



GOVERNING BOARD RESOLUTION NO. 15 Series of 2020

WHEREAS, after consultations with the social partners, the POEA is mandated to determine war risk trading areas and ports, and those under warlike operations or high-risk operations, as well as the amount of premium pay to which seafarers shall be entitled to when sailing into those areas and ports;

WHEREAS, recent negotiations of the social partners of the International Bargaining Forum (IBF) reached an agreement to introduce a new "IBF Extended Risk Zone (ERZ) in the Gulf of Guinea" amending the list of Warlike and High Risk Designations with main applicable benefits hereto attached, effective 01 November 2020;

WHEREAS, manning associations and seafarers' union through the Maritime Industry Tripartite Council- Overseas Seafaring Committee consulted by the POEA, fully support the new IBF agreement mentioned above;

NOW THEREFORE, the POEA Governing Board, in a meeting duly convened, RESOLVES AS IT IS HERBY RESOLVED to adopt the following:

- a. IBF list of Warlike and High Risk designations including its attachments, with main applicable benefits due to the seafarer, as follows:

Designation 1. IBF Warlike Operations Area - 12 n.m. off the mainland Yemeni Coast, excluding Maritime Security Transit Corridor (MSTC) in the Red Sea- Charts 1 and 2a

This Warlike Operations Area includes Yemeni territorial waters extending up to the 12 nautical miles limit from the border of Yemen with Saudi Arabia in the Red Sea and the border of Yemen and Oman in the Gulf of Aden, with the exception of the Maritime Security Transit Corridor (MSTC) in the Red Sea where the lanes of these safe passage corridor overlap with this Warlike Area.

- bonus equal to basic wage, payable for 5 days minimum + per day if longer;
- doubled compensations for death and disability;
- right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage

Designation 1a. IBF Warlike Operations Area: all ports in Yemen

This Area includes all ports within the country of Yemen and applies to all vessels from the time that they are berthed "all fast" alongside. - Chart 2a

- Bonus equal to basic wage, payable for 5 days minimum + per day if longer;
- Doubled compensations for death and disability;

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Administrative Branch  
Central Records Division  
NOV 26 2020  
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MARTIN L. BRES  
ENGR. ABEL N. DELA CRUZ  
Chief, Central Records Division  
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*[Handwritten signature]*

- Right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage

**Designation 2. IBF High Risk Area - Gulf of Aden + 12 nm. off Somali East Coast, excluding the Internationally Recognized Transit Corridor (IRTC) - (Shown in red shade on Chart 2 and as detailed in Chart 2a)**

The Western Border of this High Risk Area runs from the coastline at the border of Djibouti and Somalia to position 11 48 N, 45 E; from 12 00 N, 45 E to Mayyun Island in the Bab El Mandeb Straits. The Eastern Border runs from Rhiy di-Irisal on Suqutra Island to position 14 18 N, 53 E; from 14 30 N, 53 E to the coastline at the border between Yemen and Oman. The South Border runs from Rhiy di-Irisal on Suqutra Island to position 10 32 N, 51 34 E with a 12-mile zone off the eastern coast of Somalia, i.e. from position 10 32 N, 51 34 E down to the Kenyan border in the South.

- Bonus equal to basic wage, payable for the actual duration of stay/ transit;
- Doubled compensations for death and disability;
- Right to refuse sailing, with repatriation at company's cost;
- Increased BMP level

**Designation 3. IBF Extended Risk Zone- West Indian Ocean and the Red Sea, up to the Yemen/Saudi Arabia border at 16° 22'N (shown on Chart 2a and 2b) and including the Maritime Security Transit Corridor (MSTC) (shown on Charts 1 and 3) and Internationally Recognized Transit Corridor (IRTC) but excluding the Warlike Operations Areas and the High Risk Area designated in 1 and 2a above.**

The coordinates of this area comprise of and stretch further than the IBF High Risk Areas as outlined above.

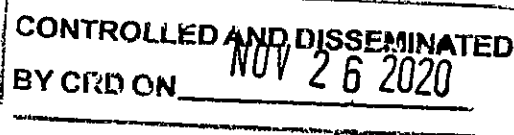
The Extended Risk Zone runs from Yemen/Saudi Arabia border at 16° 22'N in the Red Sea and 22° N in the Gulf of Oman, to 65° E and 5° S. A Warlike Area or High Risk Area within these coordinates will take precedence, except for transit within the MSTC, which includes the IRTC.

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

*Note: In Area Designation 3 above, bonuses and compensations are not payable when the vessel is anchored or berthed in secure ports, except in Somalia and Yemen.*

**Designation 4. - Gulf of Guinea: territorial waters (12 n.m.), ports and inland waterways of Nigeria and Benin (chart 4a), excluding the Maritime Exclusion Zone (MEZ), the Secure Anchorage Area (SAA) and the Ship-to-Ship Zone (STS) (Shown in green share on chart 4b below, excluding the MEZ, the SAA and STS which are to be treated as IBF Extended Risk Zones with identical treatment as Designation 3 above)**

This IBF High Risk Area includes:



The territorial waters in Benin and Nigeria, including ports, terminals and roads anchorages, the delta of the Niger river, other inland waterways and port facilities, except only when the vessel is attached securely to a berth or Single Buoy Mooring (SBM) facility in a guarded port area. MEZ, SAA and STS are excluded from this High- Risk Area and are considered Extended Risk Zones.

- Bonus equal to basic wage, payable for the actual duration of stay/ transit;
- Doubled compensations for death and disability;
- Right to refuse sailing, with repatriation at company's cost (by submitting respective notice)
- Increased security requirements

**Designation 5. - Gulf of Guinea, the coordinates of this area run in a direct line from the Liberia/Ivory Coast border to the Congo/Angola border (chart 5), excluding the IBF High Risk Area specified as Designation 4.**

Including the Maritime Exclusion Zone (MEZ), the Secure Anchorage Area (SAA) and the Ship-to-Ship Zone (STS), excluding 12nm off the coast of Nigeria and Benin.

- Bonus equal to basic wage, payable only on the day the vessel is attacked;
- Doubled compensation for death and disability if occur on the day the vessel is attacked;
- Increased BMP level

*Note: In Area Designation 4 above, secure berthing in guarded port areas is excluded.*

- The payment of warlike operations area and of high risk operations area bonuses/additional compensation not covered by the above conditions shall remain unaffected by this Resolution.
- The adoption of the definition of "basic wage" based on International Labour Organization (ILO) Maritime Labour Convention, 2006 (MLC, 2006) guidelines in the computation of applicable benefits for seafarers whose vessels are transiting through areas with warlike and high risk designations as follows shall remain:

Basic pay or wages means the pay, however composed, for normal hours of work; it does not include payments for overtime worked, bonuses, allowances, paid leave or any other additional remuneration.

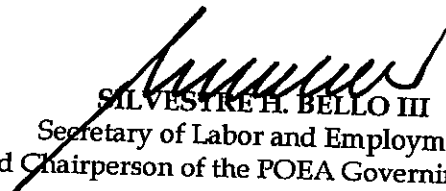
**RESOLVED FURTHER** that the provisions herein provided shall apply to all Filipino seafarers effective 01 November 2020.

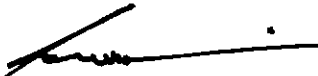
**RESOLVED FINALLY**, that the POEA shall disseminate and publish Resolution to ensure the widest circulation possible.


Done in the City of Manila, Philippines, this 23<sup>rd</sup> of November 2020.





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BY CRD ON NOV 26 2020

  
**SILVESTRE H. BELLO III**  
Secretary of Labor and Employment  
and Chairperson of the POEA Governing Board

  
**BERNARD P. OLALIA**  
Administrator and  
Vice-Chairperson of the POEA Governing Board

  
**ESTRELITA S. HIZON**  
Member  
Private Sector Representative

  
**ALEXANDER E. ASUNCION**  
Member  
Landbased Sector Representative

  
**FELIX M. OCA**  
Member  
Seabased Sector Representative

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Chief, Central Records Division

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## IBF LIST

of designated risk areas, with applicable benefits (as of 1<sup>st</sup> November 2020):

- 1) **IBF Warlike Operations Area** – 12 nm. off the mainland Yemeni Coast, excluding Maritime Security Transit Corridor (MSTC) in the Red Sea - Charts 1 and 2a
  - bonus equal to basic wage, payable for 5 days minimum + per day if longer;
  - doubled compensations for death and disability;
  - right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage
- 1a) **IBF Warlike Operations Area** – all ports in Yemen – Chart 2a
  - bonus equal to basic wage, payable for 5 days minimum + per day if longer;
  - doubled compensations for death and disability;
  - right to refuse sailing, with repatriation at company's cost and compensation equal to 2 month's basic wage
- 2) **"IBF High Risk Area"** – Gulf of Aden + 12 nm. off Somali East Coast  
(Shown in red shade on Chart 2 below, excluding the Internationally Recognized Transit Corridor (IRTC) as detailed in Chart 2a)
  - bonus equal to basic wage, payable for the actual duration of stay / transit;
  - doubled compensations for death and disability;
  - right to refuse sailing, with repatriation at company's cost
  - increased BMP level
- 3) **"IBF Extended Risk Zone"** – West Indian Ocean and the Red Sea, up to the Yemen/Saudi Arabia border at 16° 22'N (shown on chart 2a and 2b) and including the MSTC (shown on charts 1 and 3) but excluding the Warlike Operations Areas and the High Risk Area designated in 1, and 2a above.
  - bonus equal to basic wage, payable only on the day the vessel is attacked;
  - doubled compensations for death and disability if occur on the day the vessel is attacked
  - increased BMP level
- 4) **"IBF High Risk Area"** – Gulf of Guinea: territorial waters (12 n m.), ports and inland waterways of Nigeria and Benin (chart 4a), excluding the MEZ, SAA and the STS\* (Shown in green shade on chart 4b below, excluding the Maritime Exclusion Zone (MEZ), the Secure Anchorage Area (SAA) and the Ship-to-Ship Zone (STS) which are to be treated as IBF Extended Risk Zones with identical treatment as Designation 3 above)
  - bonus equal to basic wage, payable for the actual duration of stay / transit;
  - doubled compensations for death and disability;
  - right to refuse sailing, with repatriation at company's cost (by submitting respective notice)
  - increased security requirements
- 5). **"IBF Extended Risk Zone"** – Gulf of Guinea, from the Liberia/Ivory Coast border to the Congo/Angola border (chart 5), excluding the IBF High Risk Area specified as Designation 4.
  - bonus equal to basic wage, payable only on the day the vessel is attacked;
  - doubled compensations for death and disability if occur on the day the vessel is attacked
  - increased BMP level

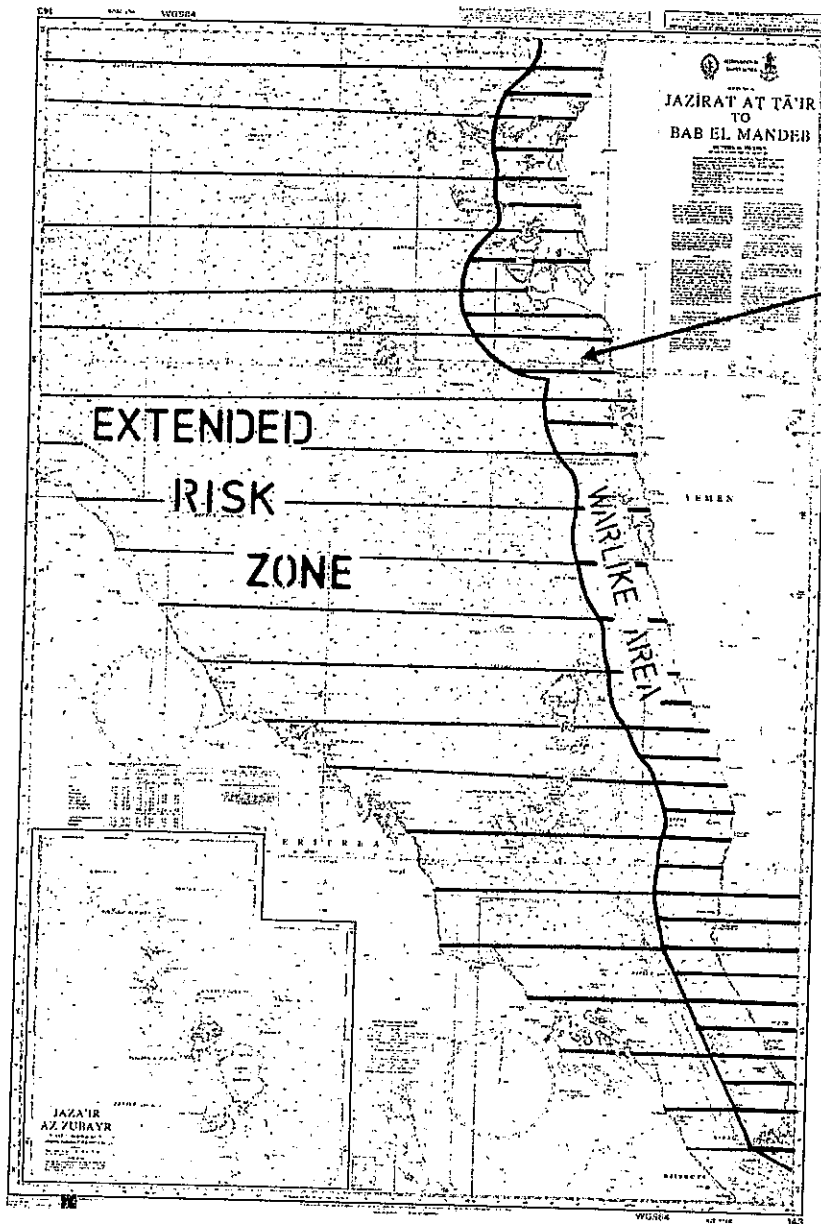


\* Please see the Attachment for exact coordinates and details.

**Notes:**

- In Area 3 above, bonuses and compensations are not payable when the vessel is anchored or berthed in secure ports, except in Somalia and Yemen
- In Area 4 above, secure berthing in guarded port areas is excluded.

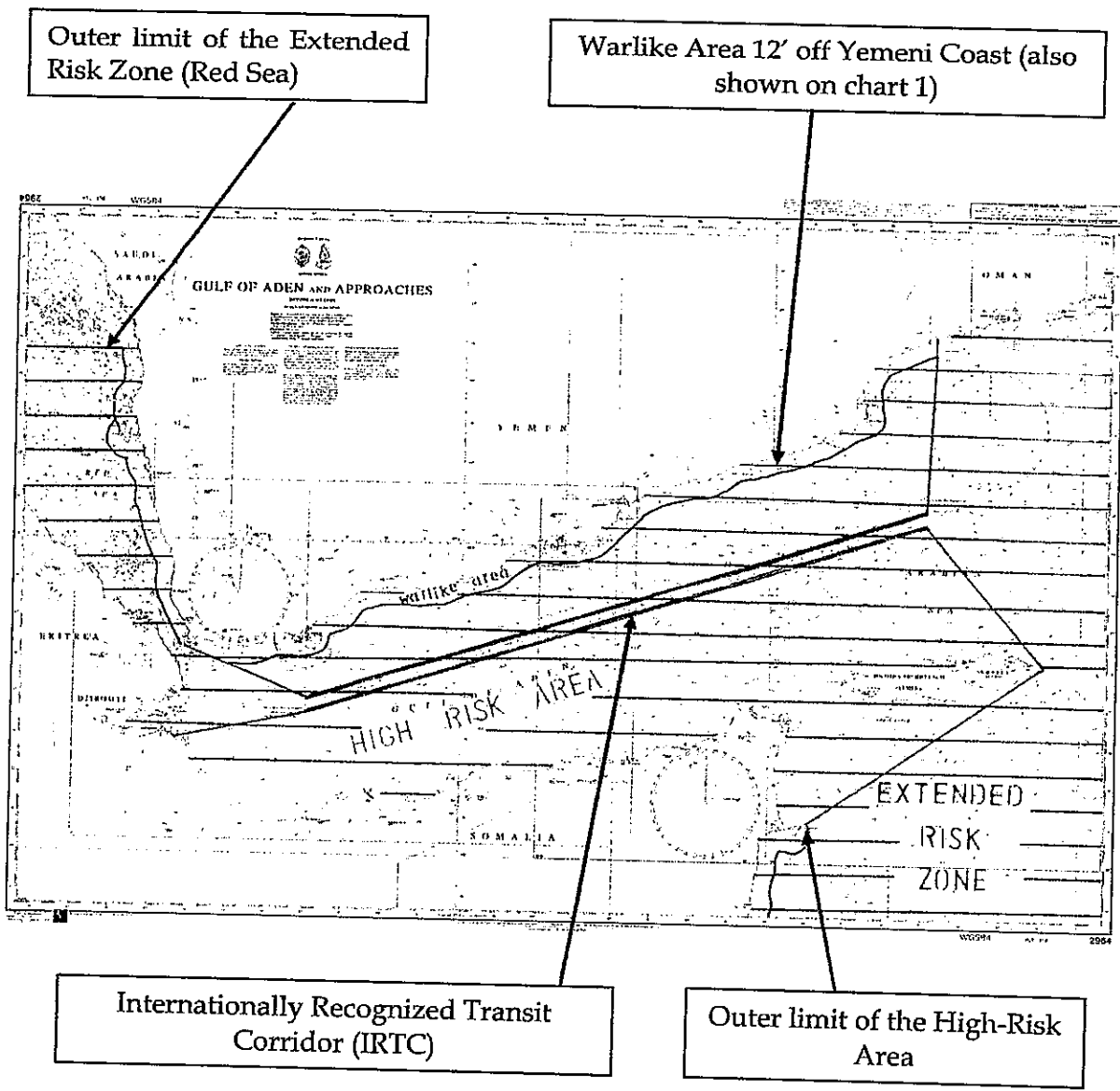
**Chart 1: Warlike Area 12nm off the Yemeni Mainland coast (west)**



Warlike Area 12' off Yemeni Coast

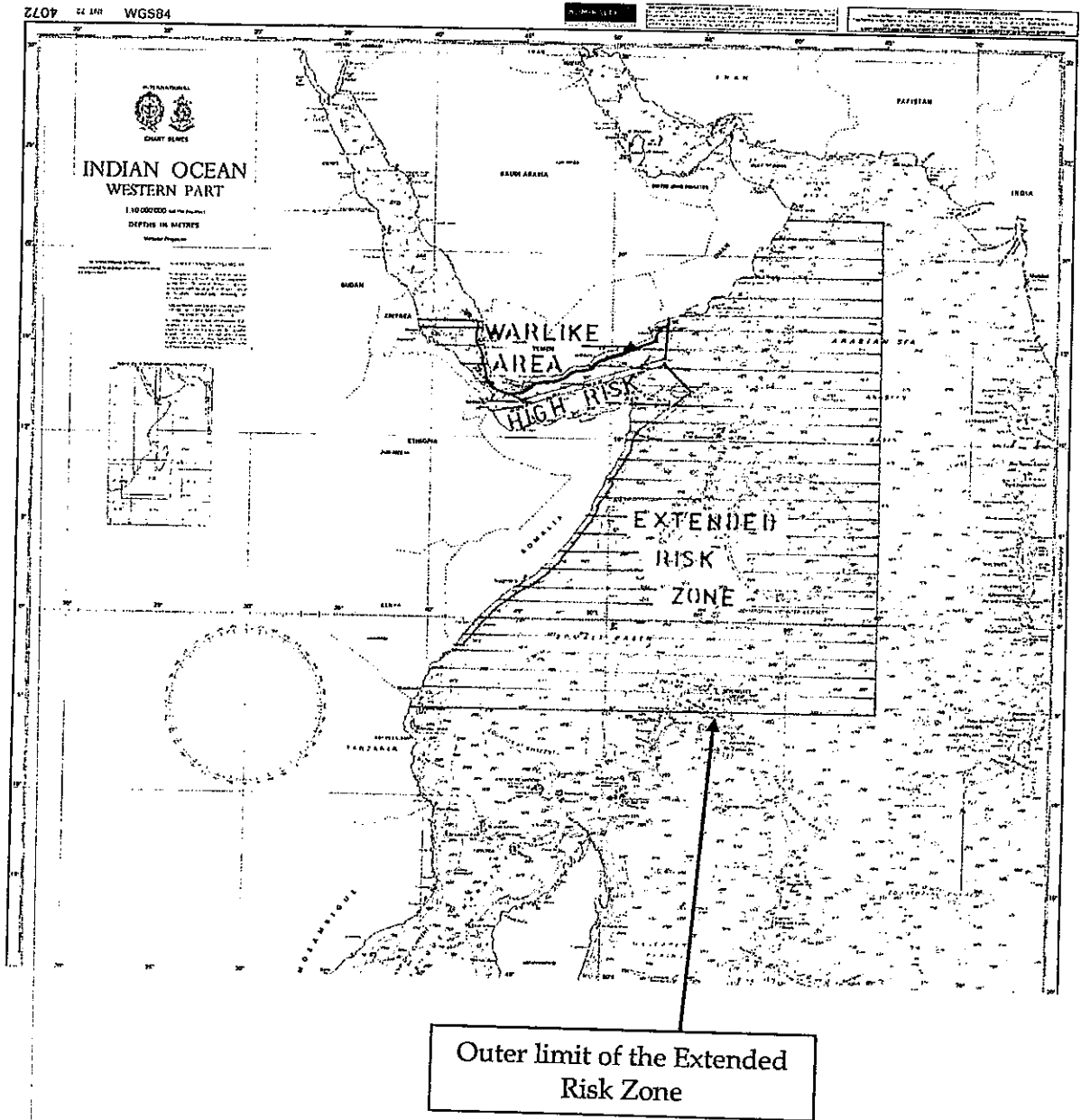
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Chart 2a: East Africa



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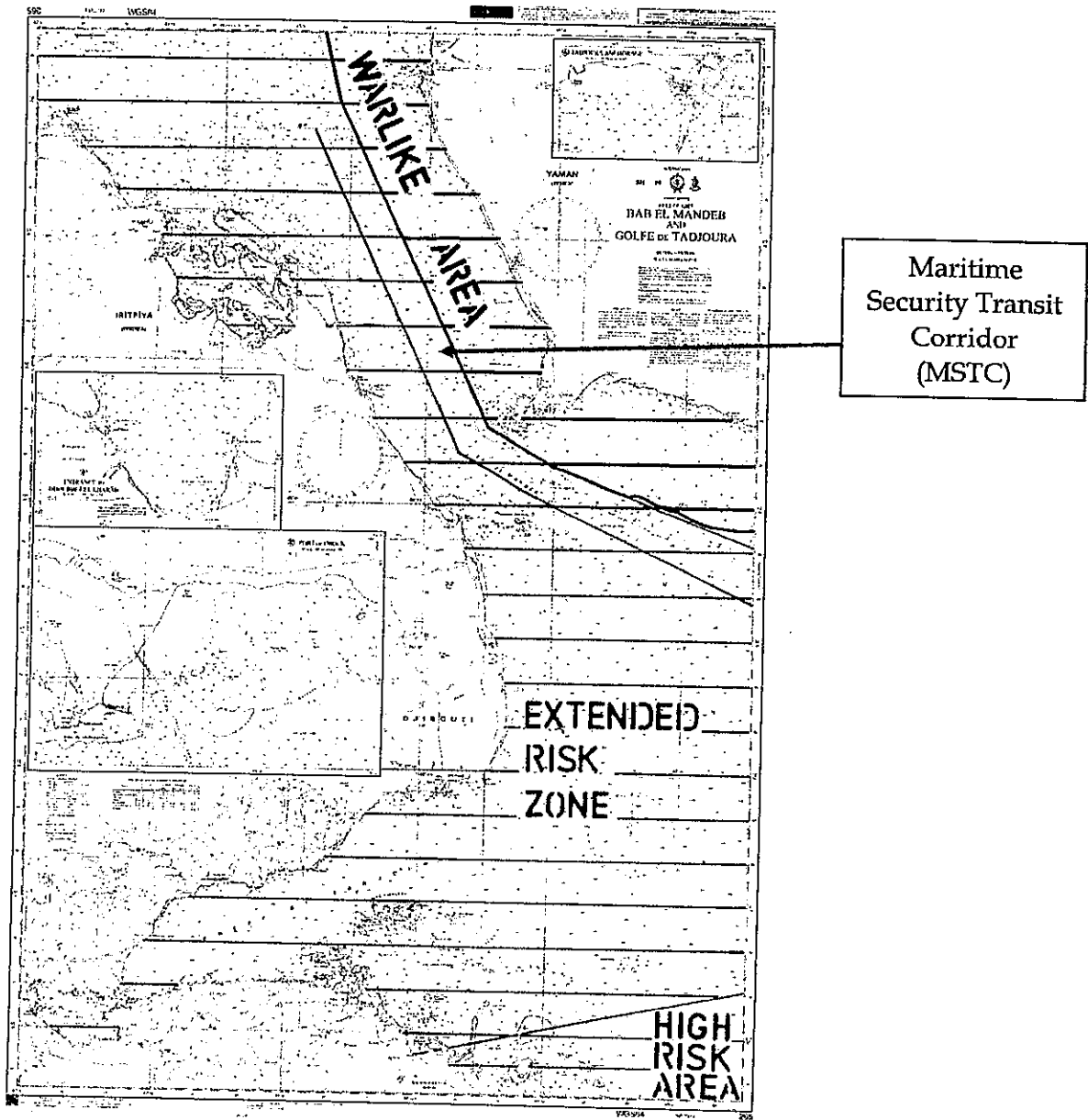
Chart 2b: Indian Ocean



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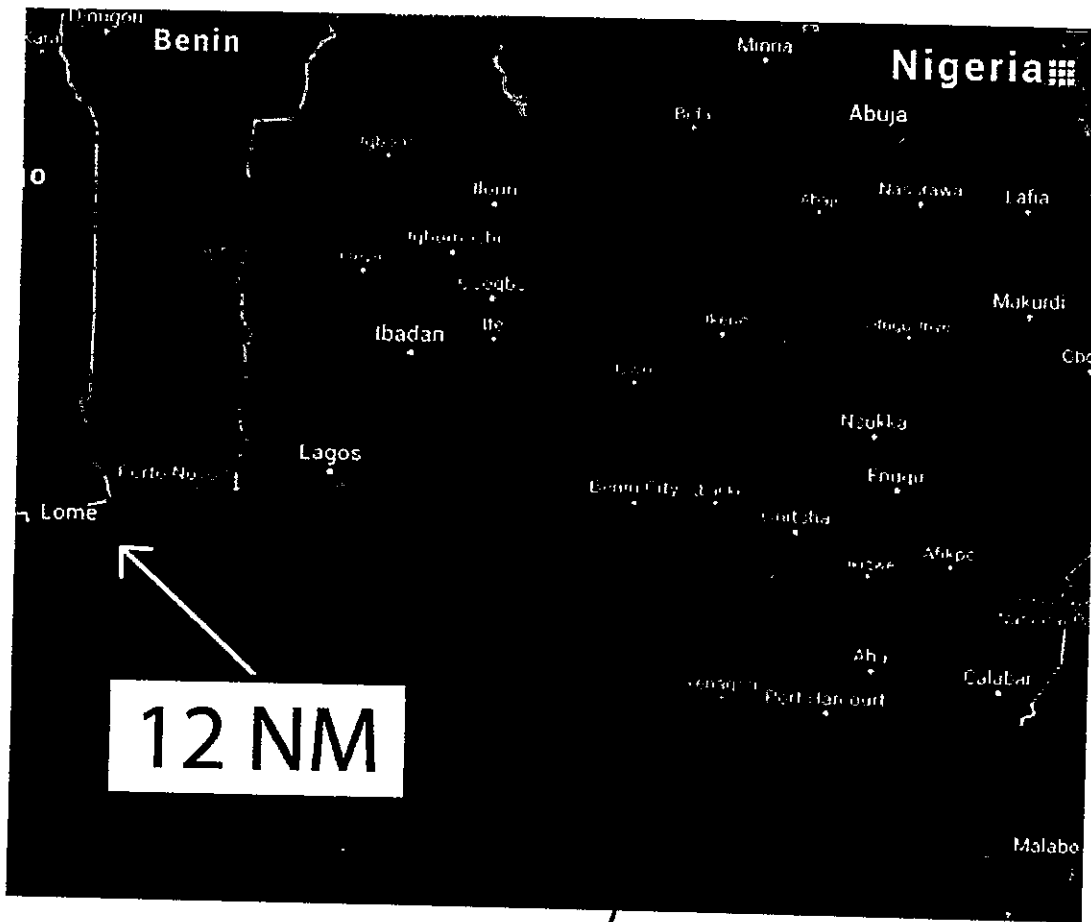
**Chart 3: Maritime Security Transit Corridor (MSTC) in the Red Sea and the Bab al-Mandeb Straits**



*(Vessels transiting within the MSTC are in Extended Risk Zone, NOT Warlike Area or High-Risk Area)*

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Chart 4a: West Africa – Benin and Nigeria



High-Risk Area, 12' off the coast of Benin and Nigeria

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**Chart 4b: West Africa (Nigeria) - MEZ, SAA, STS**

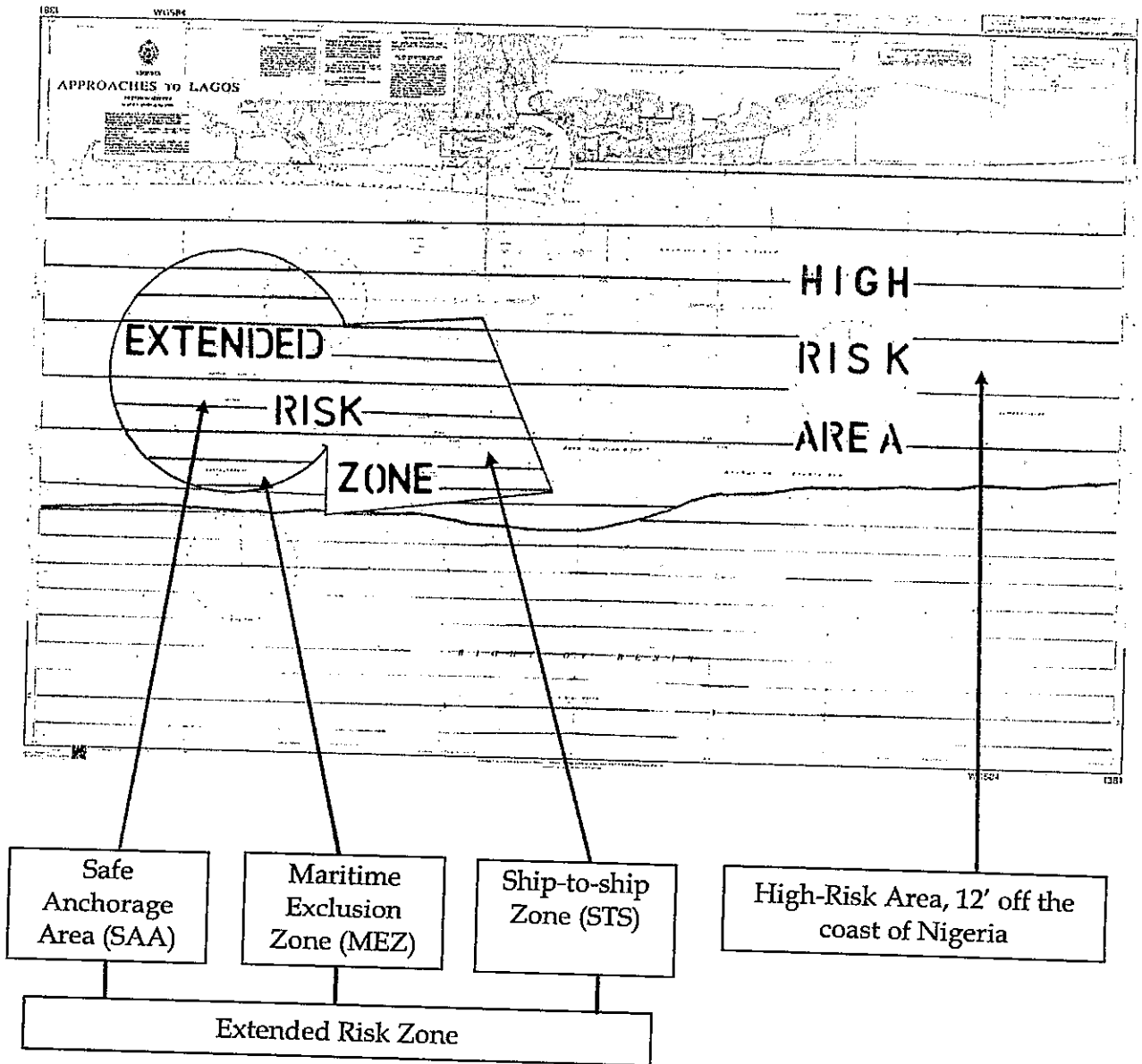
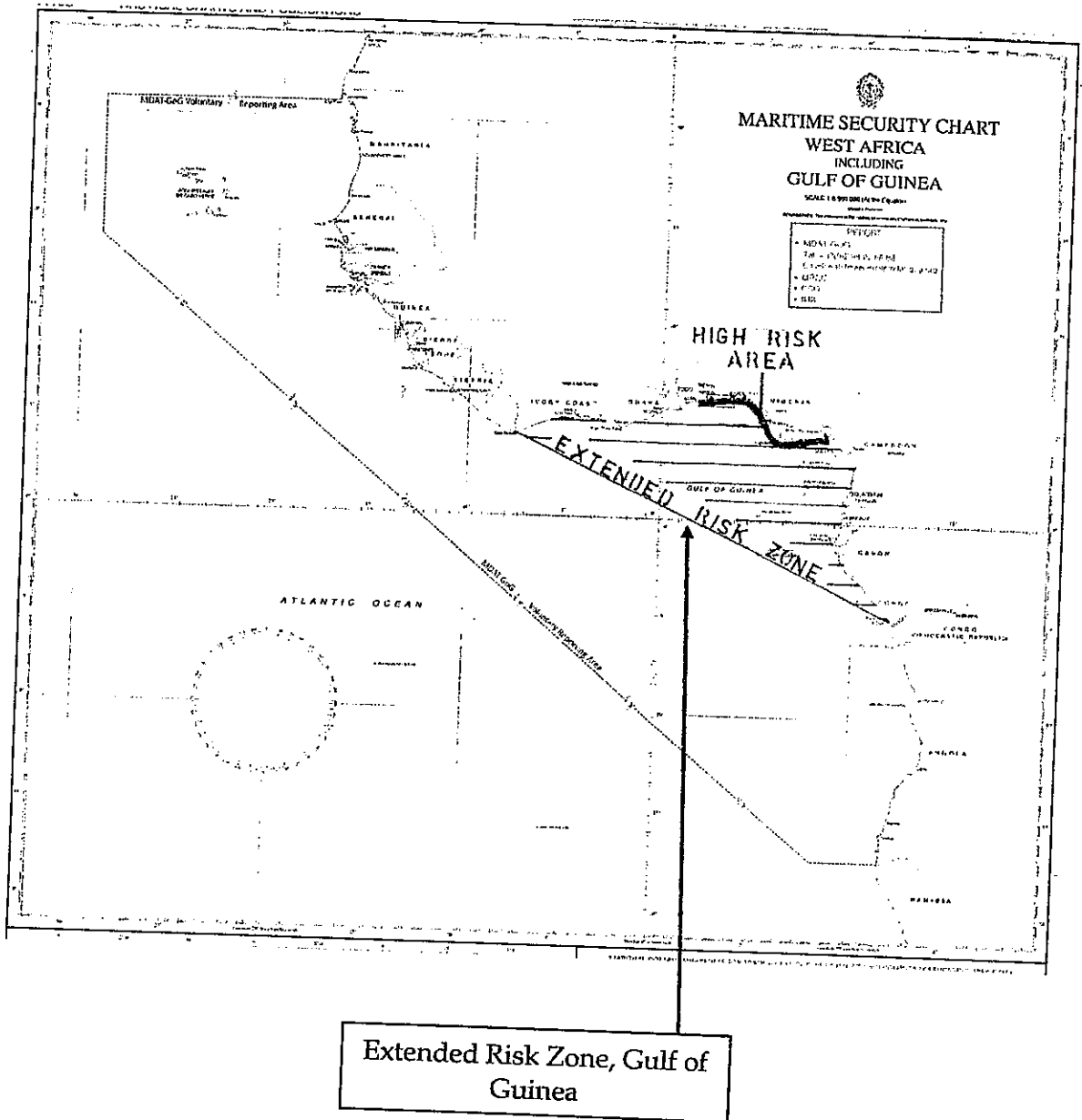


Chart 5: Gulf of Guinea ERZ



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