

INTERNATIONAL TRANSPORT WORKERS' FEDERATION
AFRICAN FISHERMEN'S SEMINAR
CAPE TOWN, 3-7 MARCH 1997



PROVISIONAL PROGRAMME

First Day

Morning

Welcome by the ITF
 The functions, structure and policies of the ITF
 Fishermen's Section
 (Presented by an ITF Representative - followed by
 questions and answers)

Afternoon

Country Reports (by participants)
 ILO Instruments covering fishermen
 (Presentation by an ILO representative - followed by
 questions and answers)

Second Day

Morning

Country Reports (by Participants)

Afternoon

The state of the world's fisheries and the international,
 regional and sub-regional regulatory regime
 (Presentation by an FAO representative - followed by
 questions and answers)

Discussion on the problems of the region
 (All participants)

Third Day

Morning

The FAO Code of Conduct for Responsible Fishing
 (Presentation by an FAO representative - followed by
 questions and answers)

Afternoon

International instruments dealing with the safety of
 fishing vessels.
 (Presented by an ITF representative - followed by
 questions and answers)

INTERNATIONAL TRANSPORT WORKERS' FEDERATION
AFRICAN FISHERMEN'S SEMINAR
CAPE TOWN, 3-5 MARCH 1972



PROVISIONAL PROGRAMME

Day	Time	Topic
First Day	Evening	Welcome by the ILO The function, structure and profile of the ILO Fishermen's Section (Presented by an ILO Representative - followed by questions and answers)
	Afternoon	Country Reports (by participants) ILO Instrument covering fishermen (Presentation by an ILO representative - followed by questions and answers)
Second Day	Evening	Country Reports (by participants)
	Afternoon	The state of the world's fisheries and the international, regional and sub-regional regulatory regime (Presentation by an FAO representative - followed by questions and answers)
	Evening	Discussion on the problems of the region (All participants)
Third Day	Evening	The FAO Code of Conduct for Responsible Fishing (Presentation by an FAO representative - followed by questions and answers)
	Afternoon	International instruments dealing with the safety of fishing vessels (Presentation by an ILO representative - followed by questions and answers)

Accn No: 033

MFN: 72

Fouth Day

Morning Break into working groups

Afternoon Conclusions of working groups

Fifth Day

Morning Conclusions of the seminar and adoption of a work programme

**ITF FISHERMEN'S SEMINAR
3 - 7 MARCH 1997**

COUNTRY	DELEGATES NAMES	UNION & ADDRESS
Mozambique	1. Daniel M Ngoque 2. Felizberto M Amisse	SINTMAP Rua Joaquim Lapa 22 5 Andar Porta No. 6 Maputo Fax No 258-421671
Namibia	1. Johannes Robinson	Namibia Seaman & Allied Workers Union P O Box 1341 Walvis Bay Namibia c/o NATAU Tel No 264-6420725 Fax No 264-61217684/ 216153
Nigeria	1. Lola Olanipekun 2. Akin Olaniawo	Merchant Navy Officers & Water Transport Senior Staff Association 45 Akpiri Street P O Box 3288 Apapa - Lagos Fax No 234-1-870117
	1. Bisi Ayinla Bello 2. Henry O Odey	Maritime Workers Union of Nigeria 119 Osho Drive Off Kirikiri Road Olodi Apapa P M B 1305 Apapa, Lagos Tel No 234-1-870119 Fax No 234-1-870117
Ghana	1. Eric Akwa	Ghana Merchant Navy Officers Association P O Box 8654 C7 Tema Fax No 233-221-204943
	1. Patrick Kyeremeh 2. Dick Doku 3. Joana Holdbrook	Maritime & Dockworkers Union P O Box 701 Accra Tel No 233-21-667161

COUNTRY	DELEGATES NAMES	UNION & ADDRESS
Kenya	1. Sylvester O Nyakanga	Kenya National Union of Fishermen Workers P O Box 83322 Mombasa Tel No 011-227899 Fax No 011-229951
Sierra Leone	1. F A Brima	Sierra Leone Fishermen's Union c/o 35 Wallace Johnson Street Tel No 232-22-226869 Fax No 232-2-2501616
Tanzania	1. Said E-Mazrui	Tanzania Seamen's Union (Fishing Division) P O Box 4134 Dar-es-Salaam Tanzania Tel No 115051
South Africa	1. Norman Daniels 2. G Christie 3. S Mafanga 4. Veronica Bailey 5. M Stoffels 6. E Cullum 7. P Arendse 8. P Adonis 9. C Stokes 10. J Marais	Trawler & Line Fishermens Union 6 Eden Road Observatory 7925, RSA P O Box 175 Observatory 7925, RSA Tel No 021-4481388 479189 Fax No 021-4486424

OBSERVERS AND RESOURCE PERSONS

John Fitzpatrick - FAO
Peter Sand Mortensen - SID
Sebastian Matthew - ICSF INDIA
Oli Jacobsen - FF
Mrs Judica Amri-Makhetha - ILO (Area Office Pretoria)

ITF SECRETARIAT

Jon Whitlow
T L Shana
Roxy Udogwu

SEMINAR SECRETARY

Kathy Eagles

International Transport Workers' Federation

African Fishermen's Seminar

Cape Town, 3 - 7 March 1997

IMO Standards for fishermen

1. The International Maritime Organisation has developed a number of instruments for fishing vessels which, once they have entered into force, will be mandatory instruments.

Protocol to the Torremolinos International Convention for the Safety of Fishing Vessels

2. The Protocol was adopted in 1993 and because the 1977 Convention never entered into force as a result of not securing the number of ratifications necessary to bring it into force. The 1993 Protocol is therefore a reduction of the 1977 Standards. The Protocol applies to vessels of 24 metres and over with 4 important chapters having a 45 metre starting length criteria. One of the important innovations is the adoption of Articles 3 (4) and 3 (5) which provide for the establishment of regional arrangements for those chapters which apply to vessels of 45 metres and over. The most important issue is to secure the entry into force of the Protocol and thereafter to amend it.

Standards of Training Certification and Watchkeeping Convention for Fishing Vessel Personnel

3. A copy of the Convention which was adopted at a Diplomatic Conference held 26 June to 7 July 1995 has been Circulated as ITF Circular No. 182/F.25/1995 and further copies are available.

Chapter V of the International Convention on the Safety of Life at Sea (SOLAS)

4. Chapter V is entitled "Safety of Navigation" and applies to all vessels, including fishing vessels on all voyages. It is currently being revised by the IMO Sub-Committee on the Safety of Navigation.

International Convention for the Prevention of Pollution from Ships (MARPOL)

5. The Convention applies to fishing vessels in respect of the prohibition of the discharge into the sea of oil or oily mixtures from vessels, except when the oil content is below 15 parts per million. Annex 5 prohibits the disposal of garbage at sea and includes synthetic ropes and synthetic fishing gear.

FAO/ILO/IMO Codes and Guidelines

6. The following Codes and Guidelines have been adopted and some will be revised once the above mentioned Conventions come into force;
 - FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels - parts A and B
 - FAO/ILO/IMO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels
 - FAO/ILO/IMO Document for Guidance of Fishermen's Training and Certification

7. In addition to the above the IMO has also adopted a number of IMO Assembly Resolutions relating to fishing vessels which are of a recommendatory nature.

International Maritime Organization
 Maritime Safety Committee
 Cape Town, 3 - 7 March 1987

1987 Standards for Fishermen

The International Maritime Organization has developed a number of instruments for fishing vessels which, once they have entered into force, will be mandatory instruments.

Protocol to the Torremolinos International Convention for the Safety of Fishing Vessels

The Protocol was adopted in 1983 and because the 1977 Convention never entered into force as a result of not securing the number of ratifications necessary to bring it into force. The 1983 Protocol is therefore a reduction of the 1977 Standards. The Protocol applies to vessels of 24 metres and over with 4 important chapters having a 45 metre starting length criteria. One of the important innovations is the adoption of Articles 3 (A) and 3 (B) which provide for the establishment of regional arrangements for those chapters which apply to vessels of 45 metres and over. The most important issue is to secure the entry into force of the Protocol and thereafter to amend it.

Standards of Training, Certification and Watchkeeping Convention for Fishing Vessels

A part of the Convention which was adopted at a Diplomatic Conference held 28 June to 7 July 1985 has been designated as ITF Circular No. 182/F. 28/1985 and further copies are available.

Chapter V of the International Convention on the Safety of Life at Sea (SOLAS)

Chapter V is entitled "Safety of Navigation" and applies to all vessels, including fishing vessels on all voyages. It is currently being revised by the IMO Sub-Committee on the Safety of Navigation.

International Convention for the Prevention of Pollution from Ships (MARPOL)

The Convention applies to fishing vessels in respect of the prohibition of the discharge into the sea of oil or oily mixtures from vessels, except when the oil content is below 15 parts per million. Annex 1 of MARPOL is divided into sections at various intervals.

FAO/IMO Code of Safety for Fishermen and Fishing Vessels, parts A and B

FAO/IMO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels

FAO/IMO Document for Guidance of Fishermen's Training and Certification

International Transport Workers' Federation

African Fishermen's Seminar

Cape Town, 3 - 7 March 1997

FAO activities on behalf of fishermen

1. The FAO deals primarily with fisheries management issues. However, it also has training programmes and other technical assistance programmes for fisheries issues in developing countries. The FAO has also established a number of regional and sub-regional fisheries regulatory bodies.
2. The FAO is currently finalising a Code of Conduct for Responsible Fisheries. The current text has been circulated as ITF Circular No. 152/F.17/1995 and additional copies are available.
3. The FAO has also adopted Standard Specifications for the Marking and Identification of Fishing Vessels and an Agreement to Promote Compliance with International Conservation and Management Measures by Fishing Vessels on the High Seas.
4. The FAO Fisheries Division has over the years produced numerous studies and technical manuals on a most aspects of fisheries.
5. The 1984 FAO World Conference on Fisheries Management and Development adopted a worldwide Strategy Document which, inter alia, called for the involvement of all groups, including fishermen, in the process of formulating and implementing management measures. This document is currently being revised.

International Transport Workers' Federation

African Fishermen's Seminar

Cape Town, 3 - 7 March 1997

State of the world's fisheries

1. A 1995 report by the FAO stated that many of the world's major and commercially important species and/or fishing areas are subject to over-exploitation. It noted that at the beginning of the 1990s about 70% of the world's conventional species were fully exploited, over-exploited, depleted or in the process of rebuilding as a result of depletion. This situation is globally non-sustainable and major ecological and economic damage is already visible.
2. The OECD has stated that the fish harvesting industry has been faced with over-fishing, over-capitalisation and excess efforts resulting in stock depletion. In some instances the losses which have resulted from fleet over-capacity and over-investment have been supported by state subsidises to keep the fleet viable. The fishermen have also been hit by decreasing incomes, regional unemployment and social dislocation.
3. The total world catch of fish and shell fish has for a number of years been hovering around 100,000,000 tons. The latest FAO records rank the top 56 countries in terms of harvesting:

Country/area	1993 Tonnes	1993 Place	1994 Tonnes	1994 Place
China	17,567,907	1	20,718,903	1
Peru	8,452,476	2	11,587,339	2
Chile	6,036,005	4	7,841,031	3
Japan	8,128,121	3	7,363,314	4
USA	5,948,242	5	5,940,737	5
India	4,337,730	7	4,540,180	6
Indonesia	3,676,360	8	3,954,228	7
Russian Fed.	4,461,375	6	3,780,538	8
Thailand	3,330,827	9	3,432,000	9
South Korea	2,648,977	10	2,700,037	10
Norway	2,561,771	11	2,551,476	11
Philippines	2,263,789	12	2,276,197	12
Denmark	1,656,285	15	1,886,851	13
North Korea	1,780,000	13	1,800,000	14
Iceland	1,718,498	14	1,560,184	15
Spain	1,290,000	17	1,380,000	16
Mexico	1,200,686	18	1,260,015	17
Taiwan	1,415,834	16	1,248,895	18
Malaysia	1,154,562	27	1,173,480	19
Vietnam	1,100,000	20	1,150,000	20
Bangladesh	1,047,170	21	1,090,596	21
Canada	1,172,017	19	1,010,582	22
Argentina	932,206	22	949,344	23
United Kingdom	872,460	23	923,404	24
France	831,178	25	838,332	25
Myanmar	836,878	24	824,468	26
Brazil	780,000	26	820,000	27
Morocco	622,441	28	750,088	28

Turkey	559,234	32	604,104	29
Pakistan	621,695	29	551,899	30
Italy	551,794	31	547,281	31
Netherlands	530,529	33	526,091	32
South Africa	563,076	30	521,062	33
New Zealand	470,383	34	493,239	34
Poland	423,029	35	460,229	35
Venezuela	390,333	36	423,979	36
Sweden	347,820	40	394,242	37
Senegal	377,676	37	388,042	38
Tanzania	331,467	41	342,932	39
Ecuador	331,000	43	339,915	40
Ghana	375,162	39	336,269	41
Iran	318,055	42	314,268	42
Ireland	307,800	46	314,072	43
Ukraine	371,343	38	310,722	44
Egypt	302,829	47	305,727	45
Namibia	329,990	44	300,883	46
Nigeria	255,499	50	282,089	47
Germany	316,374	45	270,837	48
Portugal	272,605	48	253,927	49
Faeroe Is	261,274	49	249,927	50
Sri Lanka	220,900		224,000	51
Greece	199,108		223,081	52
Hong Kong	226,843		220,120	53
Uganda	219,814		213,145	54
Australia	244,700		210,500	55
Kenya	183,091		203,517	56
56 Countries	97,727,200		105,178,300	
Other countries	4,456,900		4,406,900	
World Total	102,184,100		109,585,200	

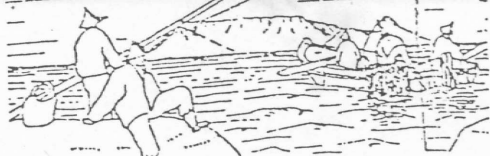
4. The top 20 species for the years 1992 to 1994 were recorded as:

Species	1992 catch	1993 catch	1994 catch
Anchoveta	5,488,603	8,299,944	11,896,808
Alaska pollock	4,986,547	4,616,630	4,298,619
Chilean jack mackerel	3,371,726	3,347,524	4,254,629
Silver carp	1,649,356	1,913,503	2,233,669
Japanese pilchard	2,488,533	1,796,132	1,294,038
Capelin	2,109,459	1,742,149	884,237
S. American pilchard	2,109,458	1,624,362	1,793,425
Atlantic herring	1,533,935	1,630,370	1,886,105
Grass carp	1,254,155	1,500,350	1,821,606
Skipjack tuna	1,416,319	1,461,178	1,462,637
Chub mackerel	957,163	1,461,932	1,507,497
Common carp	1,225,383	1,396,315	1,627,198
Yesso scallop	742,792	1,196,713	1,300,269
Yellowfin tuna	1,146,445	1,161,702	1,074,891
Atlantic cod	1,174,624	1,138,253	1,239,522
European pilchard	1,191,541	1,127,815	1,208,287
Largehead hairtail	-	786,561	1,078,632
Bighead carp	794,974	924,449	1,076,803
Pacific oyster	801,533	899,893	965,954
Atlantic mackerel	783,385	842,471	857,827

5. It is evident that other factors also effect the productive capacity of fish stocks. The FAO suggest that long-term trends and fluctuations in environmental conditions are of key

importance to fisheries production. They suggest that increased run-off of materials and nutrients into coastal and semi-enclosed seas are changing stock productivity and species composition. This has been compounded by the introduction of exotic species.

6. The FAO suggests (1995) to sustain marine fisheries over the next two decades requires progress in both fisheries management and conservation. They suggest that improved management requires emphasis on:
 - the control of fishing effort and the reduction of industries over-capacity
 - resource allocation decisions
 - the establishment of more effective user rights
 - greater participation in decision making on resource use
 - the adoption of multi-species and ecosystem based precautionary approaches to fisheries management and conservation.
7. The 1995 FAO Committee of Fisheries was told that from the perspective of responsible fisheries management the main problem is waste of labour, capital and fish resources and that the additional problem of resource shortages is looming. The world's capture fisheries face two major related problems;
 - many of the most highly-valued fish stocks are in decline
 - the industrial fishing fleets of the major fishing nations are vastly over-capitalised and the world's artisanal fisheries are over-manned.
8. The FAO has estimated that by-catch and discards are estimated to be between 17 and 39 million tonnes per year.
9. The FAO (1995) notes that more than any other region the fishing industry in Latin America is oriented to supply external markets. Fish make a notable contribution to the exports of Argentina, Chile, Ecuador, Peru and Uruguay. Caribbean fisheries, however, are primarily focused on local consumption (including tourists) and are a net importer of fish.



INFORMAL FISHING COMMUNITIES

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ANDREW JOHNSTON

GHANA MARINE FISHING OFFICERS' ASSOCIATION (GHAMFOA)



Tel: 0221-6665

Our Ref. GHAMF/IA/BB/07/93

Your Ref. FAX 4233-22-20665

P. O. Box 1281
Tema

Date.

MEMBER; INTERNATIONAL TRANSPORT
WORKERS' FEDERATION
(I . T . F .)

Dear Sir,

INTRODUCTION OF GHAMFOA

We have the pleasure to introduce our Association to your company through the medium of this letter. Our Association was established in 1985. Currently we have a membership of 150, professionally trained, and experienced in Marine fishing and Reefer handling, ie. Captains, Chief Engineers etc.

We are recognised by the government of Ghana and also a member of Ghana's Fisheries Commission (an Act of Parliament). We specialise in every aspect of fishing ie. Shrimping, Trawling, as well as Purseining (Tuna Fishing)

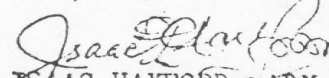
Our officer corps has behind them over 30 years fishing experience; and have excelled themselves along the West African sub regional waters, besides their fishing exploits in the Gulf, the Magreb countries of North Africa, the British Isles, Angola and Namibia as well.

It would interest to note that the vessels of the Ghana State Fishing Corporation were manned entirely by our officers since the early 70s.

It is our ardent wish and desire to sell our services and expertise to your company, and to foster maritime cordiality between our two organisations. We cherish the hope that your company would open up its employment avenues to the economic benefits of ourselves.

We count upon your co-operation and hope to hear from you soon

We remain


ISAAC HAYFORD, ADM. Sec
for GHAMFOA

International Transport Workers' Federation

African Fishermen's Seminar

Cape Town, 3 - 7 March 1997

ITF structure, objectives, policies and activities

1. The ITF brochure provides an overview of the structure of the ITF and the aims which are set out in the ITF Constitution.
2. The ITF Fisherman's Section has established the following Committee Structure;
 - a Fishermen's Section Committee;
 - a Fishermen's Section Steering Committee;
 - a Sub-Committee on Safety and Health;
 - a Sub-Committee on Environmental Protection; and
 - a Working Group to formulate a Collective Bargaining Agreement for Flag of Convenience fishing vessels.
3. In addition to the above committees there is also a regional structure.
4. The Section is active within the following international fora;
 - The International Maritime Organisation (IMO);
 - The International Labour Organisation (ILO);
 - The United Nations Food and Agriculture Organisation (FAO);
 - The International Whaling Commission (IWC);
 - The Fisheries Committee of the Organisation of Economic Co-operation and Development (OECD); and
 - The United Nations Conference on Straddling Fish Stocks and Highly Migratory Fish Stocks.
5. The Section has also followed the ongoing discussions within the United Nations Conference on Environment and Development (UNCED) concerning the implementation of Chapter 17 (Protection of the Oceans) of Agenda 21, which was adopted by the Earth Summit held in Rio de Janeiro 3-14 June 1992. It should also be noted that Chapter 29 is entitled, "strengthening the rule of workers and their trade unions".
6. The 1994 Fishermen's Section meeting held during the 37th Congress of the ITF, inter alia, adopted the following work programme for the Section;
 - an intensification of the current level of work at the IMO and the adoption of new approaches;
 - the implementation of the INF action plan agreed by the Fishermen's Section Sub-Committee on Safety and Health (Copenhagen 14 December 1993) which was subsequently endorsed by the ITF Seafarers' Section Meeting (London, 1 June 1994);
 - continue lobbying the ILO in order to secure a sectoral meeting in the near future as well as the implementation of the Resolutions and Conclusions adopted by the 1988 Tripartite Meeting;

- to continue existing work in relation to the IWC with a view to securing the implementation of the revised whaling policy;
 - to participate fully in the FAO's fisheries work programme;
 - to undertake a recruitment drive to increase the number of ITF fishermen's affiliates;
 - to continue the work on an FoC fishing vessel collective bargaining agreement;
 - to develop and implement an anti-FoC fishing vessels action plan;
 - to finalise and implement a policy on fishing and the environment;
 - to develop a policy on non-domiciled fishermen;
 - to develop a policy on catching methods and equipment (including drift nets);
 - to develop a policy on industrial fishing; and
 - to develop a policy on the control and regulation of fishing in international waters in time for the next Section Conference.
7. The general ITF Fishermen's Section Policy has been provided as a separate document/brochure.
 8. The section supports the sustainable use of all marine resources, including whales and seals.
 9. The section opposes the use of flags of convenience and is currently developing a collective agreement for flag of convenience fishing vessels.
 10. The last Fishermen's Section Conference held in Benalmadena, 24 - 26 March 1993, agreed to blockade ports to prevent the movement of irradiated nuclear fuel carried on non-purpose built ships, if solidarity action was requested.
 11. A detailed environmental policy is currently being finalised and is expected to be considered by the next Section Conference with a view to its adoption.

INTERNATIONAL TRANSPORT WORKERS' FEDERATION
AFRICAN FISHERMEN'S SEMINAR
CAPE TOWN, 3-7 MARCH 1997

OPENING SESSION PROGRAMME

- 8.45 am - Participants Assemble
- 8.55 am - Arrival of Guests
- 9.00 am - Introduction of Chairman and Guests
- 1. - Chairman's Opening Remarks
- 2. - Welcome Address by B R Udogwu,
ITF African Regional Secretary
- 3. - Address by O Jacobsen, Chairman ITF Fishermen's
Section
- 4. - Official Opening Speech by Deputy Mayor of Cape
Town, Councillor Jacobs
- 5. - Vote of Thanks

International Transport Worker's Federation

Discussion document for the October 1995 meeting of the OECD Fisheries Committee

Introduction

1. The ITF Fishermen's Section which represents the interests of marine fishermen all over the world who are organised into trade unions which are affiliated to the ITF follows developments in the industry very closely and has been forced to conclude that the fisheries industry is in crisis. Fishermen's opportunities of maintaining a reasonable standard of living from the industry have gradually diminished due to, *inter alia*, over-fishing, lack of agreement between fleet capacity and fish resources, dislocation of the price fixing mechanisms and pollution.

Crisis within the industry

2. The OECD in a document considered at the March 1995 meeting of the Fisheries Committee has stated that the fish harvesting industry has been faced with over-fishing, over-capitalisation and excess efforts resulting in stock depletion. In some instances the losses which have resulted from fleet over-capacity and over-investment have been supported by state subsidises to keep the fleet viable. The fishermen have also been hit by decreasing incomes, regional unemployment and social dislocation.
3. A 1995 report by the FAO stated that many of the world's major and commercially important species and/or fishing areas are subject to over-exploitation. It noted that at the beginning of the 1990s about 70% of the worlds conventional species were fully exploited, over-exploited, depleted or in the process of rebuilding as a result of depletion. This situation is globally non-sustainable and major ecological and economic damage is already visible.
4. The total world catch of fish and shellfish has for a number of years been hovering around 100,000,000 tons with the 1993 FAO figure setting a new record.
5. The FAO (1995) argues that in order to sustain marine fisheries over the next two decades progress is required in both fisheries management and conservation. They suggest that improved management requires emphasis on;
 - the control of fishing effort and the reduction of the industries over-capacity
 - resource allocation decisions
 - the establishment of more effective user rights
 - greater participation in decision making on resource use
 - the adoption of multi-species and ecosystem based precautionary approaches to fisheries management and conservation.
6. The 1995 FAO Committee of Fisheries was told that from the perspective of responsible fisheries management the main problems were waste of labour, capital and fish resources and that the additional problem of resource shortages is looming. The worlds capture fisheries faced two major related problems;
 - many of the most highly-valued fish stocks were in decline
 - the industrial fishing fleets of the major fishing nations were vastly over-capitalised and the world's artisanal fisheries were over-manned.

7. The FAO has estimated that by-catch and discards are estimated to be between 17 and 39 million tonnes per year.
8. The March 1995 meeting of the OECD Fisheries Committee noted that the fishing industry has or will undergo basic structural changes for the following reasons;
 - over-exploited resources
 - technical improvements, for example in gear
 - changes in fishing grounds and access possibilities
 - changing trade patterns
 - changing demand for fish and fish products.
9. It is evident that other factors also effect the productive capacity of fish stocks. The FAO suggest that long-term trends and fluctuations in environmental conditions are of major importance to fisheries production. They suggest that increased run-off of materials and-nutrients into coastal and semi-enclosed seas are changing stock productivity and species composition. This has been compounded by the introduction of exotic species.
10. Another consequence of the crisis which has resulted in changes in the international regulatory regime is that high seas fishing fleets are encountering increasing restrictions in their access to resources. This has been compounded by coastal states developing their own fishing fleets.
11. The increased dominance of multinational companies and the economic and structural changes in some trading blocks has also led to a reduction in the price of fish. Moreover, fish are being landed by foreign vessels at prices which are below the cost price for the local vessels.
12. The crisis has manifested itself by disputes, sometimes violent ones, over access to resources and social dumping has led to the adoption of a temporary reference price system in the European Union.
13. The meeting of the 21st FAO Committee on Fisheries looked at world fisheries and the problems and prospects and it was suggested that they may wish to underline the importance of supporting efforts to manage capture fisheries. Support measures might include the allocation of resources destined to;
 - find alternative work opportunities for surplus fishermen
 - strengthen national and regional capabilities to monitor, control and survey capture fisheries and aquaculture
 - empower fishers to manage aquatic resources on behalf of the community as a whole.
14. It is fair to say that despite all the moves to reduce fishing efforts and decommission vessels little attention has been given to the social aspects of such restructuring.

Administration of the fish stocks

15. The establishment of 200-mile economic zones by the United Nations Convention on the Law of the Sea has been a step forward in connection with the administration of the fish stocks. However, there has been a failure to adequately regulate fisheries in international waters and in some Exclusive Economic Zones (EEZs). This has allowed fishing vessels to use flags of convenience so as to circumvent any regulatory regime or quota system. Moreover, some vessels have been able to operate without any flag at all.

16. The ITF supports initiatives aimed at regulating fishing operations, including those in international waters, and hopes that the conclusions of the United Nations Conference on Straddling Fish Stocks and Highly Migratory Fish Stocks will facilitate the sustainable utilisation of living marine resources.
17. One of the responses to the problems within the sector has been a move to a new management system based on individual transferable quotas (ITQs). One of the by-products of such a management regime is the concentration of ownership of the quotas which has manifested itself in Iceland, New Zealand and parts of the United States fisheries. Moreover, the ownership also tends to become concentrated in the hands of large companies which also have processing interests. This can result in a reduction of fishermen's earnings, especially if they are paid through a share system, as the catch can be sold direct to the processing division of the same company for less than the market price. Transfer pricing has already precipitated a national Icelandic fishermen's strike. The OECD in a study on the economic aspects of fisheries management has concluded that the ITQ system generally creates a undue incentive for discarding catch. There is also some evidence that the ITQs are becoming another area for financial speculation and that they are being bought by companies with no direct connection to the fishing industry.
18. The ITF strongly believes that living marine resources should be utilised on a sustainable basis and in those instances where a coastal state is not able to make use of the resource fishermen from other countries should be afforded the possibility of fishing within that economic zone, following the conclusion of an appropriate bi-lateral agreement.

Transparency

19. The FAO Strategy for Fisheries Management and Development which was adopted by a World Conference in 1984 states,

"The participation, support and understanding of fishermen is necessary if significant improvements in both fisheries management and environmental protection are to be achieved."

It also states,

"It is important to involve all groups concerned, including administrators, scientists and fishermen, in the process of formulating and implementing management measures. Fishermen are more likely to comply with management measures when they are able to see the benefits which will arise from those measures and where they have been involved in the formulation of the measures."

20. Chapter 29 (entitled "Strengthening the Role of Workers and Their Trade Unions") of Agenda 21 adopted by the 1992 Rio Earth Summit states,

"Trade unions are vital actors in facilitating the achievement of sustainable development in view of their experience in addressing industrial change, the extremely high priority they give to protection of the working environment and the related natural environment, and their promotion of socially responsible and economic development"

It also states,

"Governments, business and industry should promote the active participation of workers and their trade unions in decisions on the design, implementation and evaluation of national and international policies and programmes on environment and development,

including employment policies, industrial strategies, labour adjustment programmes and technology transfers."

It further states,

"Trade unions should play an active role in the sustainable development activities of international and regional organisations, particularly within the United Nations system."

21. The March 1995 meeting of the OECD Fisheries Committee was advised in document AGR/FI(94)12/REV1 of the advantages which accrue from early participation by the social partners in management decisions and a Canadian study was cited. One reference stated;

"The Canadian case study clearly shows that when interest groups are approached and consulted, and a common plan developed and agreed upon, conflict resolution, in this particular case due to allocations of fishing rights, can be achieved."
22. The final text adopted by the United Nations Conference on Straddling Fish Stocks and Highly Migratory Fish Stocks at its 6th and final session contains in Article 12 (entitled "Transparency in Activities of Subregional and Regional Fisheries Management Organisations and Arrangements") an express provision relating to the participation of non-governmental organisations (NGOs) and provides for NGOs to have timely access to the records and reports of such bodies.
23. Despite all the authorities cited above it is generally the case that fishermen are excluded from the decision making process. They are not allowed to participate in the international, regional or sub-regional organisations established for the management of fisheries resources. This has led to their interests often not being taken into account.

Trade

24. The ITF generally supports the concept of free trade, provided that it takes place on free and equal terms and pays due regard to social issues. It is regrettable that the concept of a social clause has not received more support.
25. The political upheaval in a number of countries, particularly in Eastern and Central Europe as well as in Asia, has encouraged some fishing vessel owners and some fishermen to sell the living marine resources they have caught outside of their own economic sphere and at cut prices. This is to the detriment of the employment opportunities in their own country and has also caused severe price dislocation in the countries where the catch has been sold.
26. The ITF supports the establishment of an international regime which ensures free, fair and equitable trade in the fisheries sector. It is in our opinion, therefore, essential that such a regime includes a comprehensive social clause. Moreover, in those countries which operate fish auction systems there should be established a minimum reference price system so as to prevent social dumping.

Pollution

27. The ITF Fishermen's Section is greatly concerned about the effects of marine pollution on fish stocks. We have a similar concern over the potential impact of climatic change, especially that caused by global warming. There is no doubt that pollution of the marine environment constitutes the greatest long term threat to the living marine resources. One of the direct consequences of using the oceans as a dumping ground is that fishermen and consumers of fish products are likely to suffer illnesses. It is also apparent that the quality of the living marine

resources will gradually deteriorate with a subsequent reduction in the profitability of fisheries, caused by falling prices.

28. Pollution also threatens the reproduction capacity of the living marine resources in a number of sea areas.

Safety and health and vocational training

29. Sea fishing is a highly dangerous occupation. However, there are few international regulations which have entered into force. The International Maritime Organisation has adopted the 1993 Protocol to the Torremolinos Convention and the 1995 Convention on Standards of Training, Certification and Watchkeeping Convention for Fishing Vessel Personnel.
30. The International Labour Organisation has adopted a number of instruments, many of which are in desperate need of revision, and there is also a desperate need for new standard setting.
31. The ITF Fishermen's Section believes that the international community should treat the safety and health of fishermen just as seriously as it treats that of seafarers employed within the merchant marine.

Wages and conditions of employment

32. The fishing industry is becoming more global and a growing number of countries are employing foreign crew members, often on exploitative conditions of employment.
33. The share system is widely applied which may mean that the remuneration system is based solely on the price paid for the catch. As fishermen have become more marginalised there are fewer instances where there are provisions which provide for a guaranteed minimum wage, sickness benefits, terms of notice, or set working hours.
34. The international community has in recent years stressed flexibility and the need to remove the impediments to the operation of the free market. However, the ITF Fishermen's Section strongly believes that the marginalisation of fishermen is dysfunctional to the adoption of responsible fishing. Such employment systems with the ensuing insecurity for the fishermen and their families cannot facilitate the long term perspectives which are inherently essential for the adoption of responsible fishing practices. Until the relevant international bodies and regulatory regimes address this issue and deal with fisheries in their totality many fishermen will be compelled by economic forces to adopt practices which they know are detrimental to their long term interests.
35. A meeting of the International Labour Organisation's Committee on Conditions of Work in the Fishing Industry held in 1988 adopted a number of conclusions which, inter alia, concluded that the share system may not give fishermen a continuous income at all times as it is linked to the catch and therefore may not be wholly suitable as the sole basis of remuneration for all categories of fishermen. Accordingly, other systems of remuneration which provide for a guaranteed minimum wage should be considered.

Key trade union concerns

36. The central concern of the ITF Fishermen's Section is to ensure a reasonable level of employment for fishermen and the provision of terms and conditions of employment which are comparable with those enjoyed by shore workers. Fishermen and their families should be able to enjoy similar life chances to shore workers.

37. When fishing regulations are formulated attention should be given to the totality of fishing operations. This would include consideration of social, safety and health, employment and economic issues, rather than merely concentrating on resources. It is essential that fishermen are able to have the opportunity to fish in a responsible and sustainable manner and are not compelled by short term economic forces to adopt practices which they know are detrimental to their long term interests.
38. It is time that governments, international organisations, regional and sub-regional fisheries management bodies put into effect the principle of transparency. For too long the commitment to ensure the participation of fishermen and their trade unions in the decision making process, which can have severe implications for them, has remained at the rhetorical level.
39. Trade in living marine resources and fish products should be regulated so as to provide for fair and equitable trade which will in our opinion necessitate the adoption of reference price systems.
40. Too much attention has been focused on maximising fishing efficiency and too little on the consequences for the fishermen.
41. It is essential that consideration be given to the social consequences which are likely to result from restructuring the industry and attention should be given to;
 - providing and funding early retirement schemes
 - providing and funding the training of fishermen for alternative employment
 - the creation of alternative work opportunities for fishermen - all too often tourism is suggested as a suitable alternative. It is not. There are limited opportunities to generate tourism within many of the areas which are dependant on sea fishing and tourism often only produces casual and poorly paid employment opportunities
 - provision of income support for fishermen during reductions in fishing effort to allow the rebuilding of stocks which have been progressively depleted over many years.

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