

A Socially Sustainable EU Common Fisheries Policy: Workers' organisations' participation in the fisheries, aquaculture and processing sectors

Outcomes from Seminar 2: Health and safety, working conditions, organising, and collective bargaining in the fish industry

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**EUROPEAN TRANSPORT
WORKERS' FEDERATION**



EFFAT

**European Federation of Food, Agriculture
and Tourism Trade Unions**

Introduction

This document presents a summary of the outcomes of the second in a series of three seminars aimed at exploring and identifying ways in which to improve the attention paid to social sustainability of the Common Fisheries Policy (CFP). Ultimately the CFP impacts workers in the seafood sector (encompassing fishing, aquaculture and seafood processing), both within the EU and within international supply chains feeding the EU market (the world's biggest seafood market).

The seminar took place in Venice, Italy on the 14th and 15th November 2018 and was attended by Trade Unions activists or officials representing workers in this sector. The meeting was actively facilitated by consultants to help participants explore the need for better and more uniform representation, identify best practice, and build consensus around potential action. A discussion paper provided a summary of available information on the theme, with the aim of presenting principle issues; raising awareness and understanding; creating structure around the debate; and guiding discussions of workers' organisations' participation in the seafood sector.

This outcome report is based on dialogue during the seminar. Given that the Trade Unions represent, among other members, seafood sector workers in the EU and internationally they are able to provide insight into the situation of workers in different countries and in different aspects of the sector. They also provide first hand experience and through these examples can drive consensus on seafood workers' rights. Importantly, Trade Unions have the opportunity to influence regulation (particularly the CFP) and act as expert advisors to both private and public organisations.



Group photograph from the Seminar 2: Health and safety, working conditions, organising, and collective bargaining in the fish industry

The current situation

The scene was set with a presentation of the Seminar 2 discussion paper. The presentation reinforced the papers findings that everyone has the right to a safe workplace and workers in the fish industry are no different. Despite this, accidents in the fish industry often go unreported; the regulatory framework is old and complicated; and there have already been numerous initiatives and guides to try to resolve the problem.

Fishing is openly accepted as a highly dangerous occupation with statements such as 'fishermen having a one in twenty chance of being killed on the job' and the 'Deadliest Catch', commonly associated with fishing. Data on accidents and injuries is very limited, often out of date and considered unlikely to tell an accurate picture due to under-reporting. The unclear regulatory framework and lack of health and safety objectives within the CFP is further example of the failure of policy makers to protect the workers within the seafood sector.

Whilst considerable and successful improvements have been made to the environmental performance of fisheries; worker health and safety has not seen the same attention. For example, Seafarers UK, a charity working on and for fishers' health and safety, state that given the unstable work that is carried out at sea - moving equipment and incidences of unsafe harbour infrastructure - it is no surprise that accidents are so common (Seafarers UK, 2018).

Working in the EU fishing, fish farming and seafood processing sectors are recognised as hazardous and even arduous occupations. Fish workers lack the basic protection enjoyed by other workers:

- It is believed or well known that accidents and fatalities in the fisheries are ignored and not reported at all
- At least 133 lives were lost in the fishing industry in Europe between 2000 and 2010¹
- Up to a third of seafood processing workers face neck and shoulder injuries
- The aquaculture workplace can be 6 times more dangerous than the average workplace
- Nine coastal European Member States have not ratified the IMO SFV Protocol 93 (Torremolinos Protocol of 1993 Relating to The Torremolinos International Convention for the Safety of Fishing Vessels, 1977)² or IMO STCW-F 95³
- Only three EU member states have ratified the IMO Cape Town Agreement⁴ and brought the ILO Convention 188⁵ into Force⁶. However it should be noted that the Torremolinos Protocol and the majority of the provisions of the C188 are implemented through EU directives

¹ Lloyds Register 2018

² The convention promotes the safety of fishing vessels by establishing uniform principles and rules concerning the construction of safety related equipment.

³ International Convention on Standards of Training, Certification and Watch-keeping for Fishing Vessel Personnel, 1995 (STCW-F Convention). The convention includes basic safety training for all personnel, and certification of skippers, officers, engineer officers, radio operators, and watch-keepers.

⁴ Cape Town Agreement of 2012 on the Implementation of the Provisions of the Torremolinos Protocol of 1993

Key Outcomes

“The main thing around safety is that it is a must for fishermen”⁷

Contributions from participants (participant list appended) defined the purpose of the Seminar as an opportunity for affiliates to develop greater partnerships, identify and expand plans to work together and to share experiences which represent best practice.

The Seminar was considered both timely and urgent since there is a real problem to be addressed in the missing representation of fishers and workers in the forthcoming CFP reform in 2020. While participants acknowledged the international challenge for safety of fishers it was agreed that the group had the greatest opportunity to influence change at an EU level, and as such demonstrate Best Practice within the EU.

One theme that was underlined was the relationship between collective organisation of workers and safety and health. In order to improve safety, workers must be organised. There was considerable discussion around this theme exploring questions such as:

- How can worker influence be achieved? In organising? In collective bargaining?
- How to more effectively organise workers, particularly fishers?
- How can we use collective bargaining more effectively or powerfully?

There was also debate as to how the Trade Unions can represent workers better and more uniformly. It was felt that more work was needed to develop a strategy to ensure organisation of workers (mainly with fishers and on aquafarms, and less so in processing where workers tend to be better organised and represented). For instance, Italy's Fisheries Unions have the most members; how can this greater popularity of participation in the union be better understood and replicated?

There was also recognition that there have been many initiatives (previous and ongoing) promoting safety in fisheries, but they have been limited in scope and success in part due to funding and in part for sectoral cultural reasons. It was also highlighted that there are adequate tools to safeguard the safety of workers, but that these need to be applied through training and that by working together trade unions may be able to have more impact in ensuring success.

The following sections outline the main themes from the discussion between the participants in the event. In each case (and to ensure strategic outcomes from discussions) the participants were asked to focus comments around three areas:

1. Which tools and strategies to use
2. How to influence reforming EU legislation
3. Which priorities to focus on

⁵ The objective of the Convention is to ensure that fishers have decent conditions of work on board fishing vessels with regard to minimum requirements for work on board; conditions of service; accommodation and food; occupational safety and health protection; medical care and social security.

⁶ A different three Member States

⁷ Quote taken from Seminar participant

1. Promote collective organisation

The seminar highlighted the need to promote and enable organisations to support health and safety initiatives. This can reduce incidents and accidents, raise awareness and ensure adequate training. Trade Unions can play a pivotal role in this important work. The UK Trade Union, 'Unite' presented their experience of achieving this through their work with a seafood processors in the UK (Box 1).

Box 1: Improving health and safety through effective worker-organisation

The UK Trade Union 'Unite' presented their experience with Birds Eye, a seafood processor part of the Nomad Group. An overview was given of Health and Safety activities as an example of what can be achieved through organising. Birdseye employs 600 full time contracted workers and 90% are organised. There are 100 flexi-contracted workers, who are on the same terms of core workers, but with more flexibility around shifts. There are an additional 300 agency workers that are on contracts with no guaranteed hours (known as zero hours contracts). The Union has 25 shop stewards who are fully accredited and trained; there are also H&S representatives and a H&S committee. The committee encourages the employer to engage with the union on H&S, which has meant the union is largely training the company's management. The H&S representatives record not only incidents, but also near misses and they carry out risk assessments, all of which serve to reduce the number of accidents and raise awareness of safety risks. Since the union has been strong and active, H&S has improved and there have been no serious accidents in the last 14 years. It is noted that this of benefit to the company as well as workers.

The question is how to achieve the worker's power, through organising workers and reinforce collective bargaining in the fishery landscape. Collective bargaining is key to improve working conditions. Unions in the fisheries sector need to put in place strategies for getting there and increasing membership since power is through membership. Taking success stories for example in Italy where fishery workers are most organised and replicate them to ensure that Unions continue to represent the workers.

This is a big challenge for the fisheries industry which by its characteristics of dispersed, often migrant workers and self-employment make it difficult to organise. Is it possible to copy what is in place for other maritime structures? Due to self-employment or family employment in fisheries, there is low collective bargaining in the sector and workers don't see benefit of joining the union. To meet the fishermen need to be in the harbour at dawn as there is no canteen to meet the workers at, for example. It is necessary to demonstrate the value of the trade union movement to show to the worker as a benefit of the fishing trade union. It may help to map out members, how they came to that space, cost of recruitment, how they were recruited.

2. Mandatory, enforceable risk assessments for fish workplaces

An area of significant discussion was around risk assessments within seafood sector workplaces. Risk assessments are a legal requirement for work places and there has been a significant amount of research already around the subject. This includes a social dialogue on the theme of Occupational Safety and Health (OSH) and tools for small and medium sized enterprises to support carrying out

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risk assessments. For instance, ETF is working with OSHA and the social dialogue and this is a direction that the Trade Unions should follow.

Risk assessments have been proven to create better working practices and Trade Unions should exert pressure to make these mandatory where they are not. Affiliates could work together to apply risk assessments consistently across EU countries, including training on how to create effective risk assessments which are based not only on recorded causes of injury, but also perceived risks and 'near misses'.

Responsibility sits with fishing companies, aquafarm owners and processing site owners, but Trade Unions can provide transformational support, organisation and communication to and from individual workers.

Italian Trade Unions, such as UIL, have carried out research into risk assessments in cooperation with scientists but are yet to share any data, which would be valuable in future planning. In Belgium, all companies with over 50 workers have a Health and Safety Committee. There is a need to work together - sharing experience, knowledge, and non-sensitive data between affiliates to apply risk-assessments consistently.

3. Worker safety considered as part of fishery policy considerations (particularly with the CFP)

Participants agreed that safety needs to be the priority in any stage of the decision making process including changes in policies and during the next CFP reform.

Overall, the culture of EU fisheries policy needs to be changed through the work of Trade Unions lobby: raising awareness of the lack of safety, improving resources and funding for seafood sector workers; and ensuring that adequate health and safety regulations are specified and applied within the CFP and within national fishery policies, in short that CFP protects seafood workers appropriately.

There are cultural challenges within the sector itself. A number of Affiliates noted that fishers⁸ do not like to wear Personal Flotation Devices (PFDs). This may be when there is good or warm weather as they become uncomfortable or when there is considerable physical work to be done, PFDs can feel restrictive. Some even mentioned that they can be dangerous - getting caught in machinery. This highlights the importance that any new policies and regulations concerning PFDs allow for bottom up involvement so that the views of fishermen are considered. In the past, there has been failure by policy makers to do this which has led to problems in implementation. Investment and a challenge to designers to create PFDs that would be both affordable and welcomed by fishermen were considered necessary and achievable initiatives, subject to funding.

Since fishing is a dangerous occupation policy changes can put more pressures on fishers, potentially driving them to take more risk. The effect of policies therefore needs to be tested at the macro level, be that physical activity or economic impact that may change fishers' behaviour or experience. It is

⁸ Fisher is the official gender neutral term adopted by the ILO and promoted by the trade unions since 2004-5.

critical that policies are developed with input by fishermen to understand the potential consequences of that policy and their impact on safety and welfare.

A bottom up approach, as proposed would prove beneficial, but requires effective organisation so that workers voices are duly heard. Trade Unions can demonstrate their effectiveness to organise workers and ensure their voices are heard. Policies should also define who is responsible at different levels, with unions enabled to exert power to protect workers by representation. Trade Unions can then help ensure such responsibility is backed up by effective compliance and enforcement to help keep workers safe.

4. Health and safety training

There was discussion recognising that there are often gaps in legislation which results in which unskilled and unpaid workers not receiving full Health and Safety training in the workplace. This raises the risk of - and reality of - injury, and potentially activity related disease/illness.

Many employees do not understand the importance of Health and Safety training, particularly temporary and migrant workers where such training or expectation of training may not be common. Affiliates felt training must happen throughout the sector, at all levels, and there was particular dialogue around training of migrant workers on vessels. Communication is a critical issue where different languages can increase risks, lead to misunderstanding and cause accidents.

This training therefore needs to be presented in a way that is relevant to the language and make use of the technology available, also acknowledging other special circumstances. There was also suggestion that the term 'Health and Safety' needs to be adapted to just 'Safety' to prioritise it, give it more strength, and because the term has become unheard as it is so common.

Affiliates also discussed the need to enable workers to alert authorities, and Trade Unions, to risks, lack of training or unreported near misses. The enablement of 'worker voice' is an important, but complex necessity for meaningful future safety of seafood sector workers.

5. Occupational diseases linked to the fishing sector

The seminar discussed new research in Italy that has found a link between certain diseases and the fishing industry (Box 2). Such evidence could lead to certain disorders being formally registered as occupational diseases. If this means employers may be held liable and workers were eligible for compensation; it would encourage business owners to better protect workers from such diseases.

Box 2: Research in Italy linking certain diseases with the fishing Industry

FLAI-CGIL carried out research in to occupational disorders in the fishery sector. Launched in June 2011 it was aimed at establishing the physical conditions faced by the workers at sea. The research required workers to complete a questionnaire and work with doctors to carry out direct research on vessels, whilst in dock. The number of completed questionnaires and medical reports was in the thousands.

The research showed those carrying out fishing at sea tended to suffer conditions such as deafness and skin diseases, and pointed to diseases that fishermen were exposed to. The Italian medical

centre published the research. However, the Italian body responsible for medical disorders refused to accept the disorders were specifically related to fishing. Only if a disease is recognised by the institute is it possible for workers to receive compensation and for the employer to be considered liable.

The project demonstrated that some diseases are **typical** for fishers, but could not establish these were directly **caused** by fishing. Since then doctors have worked on-board vessels. This further research has proved there is a correlation between types of fishing and a disorder. Once this additional research is published it is hoped the responsible Italian body will recognise the link and register the disorders as occupational diseases of fishing at sea.

6. Unfair competition from outside EU

Seminar participants discussed how competition is understood as a commercial positive, but only when even and fair. Research is needed to understand the consequences of trade and conservation policies on health and safety to make sure fishing is economically viable and will, as a result, support the safety of fishing workers. When imports to the EU are allowed from countries or companies with poor worker safety it undermines EU companies that are implementing good safety procedures. Participants felt it is necessary to eliminate imports of products in Europe which undermine safety standards. The alternative was to address those standards within importing countries, but the latter is possibly too big a challenge and should not detract from addressing health and safety within the EU industry.

Competitiveness is also an issue. Fisheries cannot compete with companies supplying the same market from countries without rigid labour and social rules and where human rights abuses are more prevalent. This undermines health and safety and pushes EU fisheries to take more risks to be able to compete. Further to this, any health and safety abuses recorded in these imported products are not being pursued, showing a lack of enforcement. No conclusion was drawn on this area, but it must be considered when looking at where the Trade Unions can most effectively influence safety of workers in the seafood sector.

7. The retirement age for fish workers

The seminar heard there is no unique retirement age within the fish industry i.e. different to other national retirement ages. In other occupations considered 'arduous' these areas may be given special retirement (earlier) ages.

Affiliates agreed that occupational health needs to be reviewed to propose lower retirement ages within the seafood sector to improve health and welfare of fishers and processors in later life. In particular, early retirement schemes must be made available to workers working under arduous conditions. These schemes would need to be part of inclusive and socially responsible pension policies in the EU. Better organisation within the fishing sector; cross EU affiliate working; and smart representation to demonstrate the arduous nature of fishing sector work, could be a strong way for Trade Unions to show their value to fishermen who are rarely members.

Pensions are not created and adapted to the fish industry and do not represent the style of work, possibly because they do not recognise the arduous nature of the work. Blanket retirement age policies take no account of the reality of workers working under arduous working conditions, such as fisheries, and it was deemed important to address this oversight. Areas of training and potential compensation also address this issue in helping to ensure fishermen, and other workers, can retire in good health.

8. A simple, mandatory database for reporting of accidents

Discussion was animated around the lack of quality data and the problem of under-reporting accidents. It was recognised that a lack of data should not be a constraint in the current world where technology provides so many ways to record it quickly and centrally. Recording accidents can provide invaluable data that can be analysed to make future adaptations and changes to regulation to reduce injuries – a benefit for workers, business owners and policy makers.

Such a database should record not only accidents and injuries but also ‘near misses’. It was also noted there is a need to overcome the lack of anonymity driving false reporting. Furthermore fish industry data should not be grouped with other industries at EU level as that makes it difficult to evaluate impact on the fish sector.

A Spanish affiliate provided a Best Practice example around data collection that might be replicated (as shown below in Box 3).

Box 3: Improvements in data and Health and Safety in Spain

The FSC-COO presented a fishing accident data collection model and awareness campaign in Spain in conjunction with The National Institute for Safety, Health and Wellbeing at Work. There were three main work-streams:

- Study existing information on working conditions
- Compile instruments and tools designed at national level
- Promote the realisation of specific studies on accidents in the sector

A working group was established to analyse the data and study accidents. The campaign involved 6000 fishing vessels and visits to the vessels to educate workers that risks are not naturally associated to the job, and can be mitigated and limited. The campaign worked to raise awareness of workers on the main issues that faced them.

In 2016 a group was set up to draft a national plan for the safety in the fishing industry and messages conveyed through the media with the objective of reducing deaths, accidents at sea and fires onboard. Brochures were printed and used at conferences and lectures to raise awareness.

Data was collected on accidents and made available on the website for use by the industry. The intention to map the accidents and analyse them to contribute to future risk assessments. Results can be shared with workers to better understand and prevent accidents.

9. Inspection and enforcement of existing laws around health and safety

A number of Affiliates felt that there are too many rules which are incorrectly applied. Countries, such as Italy, have strong legislation within the supply chain, but this is lacking within the fishing industry. Even where legislation does exist, it is not being properly applied; being ignored; not understood; or not enforced by the authority. The question was asked: why introduce new legislation when the existing ones are not being implemented? It may be that a deep dive into understanding exactly what regulations exist but which are not being effectively implemented, would be useful to address trade union's concerns and could be a useful recommendation of this project.

The Affiliates were asked if they felt Member State-wide implementation of ILO C188 could also address their principal concerns. This might be as a part of CFP reform. There was uniform agreement that it could go a long way to improving the situation for fishers and those working on fishing vessels. Further to this other global conventions and dialogues, such as FAO's Decent Work in Fisheries & Aquaculture dialogue, could have a positive impact if they are integrated in to policy. However, it is critical that integration of such conventions must be done with sufficient meaning, resource and collaboration with the fishers and fish workers.

France is at the beginning of implementing ILO C188 which provides an opportunity to develop a strong fishing inspection system that is currently lacking (Box 4).

Box 4: Lack of effective inspection of Health and Safety laws in France

In France, explicit maritime inspectors have been removed so they now inspect on both land and sea. Maritime inspections of health and safety laws are therefore carried out while vessels are still in port, which means the true nature of their operations at sea is not revealed where risk to workers is usually at its height. This illustrates that the adoption of new directives must be incorporated in consultation prior to adoption, to provide an opportunity for Trade Unions and business owners to ensure the impacts and realities, particularly on workers, are taken into account.

10. Develop specific strategies for organising processing, aquaculture and fishing

Delegates agreed that health and safety strategies can no longer apply to multiple disciplines (i.e. across all processing, farming or manufacturing) and must be made specific for seafood processing, aquaculture and fishing to ensure their unique health and safety issues are met. Making a single strategy that covers multiple work streams leads to gaps which mean risks go unaddressed.

It was considered vital to understand that all fisheries are different, and such differences may depend on many factors for example, the age of vessels, gear types, target species and handling of catch on board. Another example of difference would be crew size or single operators - do small vessels need to apply the same regulations as larger vessels even if they have insufficient space to

comply with the regulations, as they cannot fit all instruments that are compulsory for the benefit of safety?

Affiliates concluded the reality is that the different fishery sectors and sub-sectors are at different stages of development and have different needs. These specific strategies for each sub-sector requires cooperation between the Trade Unions, countries and multinational companies to realise effective, deliverable policy.

11. Gender and equality

An introduction to gender equality was presented by guest speaker Ms. Katia Frangoudes, Senior Researcher of political sciences and coordinator of the TBTI research cluster on 'Women and Gender in SSF'. Affiliates were introduced to the initiative TBTI and Ms. Valérie Latron of ETF's Women's Committee responded to Katia explaining the work and challenges of ETF.

The presentation highlighted that women are still often discriminated against within the seafood industry, even with 65% of processing workers being female. They are often excluded from Collective Bargaining Agreements and working on vessels, endure salary abuse and exploitation when selling fish and do not receive benefits such as unemployment pay. Trade Unions must play a larger role in addressing these issues and turn towards tools such as technology and private standards to improve equality in seafood workers. Data must also be improved to understand specific gender issues.

The seminar raised and connected a number of groups working on these issues and these groups can work together to identify what lobby needs to take place at CFP reform.

12. Apply a grassroots bottom-up approach to setting regulations

A clear outcome of the seminar that was repeated across a number of these highlighted areas was the need to change the culture of EU policy making from a top down to a bottom up inclusive system, where workers voices are heard while setting regulations to ensure their needs have been taken into account and impacts of proposed regulations are understood. This will help drive health and safety to the forefront of decision priorities.

13. Consider a Trade Union 'fish labour standard', relating to labelling that also enables organising

It was discussed how currently multiple labour standards exist across a range of professions. It was seen to be beneficial for Trade Unions to look into a fishing labour standard to ensure a benchmark standard and provide a tool to make compliance easier. There was some appetite among the group but not full understanding of how this would work or who would need to be involved.

14. Secure funding for training, fish worker outreach, safety equipment, data review, risk assessment

Health and Safety cannot be available only to those who can pay. To ensure all fisheries are able to meet the UN Declaration on human rights, and ILO C188, and for everyone to have the right to a

safe working place funding must be provided for training, fisheries workers outreach, safety equipment, data review and risk assessments. Further work needs to be undertaken to understand sources of funding; private, public and other.

Priorities

In the final session, a summary of the participants' main priorities were presented. The list was discussed and there was general agreement on the following:

1. Drive collective bargaining/organisation across the seafood sector and development of health and safety strategies

Trade union organising and collective bargaining is vital to ensure enforcement of health and safety regulations and secure improvements of the working conditions for seafood industry workers. Specific strategies need to be developed for the different sub-sectors or categories apparent in fisheries that have different needs (e.g. processing, fishing, aquaculture, small-scale – full list to be agreed). The strategies need to be coherent in action and objective and agree best practices.

2. Mandatory, enforceable risk assessments for fisheries workplaces led by the Trade Unions

Although risk assessments in some cases are a legal requirement there appears to be poor practice in the EU fisheries sector (compliance or quality) contributing to unsafe workplaces. Good practices are available and well-organised workforces can lead risk assessments resulting in significant improvements. There are also tools available to improve the quality of assessments. Trade Unions can explore how to influence better practice and demonstrate their value in the role of implementation.

3. Implementing basic safety training

Trade Unions are well placed to implement basic training for fisheries workers having knowledge of the risks and common issues. Employers are ultimately responsible, so there is a need for social partnerships to create optimum training for all.

With any training programme funding needs to be secured that is sufficient to cover Trade Union outreach and resources for organising. Funding streams from public and private sources, outside of membership fees, are needed.

Standards for training need to be defined. If appropriate, this can go alongside seafood sourcing / seafood supply chains such that it supports products originating from producers, processors and fisheries where approved training is firmly in place. It may be possible to build a self-funding model where revenues from the training fees could be re-invested into the program.

4. Improve data collection to support training

Better data is needed on accidents, occupational diseases and from risk assessments to create effective risk mitigating, workers protection and appropriate training. The concept of an EU database that will direct the training and monitor performance needs to be fully explored. Taking the example

pioneered in Spain it may be possible to build an EU, mandatory, standard database for reporting of accidents/near misses that can be effectively analysed.

5. Address unfair competition from outside EU

There needs to be policy reform in the CFP that eliminates imports of products into Europe which undermine the safety of seafood workers involved. There is an opportunity to link the implementation and ratification of ILO C188, the IMO Cape Town Agreement and STCW-F with trade agreements to achieve this.

6. Limit the retirement age for fisheries workers

The arduousness of fisheries work cannot be completely avoided, but can be improved with good training and best practice. However, it must be recognised that these workers may need compensation in relation to their age of retirement. There needs to be policies in place at EU-level to ensure fishing is recognised as 'arduous' and the retirement age of fish workers is not automatically pushed back later as in other sectors.

7. Strengthen inspection and enforcement of existing laws around Health and Safety

There is an opportunity to immediately improve the safety of fisheries workers by properly applying existing regulations. Highlighting the critical parts of the regulations and what they mean in the workplace could make a big difference. Inspection capacity needs to be expanded to check that this is being implemented. This may need strong research in each Member State to understand the regulatory situation.

8. Improve and clarify regulatory frameworks and impacts through an inclusive bottom-up approach

The bottom-up inclusive approach needs to be hardwired into the CFP reform to ensure that every policy considers impacts on worker health and safety. Worker consultation and approval is needed before policies come into place if impacts are identified that may lead to fishermen being likely to take more risk is highlighted.

9. Consider a Trade Union fisheries labour standard, relating to labelling that also enables organising

There are previous examples of successful Trade Union standards in different sectors that set standards whilst supporting organisation. The example of the 'Agricultural Workers Board', set up in the UK was a group of small Trade Unions that eventually became Unite (now with 1.4 million members). It covered all agricultural workers, which were fragmented and needed organising. The Board set health and safety standards as well, which in turn was a big selling point for workers to join the union.

A 'European Fishery Board' could become the central point of contact for Health and Safety and act as a recruiter for the Trade Unions. This could be further explored in particular by exploring how the agricultural workers board emerged. In addition emerging labour standards, specifically related to

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the seafood sector; fishing, farming and processing, can be explored for their rigour and effectiveness. It could also manage labelling around companies or products that it cooperated with.

10. Ensure gender equality for seafood workers

There is a documented issue with the unequal treatment of female workers in the fisheries industry. Trade Union strategy must ensure equal treatment for these workers, and ensure women are represented in discussions on new policies and regulations. It is also noted that women are often not accounted for in the figures and data, or record keeping, as their contribution to the seafood sector is unofficial. This needs addressing to understand their critical role and how to train and empower them as needed.

Next Steps

The next Seminar as part of this project will be held in Boulogne France, 25-28th February, 2019 on the interaction between Fisheries management policies and financial instruments within the CFP and social outcomes for workers in the seafood sector in the EU.

Appendices

- List of Participants
- Presentation(s)
- Agenda
- Discussion paper