



BRICS Seafarers

Gente do Mar dos BRICS

Моряки БРИКС

ब्रिक्स नाविक

金砖国家海员

Final Resolution

Panel 3

Identification of Priority Issues Related to Onboard Working Conditions for Collaboration within the Correspondence Working Group

Salvador, August 8, 2025

The representatives of seafarers' trade unions from BRICS countries, gathered at the "BRICS Seafarers" Forum, adopt the following Resolution on the identification of priority issues regarding working conditions onboard ships, to guide collaborative work within the Correspondence Working Group, considering that:

1. The protection of working conditions onboard is essential to ensure the health, safety, dignity, and professional development of seafarers in BRICS countries;
2. Emerging challenges such as automation, energy transition, and geopolitical instability require joint analysis and coordinated trade union responses;
3. The Correspondence Working Group established in Resolution nº 1 must serve as a platform for continuous collaboration, exchange of national experiences, and development of common trade union strategies;

Resolve:

Art. 1 – To identify the following themes as priority issues to be addressed collectively within the BRICS Seafarers' Correspondence Working Group:

- a) **Abandonment of crews in foreign ports**, with emphasis on prevention mechanisms, MLC financial guarantee effectiveness, union intervention, and enforcement of employer responsibilities;
- b) **Union participation in maritime energy transition policies**, promoting the concept of a just transition that includes seafarers' voices, training, and protections;
- c) **Union actions for equality and against xenophobia**, including support for migrant workers and the promotion of anti-discrimination policies onboard and ashore;
- d) **Regulation of autonomous ships and maritime automation**, including the need for national legislation to safeguard jobs and safety standards;
- e) **Increase of Manning levels to ensure decent work**, adequate sleeping time, occupational safety, fatigue prevention and manageable workloads for all crew members;
- f) **Promotion of women's participation in maritime work**, addressing structural barriers and adopting inclusive policies for recruitment, retention, and career advancement;

g) **Protection of national cabotage**, including the defense of domestic maritime transport from deregulation, flags of convenience, and external pressures undermining national fleets and seafarers.

h) **Ensuring just treatment for seafarers**, including protection from undue criminalization in case of accidents, pollution claims, or port-state actions.

i) **Participation of BRICS Seafarers' Unions in international forums**, encouraging closer coordination, access to solidarity mechanisms, affiliation to the relevant Sectoral Global Federation and greater influence in global forums;

j) **Other themes** agreed by consensus within the coordinating committee.

Art. 2 – To encourage national unions to provide technical contributions, case studies, and policy proposals on the above topics, to be compiled by the Correspondence Working Group and form the basis for common positions.

Art. 3 – To propose that these themes be included in the agenda of the next BRICS Seafarers Forum, with interim progress reports to be shared in virtual or correspondence coordination meetings.

Proposed by:

CONTMAF Brazil

SUR Russia

NUSI India

KPI Indonesia

IMMS Iran