



Republic of the Philippines
Department of Migrant Workers

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ADVISORY NO. 21
Series of 2025

REITERATION OF DMW ISSUANCES ON THE URGENT REROUTING OF SHIPS WITH FILIPINO CREW IN WARLIKE AND HIGH-RISK AREAS, RIGHT TO REFUSE SAILING, AND THE APPOINTMENT OF A SEAFARERS' WELFARE AND CRISIS MANAGEMENT OFFICER

Pursuant to Republic Act No. 11641 (Department of Migrant Workers Act), which mandates the protection and promotion of the welfare of Overseas Filipino Workers, and in light of recent armed attacks on vessels plying the Red Sea and Gulf of Aden affecting Filipino crew members, the Department of Migrant Workers (DMW) hereby reiterates its previous directives and issues the following, effective immediately:

I. Ship Rerouting and Compliance with Existing Orders

All licensed manning agencies (LMAs) and their accredited foreign principals/shipowners must reroute or divert their vessels manned by Filipino crew to avoid ITF/IBF-designated warlike and high-risk zones, particularly the Red Sea and the Gulf of Aden.

LMAs and foreign principals are reminded to strictly adhere to the following DMW issuances:

Department Order No. 01, S. 2024 - Guidelines on The Observance of the ITF/IBF High-Risk and War-Like Zone and Implementation of The Right to Refuse Sailing for Seafarers

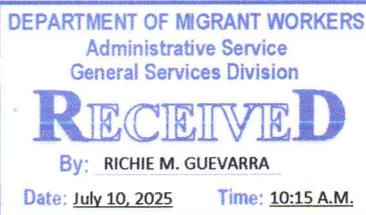
Department Order No. 02, S. 2024- Prohibition for Filipino Seafarers On-Board Passenger/Cruise Ships to Sail in the Red Sea and the Gulf of Aden.

Department Order No. 03, S. 2024 - Prohibition Against Deployment of Filipino Seafarers on Board Ships Which Traversed Through the ITF/IBF Designated Warlike and High-Risk Zones and Have Been Attacked

Advisory No. 16, S. 2025 - Amended List of the International Bargaining Forum (IBF) Warlike and High-Risk Areas.

II. Right to Refuse Sailing and Repatriation

LMAs and principals must honor the right of Filipino seafarers to refuse sailing in these areas/ zones. Immediate and safe repatriation must be arranged for those invoking this right.



III. Mandatory Reporting

LMAs must submit the following to the Seabased Accreditation Bureau via sbhighrisk@dmw.gov.ph:

1. Names of principals/shipowners who have diverted vessels to safer routes
2. Names of Filipino seafarers who refused to sail
3. Names of seafarers who voluntarily continued the voyage after being informed of the risks and their rights

IV. Prohibition on Deployment to Previously Attacked Ships

LMAs and their accredited principals/employers are strictly prohibited from deploying Filipino seafarers to any vessel that:

1. was previously subjected to attack,
2. is traversing, or intends to traverse, the same ITF/IBF-designated warlike and high-risk zones,
3. has been targeted by Houthi rebel forces and/or other armed groups.

This prohibition applies regardless of whether the incident occurred in the past, is ongoing, or is foreseeable in the same designated zones.

V. Appointment of a Seafarers' Welfare and Crisis Management Officer (SWACO)

All LMAs are hereby required to appoint a Seafarers' Welfare and Crisis Management Officer (SWACO) who shall serve as the focal person for all maritime security and crisis-related matters. The SWACO shall be responsible, among others, for the following:

1. Coordinating with the Department, foreign principals, shipowners, port state control and flag state authorities, and other relevant bodies during critical incidents;
2. Monitoring critical incidents involving deployed ships/vessels and ensuring timely corrective actions and accurate reporting to the Department, in line with Section 1.5, Rule II of the Implementing Rules and Regulations of Republic Act No. 12021 (Magna Carta of Filipino Seafarers);
3. Assisting in the conduct of incident investigations;
4. Ensuring compliance with maritime safety and security regulations and company protocols;
5. Leading safety and crisis-awareness training programs for seafarers.

The name and credentials of the appointed SWACO must be submitted to the Seabased Accreditation Bureau and Licensing and Regulation Bureau within five (5) days from the date of this issuance. The submission must include the SWACO's resume and an appointment letter signed by the LMA's authorized officer.

The Department shall issue further guidelines regarding the qualifications and responsibilities of the SWACO.

CONTROLLED AND DISSEMINATED

By: DMW General Services Division on July 10, 2025



Any violation of the foregoing directives shall be subject to appropriate sanctions under existing laws, rules, and regulations, including but not limited to the suspension or cancellation of license.

For strict compliance.


HANS LEO J. CACDAC
Secretary

