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BAGONG PILIPINAS

ADVISORY NO. 31
Series of 2025

**Amended List of the International Bargaining Forum (IBF)
Warlike and High-Risk Areas**

As agreed by the Warlike Operations Area Committee (WOAC) of the International Bargaining Forum (IBF) on 19 March 2024, the following amended **IBF list of Warlike and High-Risk Areas** has been further extended until **23 November 2025**:

A. DESIGNATION 1. IBF Warlike Operations Area (WOA) – 12 nautical miles (nm) off the mainland Yemeni Coast, including all ports and excluding the Maritime Security Transit Corridor (MSTC) in its entirety

This WOA includes Yemeni territorial waters extending up to the 12 nm 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 exclusion of the Maritime Security Transit Corridor (MSTC) in the Red Sea where the lanes of this safe passage corridor overlap with this Warlike Area.

This Warlike Area applies to all vessels, whether underway or not, including all vessels at anchor and berthed "all fast" within the Area.

This designation is in force from 0001Z on 01 March 2018 to 23 November 2025, with further extensions being subject to mutual consent between the IBF parties.

Applicable benefits for seafarers include:

- 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.

B. DESIGNATION 2. IBF Warlike Operations Area (WOA) – 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 MSTC in its entirety and the Gulf of Aden

- Boundary commencing from the Saudi Arabia border at 16°24.12' N and running due West until the Eritrea coastline.
- This area stretches south of this boundary encompassing the Bab el Mandeb Strait and continues into the Gulf of Aden.
- The Eastern boundary line of the area commences from the Yemen-Oman border South to co-ordinates 13°25.0' N, 053°00.0' E, the boundary line continues SW from this point to intersect with the Gees Gwardafuy beacon.
- The Warlike Area includes the MSTC, please see Chart 2 for further details.
- The coast of Djibouti and Somalia are also included within this Warlike Area.

This designation shall be in effect from 19 March 2024 to 23 November 2025, with further extensions being subject to mutual consent between IBF parties.

DEPARTMENT OF MIGRANT WORKERS

Administrative Services
General Services Division

RECEIVED

By: RICHIE M. GUEVARRA

Date: October 16, 2025 Time: 01:31 P.M.

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By: DMW General Services Division on October 16, 2025



Applicable benefits for seafarers include:

- 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.

C. DESIGNATION 3. IBF Extended Risk Zone – Gulf of Guinea including all ports, terminals and road anchorages and inland waterways

The coordinates of this area run in a direct line from the Liberia/Ivory Coast border to 00°N 005°E, to the Angola/Namibia border.

This designation is in force from 0001Z on 01 January 2023.

Applicable benefits for seafarers include:

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

D. DESIGNATION 4. IBF Warlike Operations Area (WOA) – Sea of Azov and the Strait of Kerch, north of latitude 45° 03' 00'N

This Area includes all waters and ports of the Sea of Azov and the Strait of Kerch, north of latitude 45° 03' 00'N.

This designation shall be in effect from 01 November 2023 to 23 November 2025 with further extensions being subject to mutual consent between the IBF parties.

Applicable benefits for seafarers include:

- 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
- Recommended to increase security arrangements equivalent to ISPS Level 3.

E. DESIGNATION 5. IBF Warlike Operations Area (WOA) – Northern Black Sea Region

This WOA runs from the Ukrainian/Romanian border to position 45° 10'N 031° 00'E and to position 45° 21'N 032° 30'E.

This designation has been in effect from 01 March 2022 and shall continue until 23 November 2025 with further extensions remaining subject to mutual consent between the IBF parties.

Applicable benefits for seafarers include:

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

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- 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.

F. DESIGNATION 6. IBF Warlike Operations Area (WOA) – All ports in Ukraine

This WOA applies to all vessels, whether underway or not, including all vessels at anchor and berthed "all fast" within the Area.

This designation has been in effect from 01 March 2022 and shall continue until 23 November 2025 with further extensions remaining subject to mutual consent between the IBF parties.

Applicable benefits for seafarers include:

- 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
- Recommended to increase security arrangements equivalent to ISPS Level 3.

G. DESIGNATION 7. IBF High Risk Area (HRA) – Black Sea

In the north, this High-Risk Area borders with:

- The WOA in the northern Black Sea region (Designation 5) on the line from the Ukrainian/Romanian border to position 45° 10' N 031° 00' E and to position 45° 21' N 032° 30' E;
- The Crimean Peninsula coastline; and
- The WOA in the Sea of Azov and the Strait of Kerch (Designation 4) limited by latitude 45° 03' 00' N.

In the south, this High-Risk Area is limited by the line running from:

- Point 1 – 43° 25' 01' N 39° 55' 00' E; to
- Point 2 – 44° 04' 00' N 31° 24' 00' E, to
- Point 3 – 44° 44' 00' N 31° 11' 00' E; and to
- Point 4 – 45° 12' 00' N 29° 41' 00' E.

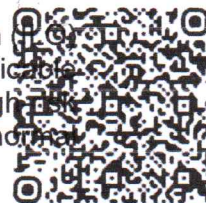
This designation shall be in effect from 01 November 2023 to 23 November 2025 with further extensions being subject to mutual consent between the IBF parties.

Applicable benefits for seafarers include:

- 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.

In addition, the payment of WOA and of HRA Operations bonuses/additional compensation not covered by the above conditions shall remain unaffected by this Advisory.

Moreover, the adoption of "basic wage" based on International Labour Organization 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 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.

The complete amended list, which includes additional information as well as charts and maps, are hereby attached as an integral part of this Advisory for reference.

The said amended list may also be accessed online through the following URL:
<https://www.itfseafarers.org/en/resources/materials/ibf-warlike-and-high-risk-areas>.

This Advisory supersedes previous issuances contrary thereto.

For the information and guidance of all concerned.


HANS LEO J. CACDAC
Secretary

Enc. : a/s



IBF LIST

of designated risk areas, with applicable benefits

(As agreed by the Warlike Operations Area Committee on the 19th of March 2024 and extended until 23rd November 2025)

1. **IBF Warlike Operations Area – 12 nm. off the mainland Yemeni Coast, including all ports and excluding the Maritime Security Transit Corridor (MSTC) in its entirety – Charts 1 and 2.**
 - **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**
 - **mandatory requirement to increase security arrangements equivalent to ISPS Level 3**
2. **IBF Warlike Operations Area – 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– Charts 1 and 2**
 - **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**
 - **mandatory requirement to increase security arrangements equivalent to ISPS Level 3**
3. **IBF Extended Risk Zone – Gulf of Guinea, from the Liberia/Ivory Coast border to 00°N 005°E, to the Angola/Namibia border – Chart 3**
 - **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**
 - **increased BMP level**
4. **IBF Warlike Operations Area – Sea of Azov and the Strait of Kerch, north of latitude 45° 03' 00"N – Chart 4**
 - **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**
 - **recommended to increase security arrangements equivalent to ISPS Level 3**
5. **IBF Warlike Operations Area – Northern Black Sea Region – Chart 4 (see the Details section for the coordinates)**
 - **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

- **recommended to increase security arrangements equivalent to ISPS Level 3**

6. IBF Warlike Operations Area – *all ports in Ukraine*

- **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**
- **recommended to increase security arrangements equivalent to ISPS Level 3**

7. IBF High Risk Area – *Black Sea – Chart 4 (see the Details section for the coordinates)*

- **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**
- **recommended to increase security arrangements equivalent to ISPS Level 3**

Chart 1: IBF Warlike Operations Area (WOA) – Southern Red Sea

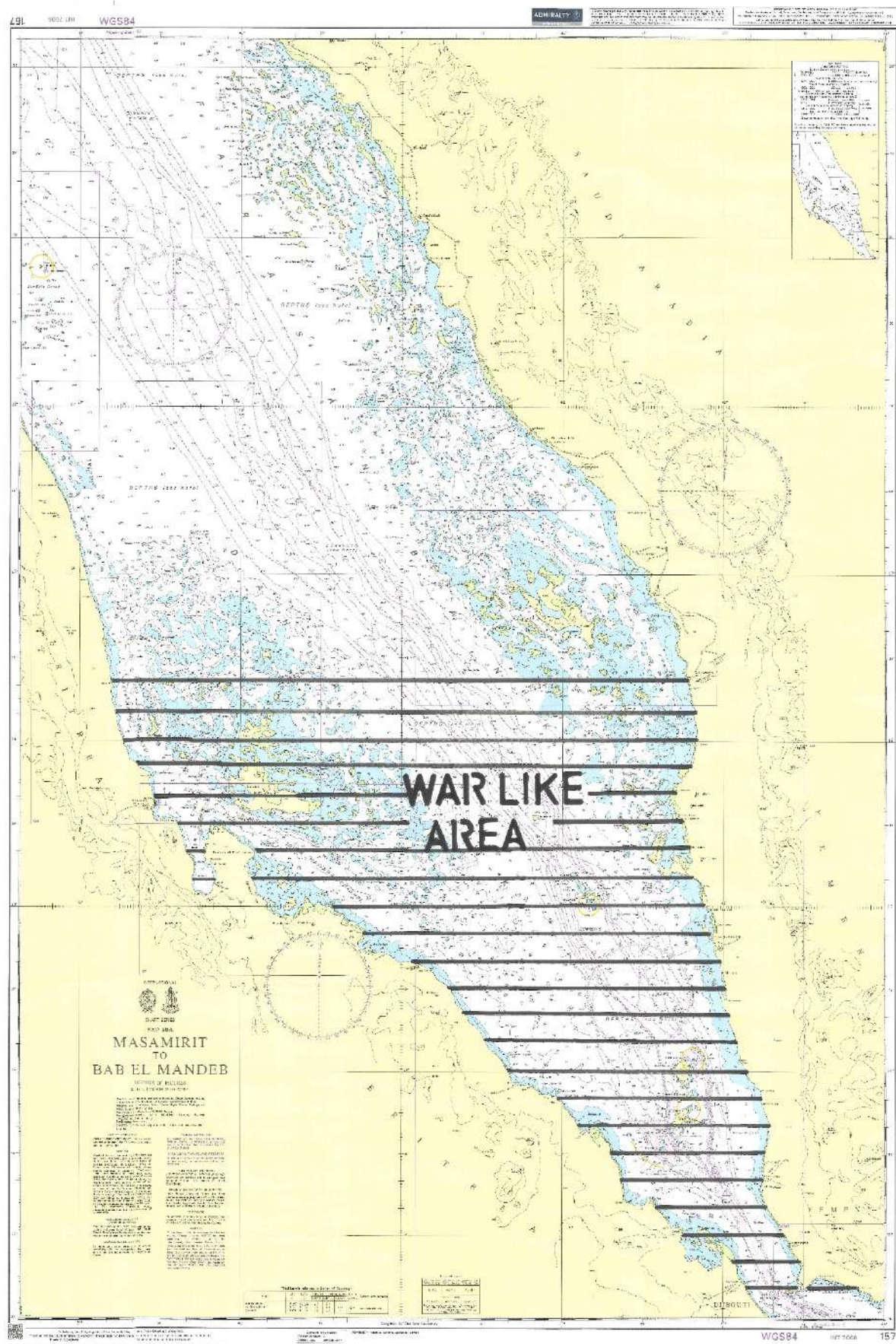


Chart 2: IBF Warlike Operations Area (WOA) - Gulf of Aden and Approaches

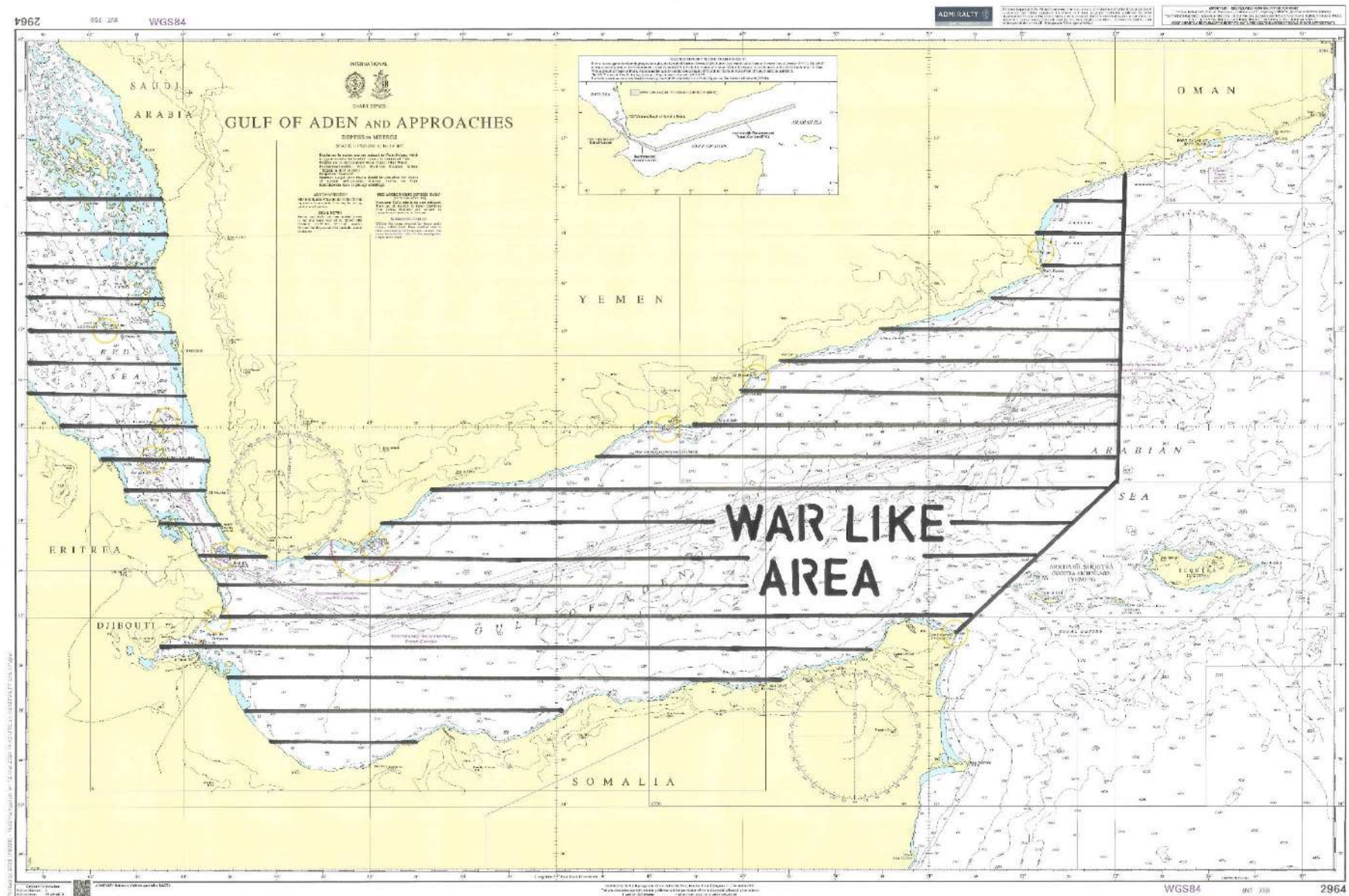


Chart 3: Gulf of Guinea - Extended Risk Zone (ERZ)

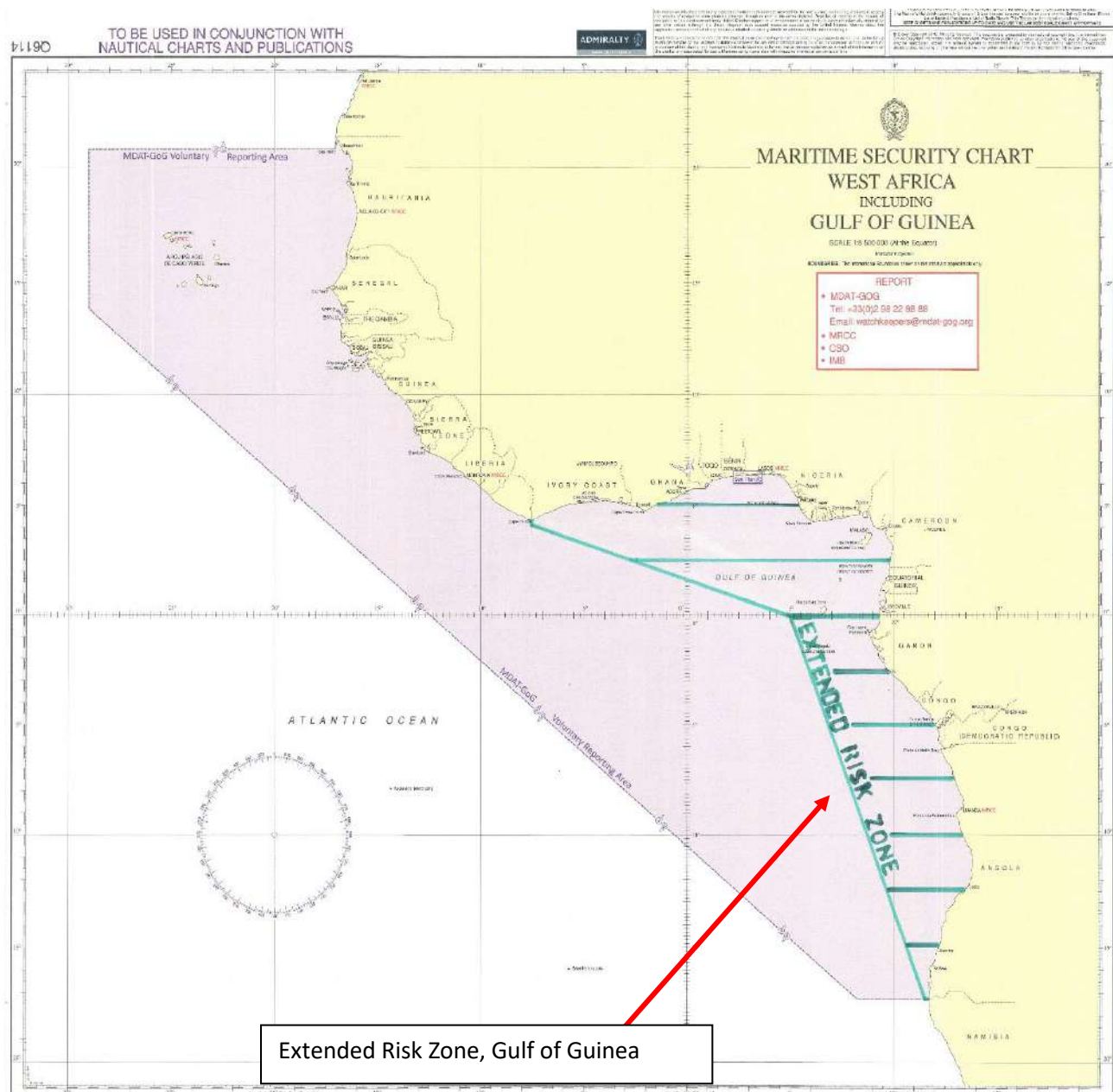
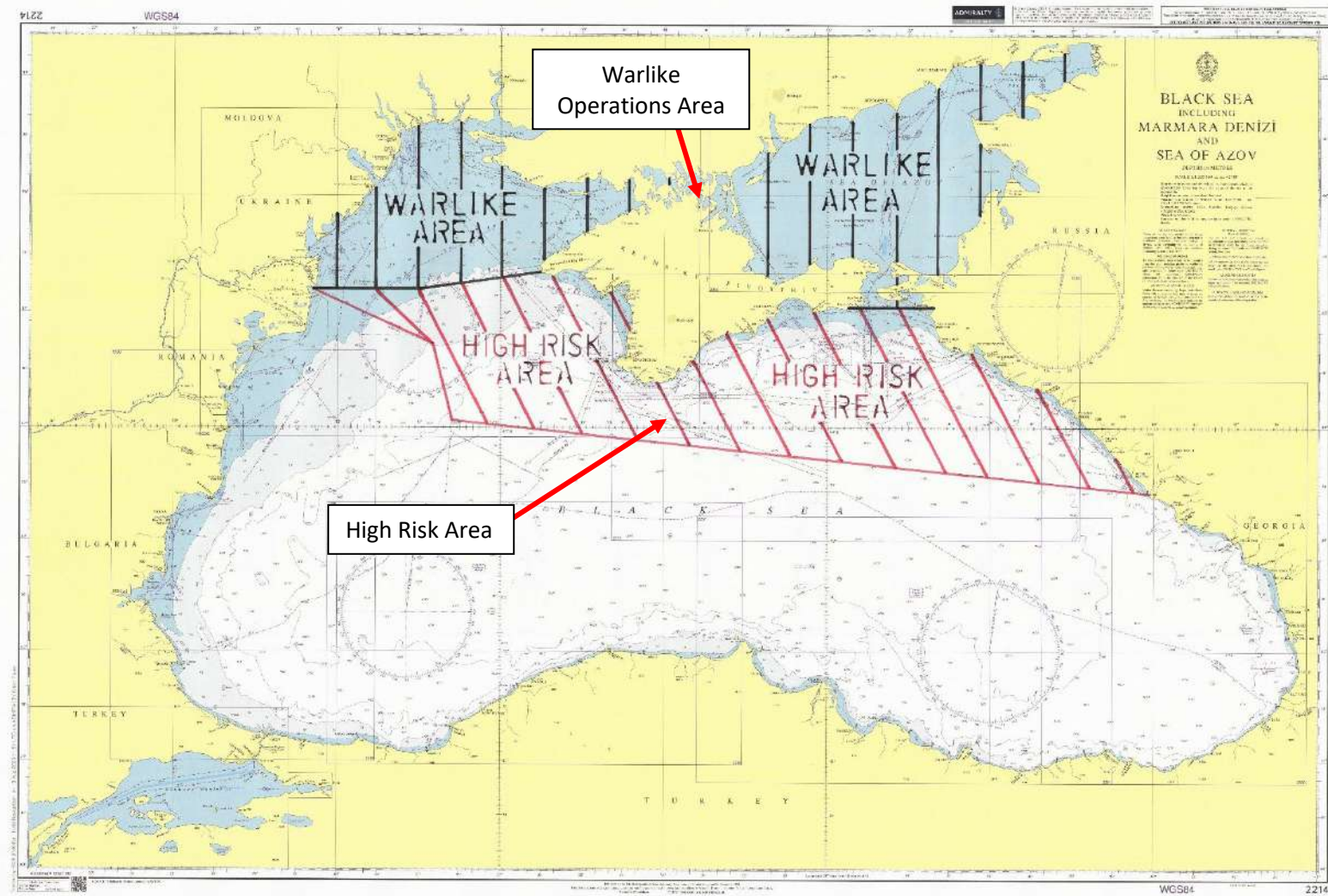


Chart 4:

- IBF Warlike Operations Area – Sea of Azov and the Strait of Kerch;
- IBF Warlike Operations Area – Northern Black Sea Region;
- IBF High Risk Area – Black Sea



IBF list of Risk designations (details)

DESIGNATION 1.

IBF Warlike Operations Area – 12 n.m. off Yemeni mainland Coast

- *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 exclusion of the Maritime Security Transit Corridor (MSTC) in the Red Sea where the lanes of this safe passage corridor overlap with this Warlike Area.*
- *This Warlike Area applies to all vessels, whether underway or not, including all vessels at anchor and berthed “all fast” within the Area.*

During a vessel’s transit of this Area, the protection of seafarers through the ISPS Level 3 measure should be adopted, which may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel. The sufficiency of such extra security measures should be determined depending on vessel type, size, freeboard during transit and speed, with consulting and seeking advice of respective ITF union(s) where necessary.

During the period of transit/stay within this Warlike Area, seafarers shall be entitled to compensation amounting to 100% of the basic wage and a doubled compensation payable in case of death and disability. This entitlement should be payable for a minimum of 5 days upon the entry into the Area and further for each day of the vessel’s actual stay in the Area.

In the case of vessels transiting the IBF Warlike Area, seafarers have the right not to proceed with the passage. In such an event, the seafarer concerned shall be repatriated at the company’s cost with benefits accrued until date of return to the port of engagement and with the payment of 2 months’ basic wage as compensation.

This designation is in force from 0001Z on 1 March 2018 to the 23rd of November 2025, with further extensions being subject to mutual consent between the IBF parties.

DESIGNATION 2.

IBF Warlike Operations Area – Southern Red Sea and the Gulf of Aden

- *Boundary commencing from the Saudi Arabia Border at 16°24.12 N and running due West until the Eritrea coastline.*
- *This area stretches south of this boundary encompassing the Bab el Mandeb Strait and continues into the Gulf of Aden.*
- *The Eastern boundary line of the area commences from the Yemen-Oman border South to co-ordinates 13° 25.0" N, 053° 00.0' E, the boundary line continues SW from this point to intersect with the Gees Gwardafuy beacon.*
- *The Warlike Area includes the Maritime Security Transit Corridor (MSTC), please see Chart 2 for further details.*
- *The coast of Djibouti and Somalia are also included within this warlike area..*

During a vessel's transit of this Area, the protection of seafarers through the ISPS Level 3 measure should be adopted, which may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel. The sufficiency of such extra security measures should be determined depending on vessel type, size, freeboard during transit and speed, with consulting and seeking advice of respective ITF union(s) where necessary.

During the period of transit/stay within this Warlike Area, seafarers shall be entitled to compensation amounting to 100% of the basic wage and a doubled compensation payable in case of death and disability. This entitlement should be payable for a minimum of 5 days upon the entry into the Area and further for each day of the vessel's actual stay in the Area.

In the case of vessels transiting the IBF Warlike Area, seafarers have the right not to proceed with the passage. In such an event, the seafarer concerned shall be repatriated at the company's cost with benefits accrued until date of return to the port of engagement and with the payment of 2 months' basic wage as compensation.

This designation shall be in effect from 19th March 2024 to 23rd of November 2025 with further extensions being subject to mutual consent between the IBF parties.

DESIGNATION 3.

“IBF Extended Risk Zone” – Gulf of Guinea including all ports, terminals and road anchorages and inland waterways.

- *The coordinates of this area run in a direct line from the Liberia/Ivory Coast border to 00°N 005°E, to the Angola/Namibia border.*

During a vessel's transit of this area, protection of seafarers through the provision of increased security measures should be adopted. Such measures must be above the latest Best Management Practice (BMP West Africa) level and may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel. The sufficiency of such extra security measures should be determined depending on vessel type, size, freeboard during transit and speed, with consulting and seeking advice of respective ITF union(s) where necessary.

The adoption of Best Management Practice is required as a minimum standard of protection.

During the period of transit of the Extended Risk Zone, each seafarer shall be entitled to a bonus equal to 100% of the basic wage and a doubled compensation in case of injury or death on any day during which the vessel they are serving on is attacked. The proof of these entitlements shall be subject to a confirmed entry into the ship's logbook and a report of attack being lodged with recognised international reporting authorities, such as MDAT-GoG. The maximum period when these entitlements may apply shall not exceed the number of days of the vessel's transit of the IBF Extended Risk Zone. For the purpose of this article an attack means any unauthorised and obvious action taken by a third party in a willful attempt to board or damage the vessel or to harm the crew which leads to the activation of the relevant vessel contingency plans including the alerting of the whole crew. Individual random attempts (whether successful or not) of unarmed boarding for the purpose of unauthorized sale, begging, minor stealth and etc. leading to no harm/damage to the crew and posing no threat to seafarers' lives, health and safety shall not count as 'attacks' for the purpose of this article.

A vessel will not be considered to be in the Extended Risk Zone, once berthed “all fast” within the area.

This designation is in force from 0001Z on 1st January 2023.

DESIGNATION 4:

Warlike Operations Area – Sea of Azov and the Strait of Kerch, north of latitude 45° 03' 00'N

This Area includes all waters and ports of the Sea of Azov and the Strait of Kerch north of latitude 45° 03' 00'N.

During a vessel's transit of this Area, the protection of seafarers through the ISPS Level 3 measure should be adopted, which may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel. The sufficiency of such extra security measures should be determined depending on vessel type, size, freeboard during transit and speed, with consulting and seeking advice of respective ITF union(s) where necessary.

During the period of transit/stay within this Warlike Area, seafarers shall be entitled to compensation amounting to 100% of the basic wage and a doubled compensation payable in case of death and disability. This entitlement should be payable for a minimum of 5 days upon the entry into the Area and further for each day of the vessel's actual stay in the Area.

In the case of vessels transiting the IBF Warlike Area, seafarers have the right not to proceed with the passage. In such an event, the seafarer concerned shall be repatriated at the company's cost with benefits accrued until date of return to the port of engagement and with the payment of 2 months' basic wage as compensation.

This designation shall be in effect from 1st November 2023 to 23rd of November 2025 with further extensions being subject to mutual consent between the IBF parties.

DESIGNATION 5:

Warlike Operations Area - Northern Black Sea Region

- *This Warlike Operations Area runs from the Ukrainian/Romanian border to position 45° 10'N 031° 00'E and to position 45° 21'N 032° 30'E.*

The entitlements are the same as those listed in **Designation 3** above (**Warlike Operations Area – Sea of Azov and the Straits of Kerch, north of latitude 45° 03' 00'N**)

This designation has been in effect from 1st March 2022 and shall continue until 23rd of November 2025 with further extensions remaining subject to mutual consent between the IBF parties.

DESIGNATION 6:

Warlike Operations Area – all ports in Ukraine

- *This Warlike Area applies to all vessels, whether underway or not, including all vessels at anchor and berthed "all fast" within the Area.*

The entitlements are the same as those in **Designations 3 and 4** above.

This designation has been in effect from 1st March 2022 and shall continue until 23rd of November 2025 with further extensions remaining subject to mutual consent between the IBF parties.

DESIGNATION 7:

High Risk Area – Black Sea

In the north, this High Risk Area borders with:

- *the Warlike Operations Area in the northern Black Sea region (Designation 4) on the line from the Ukrainian/Romanian border to position 45° 10' N 031° 00' E and to position 45° 21' N 032° 30' E;*
- *the Crimean Peninsula coastline;*
- *the Warlike Operations Area in the Sea of Azov and the Straits of Kerch (Designation 3) limited by latitude 45° 03' 00' N*

In the south, this High Risk Area is limited by the line running from Point 1 – 43° 25' 01' N 39° 55' 00' E to Point 2 – 44° 04' 00' N 31° 24' 00' E, to Point 3 – 44° 44' 00' N 31° 11' 00' E and to Point 4 – 45° 12' 00' N 29° 41' 00' E.

During a vessel's transit of this Area, the protection of seafarers through the ISPS Level 3 measure should be adopted, which may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel. The sufficiency of such extra security measures should be determined depending on vessel type, size, freeboard during transit and speed, with consulting and seeking advice of respective ITF union(s) where necessary.

During the period of transit/stay within this High Risk Area, seafarers shall be entitled to compensation amounting to 100% of the basic wage and a doubled compensation payable in case of death and disability. This entitlement should apply on each day of the vessel's stay in the High-Risk Area.

In the case of vessels transiting the IBF High Risk Area, seafarers have the right not to proceed with the passage. In such an event, the seafarer concerned shall be repatriated at the company's cost with benefits accrued until date of return to the port of engagement and with the payment of 2 months' basic wage as compensation.

This designation shall be in effect from 1st November 2023 to 23rd of November 2025 with further extensions being subject to mutual consent between the IBF parties.