関する特別措置法の平成16年改正の際に手当てする必要があった同法第11条について規定の修正を行う。

【目標・効果】

- 安定的な船員の確保・育成 (KPI)内航船員への新規就業者数の増加 761名(2023年) → 900名(2030年)
- 漁船における航行の安全性向上
(KPI)2023(R5)年度から2027(R9)年度までの5年間における漁船における死傷災害の発生率を対前年度比で「年平均6%減少」させる。