



Caring for seafarers
around the world

the SEA

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Seafarers are increasingly worried about extreme weather events



Credit: Vasu Jarmwal, Pexels

Making sense of eco-anxiety

Felicity Landon hears about seafarers' real concerns about environmental issues

First-hand experience of extreme weather, huge waves and pollution at sea; worries about families at risk from natural disasters back home; and an overload of information via social media – no wonder young seafarers are in the grip of increasing eco-anxiety.

Seafarers have always been in the frontline when it comes to severe weather, towering waves and turbulent seas. And it could be argued that technology ranging from improved hull dynamics to weather routing systems means they are better equipped than ever to deal with the challenges. So what's changed? Eco-anxiety is on the rise among younger seafarers as crew become increasingly exposed to the realities of climate change, marine services platform COLUMBIA blue (CB) warned recently.

UNICEF stats show that 60% of young people overall feel very or extremely worried about environmental issues. For many crew members, this manifests as eco-anxiety, according to CB, and in multinational teams where individuals come from regions heavily affected by climate change, the emotional pressures can be even more pronounced.

CB believes eco-anxiety can apply to all ages, but the younger generation are likely more focused on it because they are so connected, Norman Schmiedl, CB CEO, told *The Sea*. News of any natural disaster travels instantly thanks to Instagram, Snapchat and through other social media channels. “For younger seafarers, who are more exposed to social media, there is more anxiety.”

Twenty or 30 years ago the climate change story was that “we knew it was coming, but it wasn't an immediate risk”, he said. Today's children and young people have learned about the issues at school and/or are far more tuned in. Studies have shown that older seafarers are concerned about climate change too, he added – “but there is a difference between concern and anxiety”.

“The other point is that for a seafarer today, a lot of things have changed in the way they work – there are a lot of safety measures and procedures, everything is addressed and you are in a pretty safe working environment on the ship, with sophisticated navigation systems and optimised controls to enable the ship to take preventive measures, but when you look at



Charles Watkins

“It is important to validate that this is a serious and real concern, it is not delusional at all, it is real and we see the scientific evidence, we see a shift happening”

the environment outside that you are engaged in, there is not much happening except a few old regulations like MARPOL. It’s something which you see but you feel you can’t do something about. That is why eco-anxiety is growing among younger seafarers.”

Equally, seafarers (depending on location) can witness trash belts in the ocean, receding ice, and a fall in bird and fish populations.

Pros and cons

Improved communications have been both positive and negative. “Communication is a good thing, but it brings more information, which brings more concerns and maybe anxiety too, if you can’t do anything. There is clear evidence that younger seafarers have more anxiety because of a wider exposure to and wider awareness of what’s happening in the world because of social media and their experience on board.”

Working with Mental Health Support Solutions (MHSS), CB has implemented dedicated mental health counselling across its fleets to help seafarers manage eco-anxiety and other wellbeing challenges.

Charles Watkins, founder and director of clinical operations at MHSS, said: “Naturally as we see more news coverage of catastrophes and see a rise in species that are becoming extinct or dying, and as we see more natural disasters and catastrophes that strike close to home, eco-anxiety is a growing concern. Seafarers are from around the world and some may be more affected than others.

“It also ties into a natural anxiety – self-preservation, the future and worries about the next generation – especially [for] young seafarers who have children, and are asking themselves: in what world will my children grow up? We see more and more concerns but also we see more initiatives that are trying to tackle this. That’s always a sign that things are getting worse.”

Eco-anxiety is often mixed with grief for the loss of ecosystem species, woods, places that people know or used to know or changing landscapes, he said. “And of course, it’s paired with

moral distress: Am I doing enough? Can I do something to stop this? And that is where collective can be very strong.”

This brings us to what actions companies and employers could or should take to help with eco-anxiety. Companies can start initiatives that consider what can be done as a community to change certain trends, said Watkins. “It has to be honest and authentic. It has to feel natural and realistic to the person and to the crew. First of all, it is important to validate that this is a serious and real concern, it is not delusional at all, it is real and we see the scientific evidence, we see a shift happening. And we want to overcome this feeling of helplessness. We can shift the balance by doing something meaningful, to lessen anxiety and create that powerful emotion.”

Projects for improvement

Examples of eco-projects involving crew/employees include reducing waste or demonstrating better fuel efficiency; ensuring vegetarian/pescatarian/vegan options are available on the menu; or raising funds for environmental causes.

If there is an actual situation or catastrophe in a seafarer’s country, and perhaps an immediate threat to their family, providing communication is the best thing employers can do, he said. Seafarers want to know that their family and friends are safe – if they are, then the seafarer can feel less anxious, doesn’t have to worry, and is in a very different mental state.

Stella Kiss, MHSS head of clinical operations, said: “We all know how terrible it is to doomscroll and catastrophise – the issue in these kind of situations is the lack of control that people are experiencing when they are on the vessel alone and hear about the problems from their family – for example, a catastrophe in the Philippines and seafarers on the vessel are hearing about it, knowing their villages could be experiencing this. Doomscrolling might make you feel that you are gaining control because there is so much information and you try to get more and more knowledge.”

Away from such a direct threat, it’s important to normalise the concerns and reassure seafarers it’s a very real, normal thing to worry about environmental issues, Watkins added. Interventions can include connection to other people on board, group interventions, information and psychoeducational talks.



Seafarers may become anxious about plastic pollution they see at sea

Credit: Rui Sternio, Pixels

Lloyd's Register Foundation's latest World Risk Poll Focus On report, Risk perceptions and experiences of ocean workers, concluded that ocean workers are among one of the most vulnerable demographics in the face of climate change, with 80% of them saying they are worried about being seriously harmed by severe weather. In parallel, the poll asked participants if they saw climate as a serious threat to the people of their home country in the next 20 years. Among ocean workers, there was a dramatic difference according to age. In the 15 to 34-year-old bracket, 58.7% said yes; in the 35+ bracket, the proportion was 27.1%. "Even with margins of error, there is a huge difference between younger and older generations," said Olivia Swift, head of maritime systems at LR Foundation. "It is understandably more prevalent among younger people."

There is no shortage of YouTube videos showing container vessels lurching through huge waves, she pointed out. But do companies have conversations with their employees or researchers across the wider seafarer labour force about real experiences? "How often, if at all, have those extreme waves been experienced [by individual seafarers]? We need to make sure we have the best possible information about risk and how it's changing and share that with our seafarers. And the first priority is making sure there are channels to ask and listen to their experiences and concerns."

She noted that a typical seafarer from the Philippines isn't only facing storms and large waves at sea but also has concerns about handling new fuels as shipping decarbonises, while also worrying about family back home. "With any family stress, there's very rarely anything practical we can do about the family member's problems, but there is huge power in connectivity – what matters is just being able to talk about it."

There is research ongoing: for example, Lloyd's Register Foundation is funding research in Korea into hull performance in extreme waves. "So it is not as if these questions aren't being asked and design being considered, etc. But that takes time. Meanwhile if there is practical training that can be carried out, then of course this should be provided."



Modern day technology can help alleviate weather related routing problems

Credit: Guy Hurst

Focus on information

Eco-anxiety is a logical response to a real situation, Swift emphasised. "We also know that humans cope better with anxiety when they feel they can do something about it."

Employers should, therefore, make sure their seafarers feel safe at work, focusing on information, training, policies and communication channels; and they should also consider the anxieties at home, she said. "I feel quite strongly that you need to be connected and that if a seafarer has terrible news from home, employers who are able to should get them home if that's what is needed."

Some employers and charities do particularly well in disaster and extreme situations, putting funds together to help and support families, she added.

A contributing factor to eco-anxiety would be where a seafarer feels unable to talk about their concerns because others around them don't care, said CB's Norman Schmiedl. "You feel isolated and you need to talk to someone."

A seafarer may be on a ship with better navigation systems, a good education and fantastic support from the shoreside – but insurance statistics show increasing weather-related damages, and more ships on the water means more ships potentially running into trouble with bad weather, he added.

Companies must 'do the right thing' – but what? Seafarers would benefit from good communication of genuine sustainability measures that are not just paper exercises, along with genuine support and effective responses, said Schmiedl. In the situation of a disaster at home, agreements in place should

entitle seafarers to leave at the next possible port; companies can provide support by reaching out to check that families are safe. "Uncertainty can cause more anxiety than anything else," he said.

Nothing can change the nature of the job, of course, and companies would do well to focus on the realities from the start. "We focus on this in training centres – you have to be aware as a seafarer that if you take that job, it comes with some benefits and certain disadvantages," he said. "It's good to be prepared."

In conclusion, Watkins noted: "Eco-anxiety certainly worsens if you try to silence it or if it's individualised or it's framed as weakness. That's something that individuals and companies and crew can really pay attention to and make sure that they do not try to go in that direction and try to be more accepting of it – being proactive and normalising it and giving people the chance to be heard and developing things together. We have found that the best types of interventions are the ones that the seafarers come up with themselves because they know what helps them best. Seafarers are a lot more creative than people think, and they are the experts."

While eco-anxiety is gaining more visibility, often a seafarer might not label their concerns as eco-anxiety, said Kiss. "They may feel that they are just on edge and mentally drained and might not know that these things have a huge impact on their mental health. Seafarers already carry so much when it comes to our global trade – we really shouldn't leave them alone with these additional worries." 📍

Defending the right to shore leave

Katie Higginbottom argues that barriers to leave must be addressed for the good of the industry

In April 2025, the ITF Seafarers' Trust, together with World Maritime University (WMU), released a new report entitled *Shore Leave: Rare, Brief and in Danger of Extinction*. The title was intentionally provocative; the timing of its release designed to coincide with discussions of amendments to the Maritime Labour Convention (MLC, 2006) at the International Labour Organization (ILO).

Concerns around dwindling access to shore leave are not new. The 9/11 attacks helped to bring about the establishment of the International Ship and Port Facility Security (ISPS) Code with its securitisation of ports that were already moving further from city centres towards more isolated industrial zones. The nostalgic image of seafaring was already very different from reality even before the Covid-19 pandemic.

Our survey of seafarers and subsequent report aimed to quantify current levels of leave in terms of frequency and time spent ashore and to identify barriers to shore leave. A good number of survey responses were received – 5,879 valid questionnaires – a significant and representative sample size. The findings were unsurprising, confirming the suspicions of all those

working in the field of seafarers' welfare and wellbeing: seafarers' ability to take shore leave has been in decline for some time, nose-dived during the pandemic and has continued to get worse rather than better.

The survey found that more than a quarter of seafarers had had no shore leave at all during their contracts and a third had only one or two instances in a duration that averaged out at 6.6 months on board. Of those who did manage to get a break from their vessels, 47% spent less than 3 hours ashore.

The combination of workload on board and limited time in port make it virtually impossible for seafarers to make time for shore leave. Without sufficient crew on board to cover the workload, the inspections, and the paperwork, companies fail to create schedules that allow for shore leave. We know this from previous research with WMU that revealed that almost 90% of seafarers exceed their hours of work/rest limits at least once a month; 16% exceed the limits more than 10 times/month. In such circumstances seafarers themselves 'choose' to remain on board to catch up on sleep, go online or just get the job done.

A Filipino deck rating on a car carrier, having spent 6.5 months on board, said: "...ordinary seaman in a car carrier vessel most likely can't go out because of the poor work-rest hours at the port by the management, and it is always the problem in every vessel I have boarded. The sad part is that the work-rest hour record on board is fake, and they will not record the actual duty time for this ordinary seaman."

On top of these challenges, transport costs, port state restrictions, disinterested agents, visa or permit issues and the lack of convenient facilities or attractions compound the problem.

Seafarers are rightfully frustrated: "I have experienced in ports where shore leave is not allowed at present. The excuses given include private port or port authority not allowing it, and COVID-19 restrictions still being in place. Some port agents even say that issuing shore passes will be chargeable. There are many reasons, but in reality, no-one thinks about seafarers. We are the soldiers of the sea, and during COVID we sacrificed so much, yet there is no respect for seafarers," said an Indian deck officer on a dry bulk carrier, having spent four months on board.

Same results, different responders

Following the survey of seafarers, we analysed the results of our questionnaire to providers of shore-based welfare, which, unsurprisingly, corroborated the findings of the earlier report. Ninety-six responses were received from 83 centres/organisations in 25 countries, thanks to the support for dissemination from the International Christian Ministries Association (ICMA). The key findings of this survey can be summarised as follows:

- Fewer seafarers are spending time ashore in seafarers' centres – 61% reported a decline in visitor numbers since the pandemic.
- Seafarers' centres confirm the same primary barriers to shore leave: lack of time in port and excess workload on board.
- Where seafarers are taking shore leave, they have little time to spend ashore, usually less than two hours.

The ITF Seafarers' Trust report *Shore Leave and the Future of Port-Based Welfare* reinforced the findings of the

Seafarers need adequate shore leave to decompress





Facilities vary at different ports

Credit: Veejay Espinosa Brodit

survey of seafarers and underlined the risks inherent in the failure to address the situation. If significant efforts are not made to overcome the barriers to shore leave, the centres and other operations that provide essential welfare support services will cease to be viable and then cease to exist. This will result in even fewer opportunities for seafarers to enjoy the benefits of taking a break from the confines of the ship. Seafarers will lose the chance to engage with port communities, to access recreational facilities and to get spiritual and psychological support that can mitigate the pressures of an isolated and stressful working environment.

This is a bleak picture and not one that the maritime industry is overly keen to acknowledge. So, what is to be done? As with many challenges in this day and age, it is essential to remain hopeful and not to despair. There are some positive developments and some positive examples. There is also a lot of work to be done by all who have an interest in the wellbeing of seafarers at all levels. We need a widespread campaign to enshrine the right to shore leave as an immutable principle, combined with multiple focussed projects and actions to dispense with barriers that can be removed at a local level.

The ILO Special Tripartite Committee did approve amendments to the MLC, 2006, adding a new standard (A2.4.2) on shore leave which should enter into force in ratifying countries by December 2027. It requires port States to ensure that seafarers are allowed ashore by public authorities in their ports, without need for visas or special permits. It requires explanation to the seafarer for any refusal with reasons provided in writing. It also requires shipowners to allow seafarers to take shore leave and sets out guidelines for co-operation between shipowners, unions and ‘other relevant stakeholders’ to establish procedures to facilitate shore leave in ports. In addition, it proposes information and training on seafarers’ rights including that to shore leave.

Though there are caveats around safety and operational requirements which could weaken the regulation, it does provide a clear opening for positive conversations and a framework for holding to account those authorities or companies that may lack enthusiasm for upholding seafarers’ rights.

Looking forward

This will, of course, not fix the problem of excessive workload and limited

time. A proposed amendment on hours of work was not adopted but a joint working group of the ILO and International Maritime Organization (IMO) to ‘identify and address seafarers’ issues and the human element on hours of work and hours of rest’ was established. This means that while the battle is not won, the issue remains live and a platform exists to present arguments and evidence to challenge the status quo.

This is the international regulatory backdrop that needs to be supported at every possible opportunity locally. As funders, we must continue to maintain and support providers of port-based welfare and work together to overcome barriers and publicise examples of best practice. The solutions will need to be adapted to the circumstances, but those who have survived the Covid years will know, where there’s a will, there’s a way. Next in our sights is a survey of shipowners and operators. It will be interesting to see who is willing to engage and who will designate seafarers’ welfare a priority with an unavoidable cost. 📍

Katie Higginbottom is head of the ITF Seafarers’ Trust. Go to: www.seafarerstrust.org/publications to download the reports cited in this article.

Officers must be able to lead multicultural teams



Credit: Simon R. Minshall, Pexels

Don't let stress become distress

Henrik Jensen examines the pressures on seafarers today

Sea-faring is a demanding profession. Long periods away from home, irregular working hours, and the constant responsibility for safety place unique pressures on those who work at sea. *The Danica Crewing Specialists Seafarer Survey for 2025* shows that these pressures are increasing, with more seafarers reporting stress, mental health challenges, and intentions to retire earlier than previous generations.

At the same time, the survey also highlights encouraging developments in welfare, training, and loyalty that point toward practical ways of making seafaring a more sustainable career.

The survey is based on responses from hundreds of seafarers worldwide, mainly from Eastern Europe and the Philippines. Their feedback offers an honest snapshot of life at sea today. While wages have largely stabilised and retention is improving, it is clear that the industry must continue to invest in people if it is to secure the future workforce it depends upon.

When discussing mental health, it is important to distinguish between being stressed and being in distress. Stress is a normal human condition; it is part of everyday life and a necessary response to challenge. It is why we breathe and why our hearts beat, and some level of stress is inevitable in a profession as demanding as seafaring.

Distress, however, is different. It is an abnormal mental condition in which stress becomes overwhelming, prolonged,

and harmful, affecting mental health, decision-making, and safety on board. Understanding this difference allows companies to focus not on eliminating stress entirely, which is neither realistic nor desirable, but on preventing stress from developing into distress.

Over the years, our survey has shown a steady increase in reported mental health challenges and in 2025, a record 44% of seafarers reported suffering from stress, a significant increase compared with previous years. The number of seafarers who reported feeling mentally depressed during their last contract rose from 11% in 2023 to 16% in 2025 and while this question has only been included since 2023, the upward trend is already clear.

Operational pressures contribute strongly to these figures. In 2025, 37% of seafarers reported that they did not receive statutory rest in accordance with regulations, highlighting ongoing workload and fatigue issues. At the same time, 9% said they had worked in unsafe conditions, a figure similar to previous years. Since the 2024 survey, we have also asked whether seafarers were prevented from seeing a doctor while on board, recognising access to medical care as a vital part of both physical and mental wellbeing.

Practical support

At Danica, we believe that surveys must lead to action and one way we use these findings to support shipowners and seafarers is through a digital wellbeing

app. Seafarers are invited to answer short questions about their wellbeing on a quarterly basis and these responses are fully anonymous, ensuring openness and trust.

While individual identities remain protected, the aggregated data allows us to see trends at vessel level and if concerning patterns emerge, we can raise these constructively with the captain and, where appropriate, with the shipowner. This enables early dialogue and targeted improvements before issues escalate into distress, safety concerns, or resignations.

Prevention also starts before a seafarer even joins a vessel as Danica offers online screening tools during recruitment to help identify whether new seafarers are already in distress or at risk of becoming so. Mental wellbeing is not static, however, as personal circumstances, family situations, and professional pressures change over time, and for this reason, assessments should be repeated annually, allowing companies to respond proactively and support seafarers throughout their careers.

While screening and monitoring are important, daily life on board remains one of the strongest influences on mental wellbeing. A friendly, inclusive, and supportive working environment can often prevent stress from becoming distress, and, in our experience, good leadership is the single most important factor in reducing stress and improving morale.

Senior officers must be able to lead multicultural teams, communicate clearly, and understand individual strengths and limitations. This is challenging in any organisation, but particularly at sea, where crews live and work together 24/7 in a confined space. Danica supports senior officers through access to leadership training, helping them manage people as well as operations.

Training other crew members to focus on inclusivity, teamwork, and peer support further strengthens morale. After all, a healthy onboard culture is not created by one person alone; it is a shared responsibility across the entire crew.

Responsibility also extends beyond the vessel as senior management within shipping companies plays a decisive role in shaping working environments through policies, planning, and company culture. A genuine commitment to welfare from the top is essential if onboard initiatives are to succeed.

Predictability is another key factor affecting stress levels and our survey feedback consistently shows that knowing when one will work, rest, and return home matters almost as much as pay. At Danica, crew planning is typically done six to nine months ahead whenever possible, and by doing this, seafarers can plan family life and personal commitments during leave. We also try to accommodate individual preferences for vacation length whenever operationally feasible.

Risk to experience

Early retirement is one of the most concerning trends revealed by the 2025 Danica survey. As many as 42% of seafarers expect to retire from sea before the age of 55, and 64% plan to retire before 60. Among senior ranks, these numbers are even higher, with 57% of captains and chief engineers expecting to stop sailing before 55.

The survey also reveals regional differences, with Filipino seafarers expressing a stronger desire to retire earlier than their European peers, reflecting a combination of cultural, economic, and family considerations.

These trends pose a serious risk to the industry, particularly given existing shortages of experienced officers, as losing senior competence too early affects safety, mentoring, and operational stability.

Retaining seafarers for longer requires making seafaring compatible with a sustainable lifestyle and Danica works primarily with high-tier shipping companies operating modern vessels and offering good working conditions, which in itself encourages longer careers. For senior officers, flexibility can make a decisive difference and, where possible, we support arrangements such as shorter contracts or longer vacation periods, allowing experienced professionals to remain at sea without compromising their wellbeing.

Despite the pressures highlighted in the survey, loyalty to employers is increasing and at Danica, we see trust as the foundation of this trend.

“The number of seafarers who reported feeling mentally depressed during their last contract rose from 11% in 2023 to 16% in 2025”

We honour the promises we make: salaries are paid on time, crews are relieved at the end of agreed tenures, and planning is done well in advance. Every seafarer has a dedicated crewing manager whom they can contact at any time, and modern communication tools and reliable internet access on board have made ongoing dialogue easier and more effective than ever before.

Helplines also play an important role, but they should be the last resource, not the primary solution. Too often, companies believe that providing a telephone number alone creates a healthy mental working environment; however in reality, wellbeing is built through leadership, predictability, inclusivity, and early intervention, not crisis response alone.

A sustainable path forward

The 2025 Danica Crewing Specialists Seafarer Survey highlights real challenges, but it also points clearly toward solutions. Rising stress levels and early retirement are not inevitable outcomes – early screening, continuous wellbeing monitoring, strong leadership, predictable planning, and flexible career structures mean that seafaring can remain a viable and rewarding long-term profession.

It's true we're seeing worrying signs around stress and early retirements but progress in welfare, training, and loyalty shows what is possible. Real change means supporting every aspect of a seafarer's life at sea.

By working closely with both seafarers and shipowners, the maritime industry can protect its people, retain its experience, and secure its future workforce. 

Henrik Jensen is CEO and founder of Danica Crewing Specialists.



Credit: Jefe King, Pexels

Stress must not become distress for seafarers

Help through a lens

Capt Animesh Nagpaul offers a seafarer's view on AI camera technology on board ships

For much of my career at sea, safety was largely retrospective, something we analysed after an event had already occurred. We relied on accumulated experience, post-incident reviews, and traditional inspections, often learning lessons the hard way. Today, AI-enabled camera systems offer the promise of transforming this, shifting maritime operations from reactive responses to proactive risk identification and mitigation.

Having spent nearly 15 years on board tankers and now working ashore with modern maritime technology at Smart Ship Hub, I have observed both the scepticism and the potential associated with AI camera systems. The question is no longer if such technologies will become part of the seafarer's toolkit; rather, it is whether they will be implemented in ways that genuinely support seafarers and enhance safety without undermining trust or operational autonomy.

Life at sea is inherently demanding – long hours, complex cargo operations, dynamic weather, and high-risk decision points are part of every voyage. As a master mariner, I bore ultimate responsibility for vessel safety, crew welfare, cargo operations, and environmental protection. Despite this responsibility, there were natural limits to what any individual or even an experienced bridge team could see or absorb at any given moment. Fatigue, weather conditions, and simultaneous operational demands all influence situational awareness.

Promise and perception

AI-enabled camera systems enter this context with bold claims: constant vigilance, real-time alerts, and objective monitoring across the vessel. From a safety perspective, these are compelling benefits. However, from the seafarer's viewpoint, legitimate concerns persist. Cameras on board ships are not only operational tools; they interact with spaces where crew live and work daily. When introduced without clarity or context, they can be perceived as surveillance tools rather than safety enhancements.

Having witnessed critical operations at sea and now supporting vessels through Smart Ship Hub's data-driven platforms, I believe the reality lies between the



extremes. CCTV cameras with added capabilities or built-in AI cameras can enhance situational awareness, reduce risk, and contribute to better decision-making, but only if implemented with clear purpose, robust governance, and respect for human expertise. This is not about replacing seamanship with algorithms; it is about using technology to reinforce the fundamental principles of safe and efficient ship operations.

In earlier years, traditional CCTV systems were commonplace. These systems passively recorded footage that was typically reviewed only after an incident. By contrast, AI-enablement adds actionable insights and decision-making capabilities, smart alerts and additional multiple other capabilities that can even be added to CCTV cameras. Companies can either upgrade their CCTV cameras with AI capabilities or introduce AI cameras that come with inbuilt algorithms to actively analyse visual data in real time, identifying unsafe practices, emerging hazards, and anomalous conditions as they occur.

One of the most significant advantages of AI systems is early detection. Rather than waiting for an event to unfold and then piecing together what happened, these systems can alert operators to potential risks before they escalate. This capability supports earlier intervention and creates tangible safety gains.

Operational impact and use cases

From my experience, AI cameras can support a broad range of operational and safety objectives:

- Monitor critical operational areas during cargo handling, mooring, or high-risk activities.
- Enhance situational awareness in poorly visible or high-traffic zones.
- Support crew safety through recognition of unsafe behaviours.
- Improve security in restricted areas and sensitive spaces.
- Time-stamped insights for any incident investigations.
- Maintenance and remote support by having specialists join remotely while the onboard crew is guided step-by-step through the secure mobile app.
- Improve operational standards, with a Standard Operating Procedure for best practices that is included, monitored and managed.
- As a training tool with camera feeds actively used for on board and onshore training footage.

With more than 40 active use cases, such as onboard smoke and fire detection, accidents and potential accident scenarios, unattended progressive conditions, and hygiene-related factors, these systems collectively enhance safety, security, and workplace effectiveness. When properly integrated, they create a

shared operational picture for ship and shore teams, enabling more co-ordinated and informed decision-making.

Limitations and considerations

AI camera systems are not without limitations. They require careful configuration, continuous validation, and well-defined parameters to avoid excessive or false alerts. If poorly tuned, they can become distractions rather than tools for improved performance.

Equally important are concerns about privacy and oversight. Crew members work and live in close quarters, and any technology that feels intrusive can erode trust. These concerns are valid and require transparent communication. Crews must understand what is being monitored, why it is in place, and how the data will be used. Clear boundaries, strong data governance, and a safety-first mindset are essential to building acceptance rather than resistance.

It is important to emphasise that AI cameras do not replace the experience, professionalism, or judgement of crew members. Seamanship remains central to safe operations. What these systems offer is consistency and continuous monitoring without the limitations of human fatigue, restricted lines of sight, or competing responsibilities.

In high workload situations, challenging weather, or reduced visibility, AI systems can draw attention to subtle indicators of risk that may not be immediately apparent to a human watchkeeper. In this way, they act as an additional layer of awareness, augmenting rather than substituting human expertise.

When I first began my seagoing career, safety management was largely retrospective. Inspections, checklists, and written reports dominated the safety landscape. Much of the insight came after an event, rather than in real time.

Today, the maritime industry is embracing integrated systems, AI-enabled cameras, advanced sensors, predictive maintenance tools, and cloud-based platforms that allow continuous monitoring and earlier intervention. This represents a fundamental shift in how risks are identified, communicated, and managed on board ships.

Challenges for today's crew

One of the biggest challenges facing seafarers today is adapting to the rapid pace of technological change. Modern vessels integrate digital systems alongside traditional seamanship skills, often with limited time for training or familiarisation. Resistance to new

technology is natural, especially when it is perceived as intrusive rather than supportive.

In my experience, acceptance improves when crews see real value: reduced workload, improved safety outcomes, and clear benefits in their daily operations. Effective training, transparent communication, and a focus on support rather than surveillance are essential to successful implementation.

Having worked both on board ships and ashore with Smart Ship Hub, I see CCTV cameras together with AI enablement or AI camera systems as powerful tools when implemented responsibly. They are not substitutes for experience or professional judgement, but they can enhance safety, improve operational awareness, and strengthen the connection between ship and shore.

Used correctly, AI cameras help crews make better decisions in an increasingly complex operating environment. The key challenge for the industry is to ensure that this technology serves the seafarer, enhancing safety, empowering crew, and reinforcing the human expertise that remains at the heart of maritime operations. 📍

Capt Animesh Nagpaul is a master mariner with nearly 15 years of seagoing experience aboard crude oil tankers, product tankers, and VLCCs.

“It is important to emphasise that AI cameras do not replace the experience, professionalism, or judgement of crew members”



Credit: Pixabay

CCTV cameras with AI enablement can be powerful tools

A movement to inspire women at sea

Christine Cabau explains why it needs to be full speed ahead towards gender balance at the helm

In shipping, as in many other industries, women have long had to chart their course in professional environments that were not originally designed for them. I know this well—I have lived it. It is a fact, but it does not need to be fate.

I built my career in a demanding and fascinating world, but one that has long been deeply male dominated. Along the way, I encountered obstacles – sometimes visible, often silent. Projected doubts, implicit glass ceilings, deeply rooted habits. But I also discovered collective strength, forged by committed women and men working together within close-knit teams. From this experience, I gained a firm conviction: competence, rigor and leadership have no gender—and no borders. Neither do passion and commitment.

At CMA CGM, we made a clear choice: to stop merely observing and regretting, and instead to act and transform. Launched in December 2024, the She Sails program was born from this determination. A determination that is both simple and ambitious: to make maritime careers genuinely accessible, attractive and sustainable for women, both on board vessels and onshore.

Examples already exist: female deck officers leading mixed crews, women captains at the helm of French-flagged vessels, female chief engineers at the forefront of technical performance. These pioneers demonstrate that there are no ‘men’s jobs’ at sea—only vocations to support and passions to fully embrace.

In just one year, the results are already tangible. The number of women seafarers has more than doubled, rising from 200 in 2024 to 419 as of December 31, 2025.

This collective momentum has been made possible by the strong commitment of Rodolphe Saadé, chairman and CEO of CMA CGM Group, and by the involvement of a united and determined network of ambassadors. Together with all our seafarers – women and men – we will continue on this path, with a new objective now set at 1,000 women seafarers by 2030.

Driving deeper

Beyond the figures, what truly matters are the human journeys behind them.

Since the launch of She Sails, 55 promotions have been achieved, including six to Top Four positions – roles involving governance and high-level responsibility. Forty-eight female cadets have become



Showing women on board is about building a new normal

Credit: CMA CGM

junior officers, and full career paths – from deck to bridge – are taking shape. This demonstrates one essential truth: when opportunities exist, talent finds its voice.

She Sails goes far beyond recruitment. It is built on an integrated approach combining continuous training through our Tangram Center of Excellence, mentoring, personalised support and leadership development. We actively encourage women to project themselves, to apply and to progress, guided by a fundamental principle: equal opportunities and equal pay for equal roles.

It also means addressing safety on board openly and without complacency – through a zero-tolerance policy on harassment and active listening to crews. It means naming what is often left unsaid, in order to confront it effectively.

Creating lasting change in an industry also requires transforming perceptions. That is why She Sails relies on a global network of 42 ambassadors across 19 countries. Seafarers, officers and department heads all engage directly with maritime schools, female students and young women who may still hesitate. They share, without filters, the realities of the profession and proudly demonstrate that these careers are accessible and offer pathways to the highest levels of responsibility. They embody what is possible.

Visibility is a powerful lever. Showing

women on the bridge, in the engine room or on deck is not merely symbolic – it is about building a new normal. There are no technological or operational barriers to women at sea. We need women in these remarkable professions. We need diversity to be stronger, safer and more effective – together.

Today, She Sails is a global program, supported by academic partnerships in India, the Philippines, Indonesia and Abu Dhabi, reflecting the truly international nature of the maritime sector. Each year, it takes part in around thirty international events, creating a genuine ecosystem of support, recognition and knowledge sharing.

I am deeply convinced that gender diversity is a driver of performance, safety and attractiveness for our industry. A maritime community that deprives itself of half of humanity and its talents would be making a strategic mistake. Making the sea a horizon of equality is not only a conviction – it is a condition for success. We need a maritime industry that opens up, trains and trusts, in order to better prepare its future.

She Sails is not an endpoint. It is a movement. And I hope it will inspire far beyond CMA CGM, because the sea belongs to all those – women and men – who choose it as their horizon, their career and their life’s adventure.  Christine Cabau is executive vice president assets and operations at CMA CGM.

Complicated cargoes in the world of sanctions

Michael Grey advises seafarers to beware of unscrupulous operators

These are very strange times in the maritime world, with so many uncertainties surrounding issues of international trade, which drive the operations of ships. The baleful presence of the sanctions-evading ‘dark fleet’, with dubious insurance, state of repair and possibly even operating under false flags, is casting an ever-wider shadow. The proliferation of sanctions themselves means that even the most respectable ship operator must be constantly alert to this changing state of affairs, with all their legal implications.

It is perhaps too easy for the seafarer to conclude that all such complications are so far above their pay grades that there is nothing to be done about them. But they can find themselves the ‘collateral damage’ if, for some reason, their ship is caught up in these troubles over sanctions involving the vessel, or its cargo. It is, for instance, not unusual for the seafarer – even senior officers – to have little idea of the beneficial owners of the ship they are sailing on. It is similarly unlikely that they will have much clue about the ownership of the cargo their ship is carrying. Ships can change hands, without the crew being necessarily aware of this, while cargoes have always been bought and sold while in transit.

So, when their ship finds itself detained because of some allegation of ‘sanction-busting’ charges, the crew are likely to find themselves in an unenviable position, possibly even joining the record number of abandoned seafarers, or, in the case of senior officers, facing charges themselves.

Trusted sources

What can seafarers do to mitigate these risks? Some of the more obvious strategies would be, when it is possible, to stay close to the better-known ship and crew managers, whose own vetting systems can be relied upon for both their employees and clients. It would be wise to avoid taking up employment with unknown employers, aboard ships that seem to change hands and flags frequently, and who employ seafarers on a casual basis with few checks. Under no circumstances should a seafarer ever pay an agent for employment and offering vague contract terms.



Credit: Bahadır CIVAN / Pexels

Seafarers need to vet potential employers carefully

Should not flag States be rather more careful about the ships they are taking into their registers? One of the ridiculous scandals of the present problems is caused by flag States with no obvious regulatory competence suddenly taking on considerable numbers of large ocean-going ships, with little ability to properly inspect them. Names and flags themselves are changed in an obvious ruse to confuse those attempting to police sanctions. Even more outrageous has been the way in which many of those in control of these ‘ghost’ ships have used completely false flags or non-existent registries to identify themselves, with voyages being taken ‘incognito’

with electronic identities masked or switched off. The position of those aboard such ships, as has been seen with vessels arrested, is exceedingly precarious.

The regular survey undertaken by the International Chamber of Shipping of flag States is publicly available and the latest edition has recently been published. This gives a good indication of both the capability and, by inference, the respectability of national and international ship registers. As a reference document, it does give an overview of the convention status of every flag, and a range of its capabilities. It is a useful indicator and reference for seafarers. 

From rugby pitch to engine room

Carly Fields learns about Amilia Busby's unconventional journey to seafaring

The maritime industry is often accused of being a closed shop, a business where traditions are handed down through generations and career paths are as rigid as a steel bulkhead. Yet, every so often, an individual emerges who breaks that archetype, proving that the modern seafarer is defined less by their lineage and more by their adaptability. Amilia Busby, a third engineer and recently crowned winner of the 2025 Nautilus Bevis Minter Award, is personification of that shift. Her journey from high-level rugby and construction sites to the engine room gives aspiration for the would-be seafarers of the future.

For many, the transition from the high-impact environment of competitive sports to the technical demands of marine engineering would seem like a leap too far. However, for Busby, the two worlds share a common language of resilience and collaboration.

Reflecting on her time on the pitch, she identifies teamwork under pressure and the ability to effectively build connections as the primary skills she carried into her maritime career. She notes that when joining a new team, which she did frequently throughout her rugby career, it became natural for her to build connections with new teammates almost instantly.

This social intelligence has proven vital in the confined, high-stakes environment of a vessel. Busby describes a sophisticated approach to leadership and camaraderie that goes beyond simple co-operation. "I understand how to read the room, understanding different humour types, confidence levels, knowing who may need more support compared to the other person," she explains. "You then get that sense of being a family and playing for each other, working as a team under pressure. All of these skills directly correlate to working on board. You work with different crews, have to adapt to different personalities, support your crew and most importantly work as a team under pressure."

Career path

Busby's path to the engine room was far from linear. Unlike many of her peers who may have grown up with a clear view of the horizon, her realisation came through the grit



Amilia at home in the engine room

of the construction industry. After finishing a rugby academy in college, she found herself determined to avoid minimum-wage roles, leading her to work with her brother in steel fixing. She discovered a genuine love for being on-site, learning a trade, and reading technical drawings. There was also a deeper motivation at play: the drive to prove that, as a woman, she was more than capable of handling heavy labour and excelling in a traditionally male-dominated trade.

A subsequent role in acoustic engineering further honed her technical mind. Despite starting with no knowledge of tools, she earned an NVQ within two years and became highly efficient. Her time in London, working on diverse sites, revealed a natural aptitude for the 'why' behind the 'how'. She found that the way she read things was perfectly suited to engineering, as she constantly questioned designs and thought about methods differently, much like she did during mathematics in high school. Yet, acoustic engineering felt niche, prompting a search for something more expansive.

The discovery of the Merchant Navy was almost accidental. Despite having a grandfather who served as a submariner and deep-sea diver, Busby admits she had never heard of the

industry until her boss mentioned it. A quick search for 'marine engineering cadetship' revealed a path that bypassed the financial burden of traditional university – a major selling point. "It was a very unconventional journey for me, without any mechanical engineering knowledge or even knowing how an engine worked at the time – I was really jumping in the deep end," she says.

That unconventional path is something Busby now champions as a Careers At Sea Ambassador. She is quick to dispel the myth that a cadetship requires technical expertise. "I started with no prior knowledge of any content and had just worked in a few different trades. I had my GCSEs from school in maths and science and that's all I needed." While she admits to being apprehensive about the academic content, she praises the structure of the training system. She points out that the existence of different cadetship levels, such as the HND she pursued, allows students to be eased back into academics at a steady pace, even revisiting basics like adding and subtracting fractions. "That's the beauty of it, if you have been out of education for a while, it doesn't matter. You have the support and resources to learn the content and the course is

set out with progressive learning and sea phases so you begin to apply the learning in the real life environment,” she says.

Industry transition

As a third engineer, Busby is entering the industry at a pivotal moment of technological transition. While she is modest about her current knowledge of alternative fuels, she has a clear vision of how the role of the engineer must evolve. “I think the role of a third engineer will become less mechanically intensive but more systems and safety driven, possibly requiring more competence in automation, hazard management and control systems while also keeping up with evolving regulations and safety,” she says.

Busby is optimistic about the direction of training, noting that cadetship curriculums are already changing to reflect net-zero targets. While her current experience on a coastal dredger involves marine gas oil, she emphasises that the responsibility for safety in the age of new fuels rests on comprehensive training. She argues that companies must supply relevant training for new technologies because they cannot hand over sole responsibility to a crew for systems they do not fully understand.

Sustainability, in Busby’s view, is not just about the ‘big’ technologies; it is a daily practice for the modern engineer. She sees sustainability as a core part of her day-to-day life, noting that engineers are directly responsible for energy efficiency, fuel consumption, and emissions. This involves practical habits like planning for just-in-time arrivals, avoiding the use of unnecessary machinery, utilising auxiliary power whenever possible, the meticulous management of garbage segregation and the handling of oily waste. “A lot of our daily maintenance has a direct correlation to sustainability and efficiency,” she says.

Hidden industry

Despite the rewarding nature of the work, Busby identifies a significant hurdle: the industry’s invisibility. As a Careers At Sea Ambassador, she argues that the biggest issue isn’t a misconception of the industry, but rather that it simply isn’t known enough. Even living in an East Sussex coastal town filled with fishing vessels, she had never heard of these career paths during her school years. She finds that promotion is often

too focused on traditional maritime hubs, leaving many children in other areas to miss out on these opportunities. When she does speak at schools, she often encounters a narrow perception of life at sea, where students imagine “the North Sea and the videos you see of the ships with massive degrees of listing, rolling about the sea with ominous music in the background”.

Busby’s commitment to the community has culminated in the launch of the ShipMates Network. This initiative aims to bridge the isolation that can sometimes define a maritime career. She describes it as a global community for seafarers of all ranks and backgrounds, designed to be a “welcoming space to connect, share experiences, and support one another”. The idea was born from the realisation that seafarers often only meet the crew they work with before heading home for leave. By creating a professional group chat on a global scale, she hopes to encourage seafarers to network, exchange insights, and build relationships that support both professional growth and personal wellbeing.

Her own growth has been accelerated by her willingness to step outside the engine room and engage with the wider industry. Though she admits to feeling like an “imposter” at her first industry event, she quickly realised that the maritime world is eager to hear

the voices of those actually serving at sea. She noticed she was often the only active seafarer in the room at such events and now urges others to say yes to these opportunities: “Go to the events, connect with industry professionals, build relationships ... everyone wants to hear their voices.

“Hopefully I inspire the next generation of seafarers to get stuck in like I did, be the next leaders of our industry, sharing our thoughts and views, making change where it is needed and being supported and encouraged by the wide community behind them that can be the ShipMates Network.”

Looking ten years into the future, Busby sees herself remaining at sea, driven by the balance of dedicated work and the ability to return home to make valuable memories. While she acknowledges that future family life might eventually draw her toward a shoreside engineering role or policy work, her immediate focus remains on her community-building efforts. She is aspiring to build a significant community with the ShipMates Network, executing a wealth of ideas to support her peers. Whether she is managing a zero-emission engine or leading a global network of seafarers, Busby’s journey suggests that the most important tool in any engineer’s kit isn’t a wrench – it’s the courage to jump into the deep end. 🌊



theSea Leisure Page

There are many health benefits to spending down-time solving puzzles. Lower stress levels, better memory, uplifted mood, improved problem-solving abilities, and better work performance are just some of them.

Sudoku

The aim of Sudoku is to fill in the empty cells so that each column, row and 3x3 region contain the numbers 1 to 9 exactly once. Find the answers to both puzzles in the next issue.

EASY LEVEL

		3	2			8	6	
				6	1			
		9	8			3		
4			6		7	1	9	
1	2				8		3	
9	6	8		3			5	
	8			9	2			
		7	6					
4	2			1	3			

MEDIUM LEVEL

6	4			3				
	2				7		9	
		8	1					2
5		1	4					
				8				
					3	1		6
8					5	6		
	3		6				4	
				7			3	9

Credit: www.sudokuoftheday.com

MEDIUM LEVEL

solution (Dec 2025)

9	3	4	5	6	2	7	1	8
5	1	8	4	7	3	9	6	2
2	6	7	9	1	8	4	3	5
1	5	6	7	2	4	3	8	9
7	2	3	6	8	9	1	5	4
4	8	9	1	3	5	2	7	6
8	7	1	2	9	6	5	4	3
6	4	2	3	5	1	8	9	7
3	9	5	8	4	7	6	2	1

TRICKY LEVEL

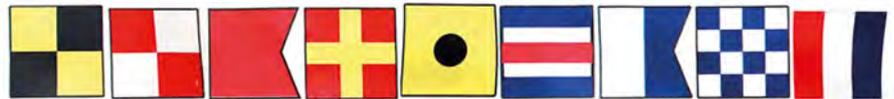
solution (Dec 2025)

2	4	5	1	7	6	9	3	8
7	1	9	3	8	5	6	2	4
6	8	3	9	2	4	7	5	1
5	2	4	6	3	8	1	9	7
1	9	6	4	5	7	2	8	3
3	7	8	2	1	9	4	6	5
8	6	1	7	9	3	5	4	2
4	3	2	5	6	1	8	7	9
9	5	7	8	4	2	3	1	6

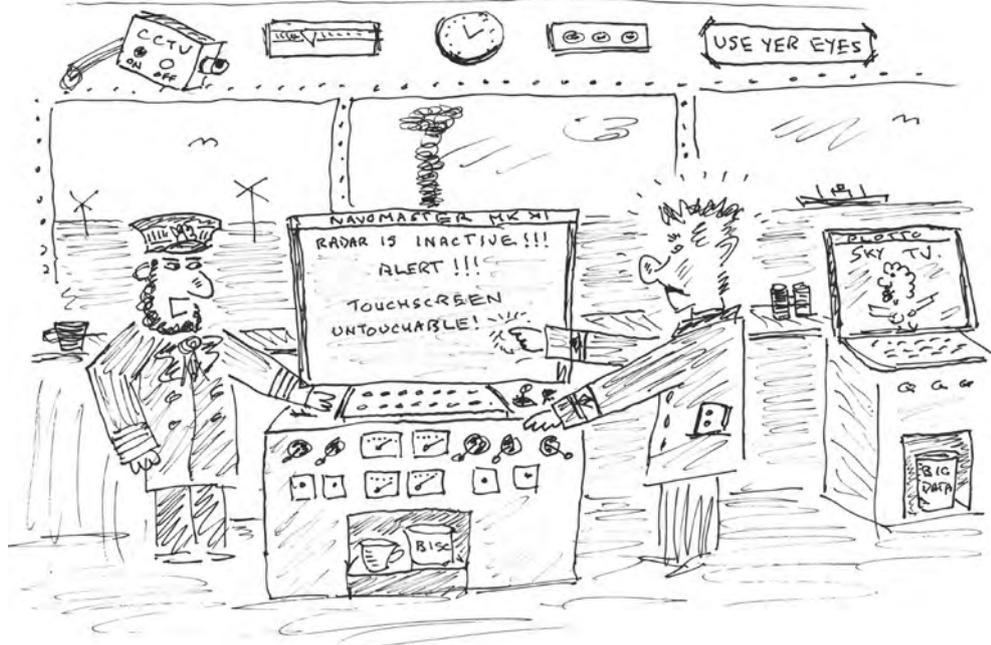
Flag code

Can you tell us what words these flags are communicating? Answer in the next issue.

Answer for December 2025 issue: **Backhaul**



See Michael Grey's feature on page 11



"It's not a ghost tanker or a stealth frigate – it means you have broken the radar, third mate!"

Jumble

Can you correctly unscramble these anagrams to form four words? If so, send your answers by email to thesea@missiontoseafarers.org by April 30, 2026. All correct answers will be entered into a draw for a chance to win a US\$50 Amazon gift card. Please include your answers, name, the vessel you are working on, your nationality and finish this sentence: "I like The Mission to Seafarers because..."

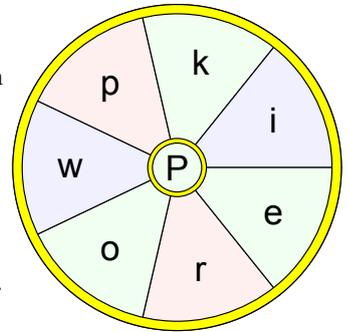
1) Uolbsub 2) Ncwhti 3) Aeroberfd 4) Anetroger

December 2025 issue solutions:

1) Beaufort 2) Sextant 3) Telescope 4) Radar

Word wheel

This word wheel is made from a 8-letter word. Try and find that word, then make as many words of three letters or more as you can from these letters. You can only use each letter once, and each word must include the letter P.



Answer for December 2025 issue:

68 possible words, nine-letter word was **Breakbulk**

Help for seafarers around the world

Are you one of the 1.89 million people around the world working at sea, or a loved one of someone who is?

The Mission to Seafarers is a great source of support for anyone working in the industry, and we've been helping people like you since the 19th century.

We work in over 200 ports in 50 countries and are available 365 days a year. We can provide help and support, no matter your nationality, gender or faith. Our network of chaplains, staff and volunteers can help with any problem – whether it's emotional, practical or spiritual help that you need.



Our services include:

- **Ship visits** – we carry out approximately 43,000 ship visits a year, welcoming crews to ports, providing access to communication facilities and offering assistance and advice on mental health and wellbeing.
- **Transport** – Our teams can arrange free transportation to the local town, shopping mall, doctor, dentist or a place of worship.
- **Seafarers' Centres** – We operate over 120 Flying Angel centres around the world, offering visiting seafarers a safe space to relax between voyages, purchase supplies, seek support for any problems they might have and stay in touch with their families.
- **Emergency support** – Our teams are trained in pastoral support, mental health first aid and critical incident stress counselling. We can also provide advocacy support.
- **Family networks** – We operate these networks in the Philippines and India where seafarers' families can meet, share information and access support.

Our mission is to care for the shipping industry's most important asset: its people.

To find out where we work, visit www.missiontoseafarers.org/our-ports. Here you can find information about all our centres, including contact details, facilities and opening times or download our free Happy at Sea app.



CREW HELP CONTACTS

SeafarerHelp

Free, confidential, multilingual helpline for seafarers and their families available 24 hours a day, 365 days per year, provided by ISWAN.

Direct dial: +44 20 7323 2737

Email: help@seafarerhelp.org

WeCare

Our WeCare e-learning programme gives seafarers access to mental health advice and wellbeing resources on board and on shore.

For more information contact your local Seafarer Centre, www.missiontoseafarers.org/our-ports.

CrewHelp

The Mission to Seafarers can provide help and support if you have a welfare or justice issue.

Please get in touch with us at crewhelp@mtsmail.org

Get in touch!

Have you got news or views that you'd like to share with *The Sea*? Please get in touch with the Editor,

Carly Fields at

thesea@missiontoseafarers.org

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To find out more about our Social Wellbeing and Financial Wellbeing courses, please visit www.mtswe care.org **Because together, WeCare.**



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Know your rights

Help is available to seafarers facing issues outside of their control

By Peter Rouch

Working with The Mission to Seafarers has changed the way I look at the news. Stories on TV, online, or in newspapers now catch my attention in a new way. Many things I once passed over now feel important.

Why? Because of you – the seafarers who work at sea, and whose lives are affected every day by what happens in the world.

Around 90% of world trade is carried by sea. This means shipping is closely connected to global events. When the world changes – through conflict, politics, or economic decisions – shipping often feels the effects very quickly. And because shipping depends completely on its people, these changes can affect seafarers first and hardest.

Recently, there has been news about ships being seized or detained. Some of these cases involve what is called the ‘shadow fleet’ – ships believed to be breaking international sanctions, and/or ignoring insurance and safety rules. Many of these rules exist to protect seafarer welfare.

These are not the only reasons ships are detained. For many of you, the risk of a ship being stopped by authorities is simply part of life at sea.

If this ever happens to a ship you are on, we hope that responsible shipowners, managers, and insurers will step in to help. And if you are in

a port where the Mission is present, we will be there for you too, or you can reach out to us online through the Happy@Sea app.

Still, it is helpful to know your own rights.

Help at hand

Most countries have signed the Vienna Convention on Consular Relations (VCCR). This international agreement gives you important protections.

If you ask, local authorities must:

- Inform your home country’s Consulate without delay.
- Pass on your messages to the Consulate.
- Allow Consular staff to visit you to give advice, welfare support, legal guidance, and sometimes help with repatriation.

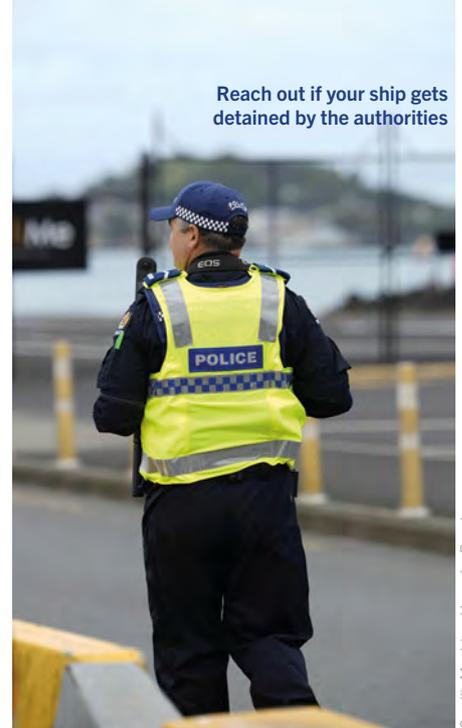
The key words are ‘if you ask’. Authorities do not always have to do this unless you request it. This is important to remember.

Another important agreement is the International Covenant on Civil and Political Rights (ICCPR), which most countries have also signed.

Under this covenant:

- You cannot be treated as guilty just because your ship has broken a rule.
- You are not responsible for actions taken by owners or operators.

Reach out if your ship gets detained by the authorities



Credit: Mushihaq Hussain, Pexels

Of course, if an individual seafarer has personally broken the law, they can be detained for that. But no-one should assume you are guilty simply because you are part of the crew.

If a country wants to detain you, they must have a legal reason which is specific to you as an individual, and you have the right to have your case heard in court.

In the UK we say, ‘Those who don’t ask, don’t get’. Sadly, this can be true when a ship is detained. So, remember the VCCR and the ICCPR and to ask for the protections they offer you.

At the heart of these international laws is a simple idea: every seafarer is an individual. You should be treated as a person, respected as an individual.

This belief is central to the Christian faith that inspires the work of the Mission. We believe every person has value and dignity. That belief shapes how we support around 500,000 seafarers each year around the world.

You are unique, and you matter. That is how we believe God sees you – and how we should treat one another.



The Ven Dr Peter Rouch is the secretary general for The Mission to Seafarers.

PRAYER FOR SEAFARERS

*God of all,
in your love you call us into life
and each one of us is known by you and cherished by you.
May we rejoice to know that we are your beloved children
and in thankfulness offer value
and respect to each other.
Amen*

Please donate to
**The Mission
to Seafarers**

Please visit missiontoseafarers.org/donate
or scan the QR code opposite.

