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HALIEUTIQUE ENTRE LES ÉTATS AFRICAINS RIVERAINS
DE L'OcéAN ATLANTIQUE



THE MINISTERIAL CONFERENCE ON FISHERIES
COOPERATION AMONG AFRICAN STATES BORDERING
THE ATLANTIC OCEAN

SEMINAR

FOR ACCESS TO DECENT AND SECURE JOBS IN FISHERIES IN WEST AFRICA

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REPORT



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I. INTRODUCTORY NOTE

The issue of safety and social protection of seafarers does not seem to be a priority in many of the countries of the region, despite the role and socio-economic contribution of this category of workers.

Even if their conditions vary, according to whether they are workers employed in the national or foreign "industrial" fishing fleet or those working in the artisanal or traditional fishery, the fishermen of the Western African countries work under very difficult conditions and seem more vulnerable than their counterparts working in the fleet of developed countries

Similarly, it will be noted that while some countries in the region have made real progress in the social protection of their workers at sea, others are lagging behind.

Working at sea, aboard a (fishing) vessel, is not a job like any other. Work at sea is indeed a singular activity and "sea workers" or seafarers form an active population distinct from the rest of the workers. This originality comes from the fact that the work is not done on land, but rather on a moving space that is in itself a harsh and dangerous environment, where working conditions are tough and the level of risk for the health and safety of seafarers, is high.

The professionals of the sea are subject to many accidents at work, the rate of occurrence is among the highest. In addition to being exposed to the harsh weather and hazards of the sea, work-related fatigue, gear handling and harvesting pose a permanent threat to the safety of these workers.

In addition, the nature of occupational health risks for seafarers, although constantly evolving throughout history, seems to have certain specificity due to own occupational exposures. This recognizes the sector some pathologies that are specific to it, or in any case that have a higher frequency than in other branches of activity.

To this is added a phenomenon that the world seems to discover with bewilderment, a new form of modern slavery. This is especially - and it is intimately linked to all the problems of the fishing sector (IUU fishing, the sustainability of fish stocks, transnational crime, pollution and ecological concerns ...) - exploitation and abusive practices against fishermen, with many cases similar to trafficking in human beings.

Nearly 60 million people are employed in capture fisheries, 25% of them are working full time on board fishing vessels. The health and safety of this population is an important social protection issue.

To protect this category of workers and the contribution they make to the global economic system through the exploitation of marine resources and global trade, the international community has developed and adopted many instruments dedicated to seafarers, aspiring to ensure special protection for the exercise of their tasks, by providing for their guarantee, the minimum conditions required for adequate work on board, service, accommodation and food, protection, safety and health at work, as well as medical care and social security

The main international instruments for the protection of seafarers:

- C188 - Work in Fishing Convention, 2007
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C188
- Maritime Labour Convention, 2006 (MLC, 2006)
<https://www.ilo.org/global/standards/maritime-labour-convention/lang--en/index.htm>
- Seafarers' Identity Documents Convention (Revised), 2003 (No. 185) as amended
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C185
- Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C180
- Recruitment and Placement of Seafarers Convention, 1996 (No. 179)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C179
- Labour Inspection (Seafarers) Convention, 1996 (No. 178)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C178
- Repatriation of Seafarers Convention (Revised), 1987 (No. 166)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C166
- Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)
https://www.ilo.org/dyn/normlex/fr/f?p=1000:12100:0::NO::P12100_ILO_CODE:C164
- Seafarers' Welfare Convention, 1987 (No. 163)
https://www.ilo.org/dyn/normlex/fr/f?p=1000:12100:0::NO::P12100_ILO_CODE:C163
- Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C146
- Continuity of Employment (Seafarers) Convention, 1976 (No. 145)
https://www.ilo.org/dyn/normlex/eng/f?p=1000:12100:0::NO::P12100_ILO_CODE:C145

Other instruments:

- The completion of the FAO / ILO / IMO security recommendations in 2010 and the FAO / ILO / IMO implementation guidelines in 2011;
- International Convention on Standards for Training, Certification and Watchkeeping Personnel of Fishing Vessels, 1995 (STCW-F 1995) September 29, 2012;
- Adoption of the Cape Town Agreement on Fishing Vessel Safety in 2012 and subsequent regional seminars on its implementation and ratification;
- The adoption of instruments to support the implementation of the ILO Work in Fishing Convention, such as guidelines for port and flag inspectors;
- Safety study of international commercial fisheries management regimes (FAO).

It seems, however, that many States in the Region are lagging behind in terms of safety and social protection for this category of workers. In addition to the peculiarities of fishing work in these countries, where there is still a traditional artisanal fishery, these countries have only a limited commitment to international standards. They would be among the nations with the least ratified international labor conventions at sea, and even when this is done, very little progress has been made in the field.

What is it in the reality?

By organizing this meeting on the theme of " For access to decent and secure jobs in the fisheries in West Africa", ATLAFCO proposes through exchanges between the participants, to assess and to illustrate the work situation of fishermen in terms of working conditions, safety and social protection, with a view to identifying and proposing realistic options / recommendations for making improvements to the condition of this category socio-professional in the countries of the Region

II. PROGRAM OF THE SEMINAR

- **Section 1: Are sailors workers like any others?**

A general overview of the particularity and the problem of working at sea in terms of the health and safety of seafarers, with particular attention to the ATLAFCO zone:

The dangerousness of the environment (the sea and the vessel)

Accidents (the analysis of the types of accidents during the fishing activity, their recurring causes and their consequences)

Diseases (diseases specific to sea workers)

Forced labor (Magnitude of the phenomenon)

Work in fisheries in Africa

In Africa, marine fisheries have always been associated with extremely harsh working conditions and fisheries is one of the most difficult jobs. Here, more than elsewhere, men and even women and children (their number is constantly increasing) work in extreme conditions.

Exploitation of the questionnaire

- **Section 2 The efforts of the international community for the safety and protection of sea workers:**

Review legislation and relevant international instruments (IMO / FAO / ILO) as well as good practices and regional and national initiatives.

- The international normative framework
- Good practices and regional and national initiatives

- **Section 3: Fishing workers in African countries: a category always in search of the improvement of its working conditions?**

Evaluate and describe :

- Fishermen's work in the countries of the region, the active population concerned, the categories, their remuneration, their social protection, etc....
- The situation in relation to the relevant international conventions: accession and application

- **Section 4 : Recommendation for Strengthening the Safety and Protection of Fishery Professionals in West Africa**

Make proposals for improving the prevention of accidents and health problems and protection of fishermen.

III. INTRODUCTION

1. On 3rd and 4th October 2019, a seminar under the theme of: " For access to decent and secure jobs in fisheries in West Africa "? was held in Tangier (Morocco)
2. Attended this meeting:
 - Delegates from the following Member States: Angola, Benin, Cabo Verde, Cameroon, Côte d'Ivoire, Gabon, Gambia, Equatorial Guinea, Guinea, Equatorial Guinea, Mauritania, Nigeria, Democratic Republic of Congo, Sao Tome and Principe, Senegal, Sierra Leone
 - The Sub-Regional Fisheries Commission (SRFC);
 - Representatives of civil society:
 - o The Media Observatory for Sustainable Fisheries in Africa (MOSFA);
 - o The EU Long Distance Advisory Council (LDAC);
 - o The Moroccan Society of Maritime Medicine (SMMM)
 - Resource people:
 - o Pr. Miloud Loukili
 - o Dr. Moustapha Kebe

The list of participants is attached to **ANNE I**.

IV. OPENNING CEREMONY

3. On behalf of Mr. **Moussa DOSSO**, Minister of Animal Resources and Fisheries of the Republic of Côte d'Ivoire and Current President of ATLAFCO, Mr. **TANOHI Tahadjo Firmin**, Head of Department of Small-Scale Marine Fisheries and Lagoon Management Aquaculture and Fisheries, thanked the Authorities of the Kingdom of Morocco for the constant support they provide to the ATLAFCO and for the facilities that allowed the holding of this seminar.
4. He then stressed the importance of this meeting and congratulated the ATLAFCO Secretariat for this initiative in favor of this theme and the quality of the organization, and encouraged all participants to be creative in innovative ideas for successful completion of this seminar.
5. He finally declared open the work of this workshop.
6. In his introductory word, Mr. **Abderrahim EDDAMIRI**, Head of the Maritime Labor Inspectorate and Nautical Survey Service, on behalf of the Moroccan Minister of Agriculture, Maritime Fisheries, Rural Development and Waters and Forests, welcomed to the representatives of the member countries of the ATLAFCO, as well as the distinguished guests to the work of this seminar.
7. Mr. EDDAMIRI emphasized that the authorities of the Kingdom of Morocco attach great importance to the social conditions of seafarers and their well-being.

8. He further recalled that the Kingdom of Morocco has already ratified International Labor Organization (ILO) Convention No. 188 on Work in Fishing and that the Department of Fisheries has an administrative entity dedicated to fishermen
9. He also outlined the main achievements in favor of the social promotion of this category of workers, in particular the social protection measures for fishermen of the artisanal segment.
10. Mr. **Abdelouahed BENABBOU**, Executive Secretary ATLAFCO who thanked the Moroccan Authorities through Mr. **Aziz AKHANNOUCH**, Minister of Agriculture, Maritime Fisheries, Rural Development and Water and Forests of Morocco, for his constant support to the ATLAFCO and its permanent commitment to fisheries cooperation in Africa.
11. Mr. **BENABBOU** explained that this seminar is part of the action plan of the ATLAFCO for the year 2019. It was registered because of the report on the deplorable conditions experienced by workers working in the fisheries sector in the countries of the region, particularly in the artisanal sector.
12. He recalled that this work has particularities such as arduousness and dangerousness and concerns a large working population in our countries.
13. He further clarified that the purpose of this meeting is to i) assess and characterize the situation the work at sea in terms of safety and social protection conditions and ii) identify and propose realistic recommendations for to make improvements to the working conditions of this socio-professional category in the countries of the region.
14. Finally, he thanked Côte d'Ivoire for its outstanding presidency of ATLAFCO, the OFCF for its support and accompaniment, and the sub-regional organizations for their cooperation.
15. The conduct of the workshop was unanimously entrusted to Mr. **Karim COULIBALY**, D.G. of the Regional Academy of Sciences and Techniques of the Sea of Abidjan (ARSTM).
16. Dr. **Mustafa KEBE** and Prof. **Miloud LOUKILI** co-moderated the seminar.
17. A round table allowed participants to introduce themselves.

V. WORK CONDUCT

18. The agenda was discussed and adopted unanimously, it appears in APPENDIX II.
19. The work was held in plenary as sessions. The presentations revolve around the following themes:
 - The peculiarities of seafarer work, especially in the African countries of the Atlantic;
 - The situation of fishing workers in the countries of the region in terms of arduousness, dangerousness and social protection,
 - The presentation of legislation and the main international instruments for the protection of seafarers' workers;
 - Good practices and national, regional and international initiatives
20. **Section 1: Are sea workers like any other?**

21. The four presentations in **Section 1** opened the cycle of presentations.

Presentation 1: The dangerousness of work at sea: analysis of accidents of fishermen, causes and consequences, by M. Abdennaji LAAMRICH, Head of Cooperation Department (ATLAFCO)

Summary

The fishing sector remains one of the sectors with the highest risk of accidents due to a hostile and dangerous environment.

Mr. LAAMRICH pointed out that marine accidents are related to technical factors due to the absence or malfunction of the equipment, the use of unsafe fishing gear and the lack of safety equipment, external factors including weather, but he said human factors are frequently associated with accidents at sea (inexperience, inattention, fatigue, misjudgment and navigation errors).

With regard to the measures to prevent marine accidents, the presenter referred to paragraph 6.1 of Article 6, of the Code of Conduct for Responsible Fisheries that stipulates "States should ensure that fishing facilities and equipment, as well as all fishing activities, allow for safe, healthy and fair working conditions and meet internationally agreed standards adopted by relevant international organizations"

He cited options for improving safety, including the establishment of risk communication or safety awareness programs and distribution of safety publications.

Lastly, he felt that the promotion of education and training, and the requirement of education and training with certification are paramount.

Presentation 2: "The Fisherman, a particular worker: approach to occupational health and safety of seafarer" by Dr. Tarik GHAILAN, Doctor of seafarers, President of the Moroccan Society of Maritime Medicine.

Summary:

He reminded that marine fishery is a vital sector for the Moroccan economy which occupies a very important workforce. However, this population is exposed to countless risks that threaten their health and which particularly reflect the arduousness and specificity of working at sea.

Indeed, the work on board associates among others promiscuity, night work, stress, distance of family, work on a vibrating floor, between small spaces while being exposed permanently to the solar radiations, the wind, and the bad weather, but especially by being in constant struggle for survival in a hostile environment thus continually confronting the risk of drowning and loss at sea thus explaining maritime accident in terms of frequency and severity.

These specificities of working at sea mean that this very special population is at a high risk for the attainment of its safety and health, both physical and mental. Thus, the repertoire of specific diseases of fishermen-sailors is rich and varied and continues to grow over the years, prompting decision-makers in the country to concentrate their efforts for better management of this category of workers.

Presentation 3: Working conditions of the African woman in fishing activities, by Mrs. Hayat ASSARA (ATLAFCO)

Summary:

Emphasis has been placed on the role of women throughout the fisheries value chain. Its presence is permanent and essential, from production to marketing. "Women are therefore at the heart of the issues". They play a crucial role in the maritime environment.

In addition, they face many challenges and major constraints. These include limited access to fisheries resources, financing, markets, amenities and compliant equipment.

The issue of working conditions for women in fisheries is at the center of policy makers' concerns. To this end, several organizations and development partners are taking steps to improve the living conditions of women. This is the case of the FAO with various directives, and the ATLAFCO which set up the African Network of Women Fishing (RAFEP).

On this same path, ATLAFCO proposes solutions that aim to enable women to benefit from a status in accordance with the regulatory texts issued by the competent institutions. In conclusion, Mrs. ASSARA stressed the central role women play in ensuring sustainable development in the countries of the region.

Presentation 4: - Difficult conditions for fishermen: views of African and foreign media,
by Mr. André NAOUSSI (MOSFA)

Summary:

A compilation of publications of the media (press and communication structures), the working conditions of the marine fishermen in Africa release three constants regularly highlighted: precariousness of the fishermen, recurrence of the accidents and interference from outside factors.

This situation calls for a major mobilization of States, the media and the civil society, for the granting of decent and durable working conditions, the denunciation of bad practices and the protection of vulnerable actors.

With openness to modernity, Mr. NAOUSSI recommends exploring and promoting the new professions of the blue economy: innovative shipbuilding, ICT applied to fishing, marine biotechnology, etc.

22. Section 2 : Fishing workers in African countries: a category always in search of the improvement of its working conditions

It consists of identifying and characterizing the work of fishermen in the countries of the Region in terms of arduousness, dangerousness, existing categories, the nature and levels of remuneration, their social protection (accidents, diseases ...) etc...

Presentation 5: Social protection, decent work and small-scale fisheries, Situation and prospects, by Mr. Mohamed SADIKI, Head of Projects Department (ATLAFCO)

Summary:

First of all, a reminder of international fisheries references was given, in particular the Voluntary Guidelines to ensure the sustainability of artisanal fisheries in the context of food security and the eradication of poverty elaborated in 2014 by the FAO, in addition to the FAO Code of Conduct for Responsible Fisheries of 1995, the Policy and Strategy Framework for Fisheries and Aquaculture Reform, adopted in June 2014, with a strategic objective dedicated to strengthening the contribution of small-scale fisheries to poverty reduction, food and nutrition security and socio-economic benefits, especially for fishing communities; as well as the adoption by the ATLAFCO Conference of Ministers of an axis relating to the safety of ships and seafarers in its strategy 2019-2020; and the definition of decent work and social protection, referring to ILO and FAO;

The results of the FAO study in 2019 on the social protection of small-scale fisheries in the Mediterranean region, 2019, were then presented.

Conducted in 5 countries (Albania, Egypt, Lebanon, Morocco, Tunisia), it concluded that extending social protection coverage to artisanal fishers could contribute to the dual objective of improving livelihoods and sustainable fisheries through the application of the relevant instruments, in particular ILO Convention No. 188.

The study resulted in a number of recommendations for social security coverage of the SSF, namely: (i) conducting an analysis of the national fisheries sector; (ii) analyze socio-economic data on small-scale fishers in the light of existing provisions; (iii) facilitate the

design of inclusive and financially sustainable social protection measures; (iv) adopt appropriate benefit and contribution arrangements that address barriers to participation; (v) support the development and capacity of fishermen's organizations; (vi) regulate complementary initiatives of the private sector.

The conclusion recalls the success stories noted in some countries that confirm the possibility of duplicating these good practices elsewhere.

Presentation 6 : Summary of the questionnaire and conclusions of the brainstorming, by Dr. Moustapha KEBE

Presentation of the results of the questionnaire that has been submitted to the countries

He first recalled that it was (i) to apprehend through these questions, the volume of the population of this category of fishermen in the region and to characterize the nature of the work of this socio-professional category compared to other professional activities; (ii) characterize the level of protection of seafarers with respect to wages and benefits; and (iii) inquire about the adherence of States in the region to international instruments for social justice and the promotion of decent work for seafarers. Dr. KEBE pointed out that unfortunately not all countries have responded to the questionnaire but that the information available gives a fairly precise idea of the situation in the region.

The analysis of this information confirms the absence or imprecision of data on the structure of the active population of sea fishermen and on the way of qualifying the work of a fisherman. However, it is clear that the sector absorbs a relatively small share of the total labor force (up to 15%) and that artisanal fisheries provide the bulk of jobs (between 60% and 100%), hence its strategic importance for social security and protection issues. In addition, fishermen are exclusively men, with women involved in downstream activities (processing and marketing of fish products).

Dr. KEBE also noted that accidents at sea seem quite common especially for small-scale fisheries even though they are not routinely reported in most countries. They mainly result in loss of life, physical injury (fractures, limb amputation, disfigurement...) and destruction / disappearance of means of production. The main causes of accidents are: (i) the precariousness of the means of production (capsizing of artisanal fishing boats), (ii) the non-observance of safety rules at sea and on board (lack of signaling and fishing, fire on board, lack of lifejackets), (iii) collision between canoes and trawlers and (iv) bad weather.

The main occupational diseases reported to fishermen are: (i) Respiratory Infections / Asthma / Pneumonia; (ii) bodily injury (burns, wounds), (iii) sprains / fractures; (iv) blood pressure; (v) Diabetes; (vi) HIV AIDS; (vii) Disk herniation and (viii) Ringing of the ears and deafness (in mechanics and those working in engine cages).

No cases of forced labor have been reported. It was noted only the possibility of realization an activity not covered by the hiring contract by an unskilled person (case of divers in Côte d'Ivoire).

National legislation on the preconditions for working as a seafarer exists almost in all countries except Côte d'Ivoire (Law No. 2017-442 of 30 June 2017 on the Maritime Code); Liberia (under adoption and the Maritime Blue Book); Mauritania (process of updating the Maritime Collective Labor Agreement with the unions in progress). The minimum age is 18 except Angola (14) and Sierra Leone (21). Adolescents are protected in some countries such as Côte d'Ivoire, Ghana and Mauritania; however, for the latter, there is the problem of compliance with the regulations in force. The medical examination is required and the standards of physical fitness are defined in all defined parts (except in Sierra Leone). There is a requirement for capacity patents and vocational training in countries like Angola and

Sierra Leone; there is often a lack of appropriate training structures, as is the case in Gabon. No provision is made for recruitment and placement / continuity of employment in Angola and Cabo Verde.

On the other hand, national legislation relating to the working conditions of seafarers, numbers, and working hours does not exist in certain countries or is recent (Angola, Cabo Verde, The Gambia). Everywhere is required a contract of engagement and a contract of employment, are provided a minimum wage, premiums, a stability of the income for the industrial fishing and a protected salary except for Sao Tome and Principe. The remuneration per share is valid for artisanal fishing in general. Working time is not often respected, the date and place of embarkation or disembarkation being not often mentioned in the role. Fishermen enjoy annual holidays and paid holidays, negotiated between industrial shipowners and fishermen except in Sierra Leone. Other social protections are noted in some countries such as the complementary insurance envisaged for seafarers on Spanish vessels, with a view to guaranteeing their social security in Côte d'Ivoire and health insurance in Mauritania and Gabon (although optional).

In terms of social security benefits applicable to other workers enjoyed by fishermen, there is a general law of compulsory social protection but not recording for artisanal ignorance or another. Mauritania is distinguished by the establishment in 2018 of a social security system, extended to artisanal fishermen (health insurance).

Some countries like Liberia and Sierra Leone do not have a social security system for fishermen. It was noted that for very few countries artisanal fisheries are integrated into this system (Angola, Côte d'Ivoire, Ghana, and Nigeria).

The systematic inspection of working conditions on fishing vessels is carried out only for industrial fishing even if it does not always concern the port State and the flag State, the artisanal fishery not considered at all. Almost all countries have a national entity in charge of administering and enforcing the standards of working conditions of seafarers, but it is not specified in Angola and Cabo Verde.

All countries have ratified the main international conventions (IMO, ILO, FAO) but are not implementing them. The main obstacles to access to social services and to improving the conditions for decent work for fishermen are: (i) the informal nature of small-scale fishing (illiteracy / low level of education and technical skills of fishermen); unsuitable means of production, (ii) lack of political will, (iii) lack of structures for access to social services, (iv) lack of synergy among the various stakeholders, (v) financial constraints, (vi) poor governance (top-down management approach, lack of fisheries good legislation and good implementation) (vii) dispersal of landing points.

Among the solutions recommended to remove the constraints is the establishment of a real legislation in this area (develop a legal framework adapted to the realities of the countries, inform / train / sensitize the various stakeholders on the safety and protection of fishermen) and the development of stronger inter-agency collaboration.

The participants confirmed these various findings, in particular the lack of precise data on the situation and characterization of the population of seafarers and the marginalization of the small-scale or small-scale fisheries sub-sector in national legislation.

23. Section 3 : Les International efforts for the safety and protection of sea workers

Four presentations were made during this session.

Presentation 7: Legislation and the main relevant international instruments (IMO / FAO / ILO) for the protection of the rights of seafarers, by Pr. Miloud LOUKILI

Summarr :

Several legal instruments provide attempts to organize the profession of seafarers; however it is the ILO Convention on Work in Fishing 2007 (No. 188) which marks a turning point in the standardization of the work of this socio- professional category. It aims to ensure that fishermen around the world enjoy decent working and living conditions. After years of difficult negotiations, it was adopted in June 2007.

This historic agreement applies to all types of commercial fishing and strives to provide minimum acceptable standards that protect fishermen in all aspects of their work, as it is an extremely dangerous occupation that is virtually unregulated.

It establishes a basic framework of obligations for employers, and corresponding obligations for governments regarding the incorporation of minimum standards into national legislation. This is a greater challenge for some governments than for others, given the variety of conditions in which the fishing industry operates around the world. For the same reason, it is likely that the most basic provisions of the Convention will have more impact on fishermen working in the less developed industry sectors.

The convention is flexible so as to be relevant to all types of commercial fisheries and to be applied worldwide. Some of its provisions also benefit from gradual implementation.

Through the application of this Convention, States seek decent working conditions for fishermen.

24. A round table on good practices and national and regional initiatives for the improvement of the status of seafarers in the ATLAFCO countries was carried out.

Presentation 8: European operators Initiative for decent working conditions on board fishing vessels and the promotion of the implementation of international standards for safety at sea, by Alexandre RODRIGUEZ (LDAC)

Summary:

Le The Advisory Council for Long Distance Fishing (LDAC) is an organization made up of organizations representing industry and the fishing sector (extraction, processing, marketing, trade unions, etc.) and other interest groups (Environmental NGOs, consumers and civil society.)

LDAC is legally recognized as a body that pursues an objective of European interest and is enshrined in the CFP Basic Regulation [(EU) 1380/2013]

It is currently composed of more than 50 fisheries organizations. LDAC has given priority this year to its annual strategic plan to promote the social dimension of fisheries and to help decision-makers improve fishing conditions. working on board fishing vessels and promoting social responsibility in the fisheries value chain.

The presenter provided a brief definition and characterization of the EU's deep-sea fishing fleet, including socio-economic data from the DCF Regulation and the annual STECF Economic Report.

He then discussed the state of play of the EU institutions and the Member States with regard to the adoption and implementation of international legal instruments relating to safety and the sea. He also gave examples of national and regional initiatives led by trade unions (work with shipowners on the transposition of the social partners' agreement in EU law) and the EU social dialogue committee in the fisheries sector (Pillars of the Sea project).

Then he presented a private sector initiative (fishing operators) on strengthening social responsibility and decent working conditions aboard fishing vessels: a public certification system developed under Spanish law (AENOR) entitled "Atún of Pesca Responsable "(APR) and implemented by the Spanish fleet of tropical tuna seiners represented by OPAGAC-AGAC.

Finally, he identified some proposals to improve the social and labor conditions of local artisanal fishing communities, including the central role of women in West African fisheries.

Presentation 9: The situation with regard to the relevant international conventions: accession and implementation, Par A. LAAMRICH (COMHAFAT)

Summary :

ILO Convention 188 on Fishing Work was adopted in Geneva on 14 June 2007. It entered into force on 16 November 2017. It has been ratified by 14 States including 5 members of COMHAFAT (Angola, Congo, Morocco, Namibia, and Senegal)

Any State in the region wishing to improve working conditions for its fishermen should first ratify this Convention and then apply its provisions, starting with their transposition into national legislation.

In order to make the implementation of these measures more effective, it is necessary to improve cooperation between the various authorities involved at national and regional level.

He then suggested the need for a structure to coordinate all efforts at the national and regional levels to strengthen prevention and safety measures in the fisheries sector, noting that this structure would create common databases and facilitate exchange of information, experiences and know-how.

He said that the commitment of the necessary financial resources at the level of the governments and all the actors of the fisheries administrations, the owners of ships and the fishermen is essential.

International standards for the working and living conditions of persons working in the fisheries sector must comply with the standards in force, thus providing decent work for seafarers and those on board fishing vessels

Presentation 10: The legal framework of access to decent work in maritime fisheries in the case of Morocco (Convention 188 and national regulations), by A. EDDAMIRI (DMF)

Summary:

The new Convention 188 on Work in Fishing is a general standard for work in the fisheries sector and has been designed to become the pillar of international regulation in the field and aims to protect and promote prioritize the human rights of all fishers and their access to decent work.

It reflects the collective concern to ensure the safety of all persons on board ships and ships. Morocco, which has ratified the said convention, has a whole regulatory system for the safety and protection of seafarers' rights. The national regulations in this area are mainly based on the Dahir of March 31, 1919 forming Code of Maritime Commerce, Law No. 65-99 on the Labor Code which establishes the fundamental rights of all workers and Law 18-12 relative to the repair of work accidents.

National regulations dictate a whole series of measures devoted to the rights of seafarers, such as the seafarers 'employment agreement, the shipowner's obligations with regard to well-being on board (food, sleeping arrangements, care in the event of illness, accident or sickness contracted on board) as well as provisions on the minimum age of access to seafaring, repatriation, the payment of fishermen to medical care, health protection and social security at sea to the physical fitness examination and the certificates and competencies required to occupy command positions.

VI. RESULTS

25. **Section 4:** What solutions for strengthening the security and protection of the fishing industry in West Africa??

Presentation 11: *The CTA agreement: A new hope of fishermen*, by A. LAAMRICH (ATLAFCO)

Summary

Fishing vessels and their crews are excluded from almost all maritime regulations, such as safety certifications or inspections of working conditions, which allows abusive practices to go unnoticed.

The presenter stressed that the 2012 Cape Town Agreement (CTA), adopted by the International Maritime Organization (IMO), outlines standards for fishing vessels, including crew and observer safety, ensuring fair conditions of competition for the sector as a whole.

He explained that the agreement is a renewed commitment to the entry into force of the provisions of the 1993 Torremolinos Protocol and should play an important role in improving safety standards and reducing loss of life in the fishing sector.

He further pointed out that in order to ensure the safety of crews on board fishing vessels, governments should apply two treaties which currently regulate other aspects of the fisheries sector and which are already in force, namely the Agreement on Fisheries. Food and Agriculture Organization (FAO) on Port State Measures, Eliminating and Detering Illegal, Unreported and Unregulated Fishing (PSMA), which aims to combat illegal fishing through port inspections and the ILO Convention on Work in Fishing (C188), which came into force in November 2017, which sets out the minimum requirements for work on board vessels, including the length of rest, the age of minimum and repatriation

Finally, the presenter concluded that the entry into force of the CTA would provide States with a powerful tool to ensure that ships flying their flag are held accountable for the safety of their crews; that fishing operations are safe and legal; and that their safety obligations as responsible flag States are met.

The lively presentations and debates provided an update on the situation of sea workers in the ATLAFCO region, with particular emphasis on the particularities of seafarers working in this area and in light of relevant international normative framework and international practices.

26. Recommendations

At the end of the seminar and after a broad debate, the participants agreed to present a series of recommendations (**ANNEX IV**) aimed at accelerating the improvement of working conditions and ensuring decent work for seafarers operating in the ATLAFCO zone countries.

27. All presentations are available in the original language on the ATLAFCO website at the following address:

<https://www.comhafat.org/en/actualites.php?id=78>

28. This report has been adopted unanimously

29. The work of the workshop is declared closed at 16:30

ANNEX I: LIST OF PARTICIPANTS

N°	COUNTRY	NAMES	TITLE	E-MAIL
1	Angola	Mr MANUEL JORGE Martins	Director of National Services for the Taxation of Fisheries and Aquaculture	jorgemartins15870@gmail.com
2	Benin	Mr Aissoun LEONCE LANDRY SETONDI	Chief Operating Officer of the artisanal fishing port	lemafac@yahoo.fr
3	Cabo verde	Mr Januario NASCIMENTO	Legal Officer of the Marine Resources Directorate	januariorafa@gmail.com
4	Cameroun	Mr Boris Désiré, TAKUMBO TCHEGNEBE	National Controller No1 at the Fishing Control and Surveillance Brigade (BCSAP)	takumbob@yahoo.com
5	ATLAFCO	Mr Abdelouahed BENABBOU	Executive Secretary	benabboucomhafat@gmail.com
6		Mr Atsushi ISHIKAWA	Expert/OFCF	a615@ruby.ocn.ne.jp
7		Mr Abdennaji LAAMRICH	Head of Cooperation and Information Systems Department	laamrichmpm@gmail.com
8		Mr Mohamed SADIKI	Head of Programs and Projects Department	sadiki.comhafat@gmail.com
9		Mr Mohammed HADDAD	Financial Officer	haddad.comhafat@gmail.com
10		Mme Hayat ASSARA	Assistant of Direction	hayat.assara@gmail.com
11		Mme Amal MOUTTAKI	In charge of Project	mouttaki.comhafat@gmail.com
12		Mr Ali BOUALI	Adviser	bouali1952@gmail.com
13		Mr Abdelkrim MRABTI	Webmaster	akarim.mrabti@gmail.com

14	Consultant	Mr Mostapha KEBE	Consultant	kebe_tapha@yahoo.fr
15		Mr Miloud LOUKILI	Consultant	miloud.loukili@hotmail.fr
16	Côte d'Ivoire	Mr Tahadjo Firmin TANOH	Head of the small-scale maritime and lagoon fisheries Service at the Department of Aquaculture and Fisheries.	tahadjo@yahoo.fr
17	SRFC	Mme Yacine DIOP	Human Resources Officer/ SRFC.	yacine.diop@spscrp.org
18	Gabon	Mr Yves Henri Romuald BALLA	Head of Standards and Laboratories	ballayveshenri@yahoo.fr
19	Gambia	Mr Juma JALLOW	Assistant Fisheries Officer	jumajallow86@gmail.com
20	Guinea	Mr Mamadi MAGASSOUBA	Deputy Director General of the Ministry Strategy Office	sonamamady@yahoo.fr
21	Equatorial Guinea	Mr Nso Edo Abegue, RUBEN DARIO	Chief of Staff to the Minister of Fisheries	granmaestrozaiko@yahoo.es
22	LDAC	Mr Alexandre RODRIGUEZ	Secretary General of LDAC	alexandre.rodriguez@ldac.eu
23	Morocco	Mr Abderrahim EDDAMIRI	Head of the Maritime Labor Inspectorate and Nautical Surveys	eddamiri@mpm.gov.ma
24	Mauritania	Mr Dia AMADOU	Director of Offshore and Coastal Fisheries	abodia@yahoo.com
25	Nigeria	Mr John ONOV BIONA	Deputy Director	jonovwiona@yahoo.com
26	MOSFA	Mr André NAOUSSI	Journalist / Coordinator Republic of Cameroon	andrenaoussi@gmail.com
27		Mme Estelle Diane BENGAMVANE.	Journalist	estelleamvane@gmail.com
28		Mr Mamadou Edrissa NJIE	Journalist - Publisher	edrissanjie@gmail.com

29	DRC	Mr Djodjo KANYONGA LUPANZA	Agent at the Maritime Fisheries Office at the Department of Fisheries and Fish Resources	jojotasfaoud@gmail.com
30	REFMA	Mr Karim COULIBALY	President of the African Maritime Training Establishments Network (REFMA)	coulakar@yahoo.fr ;st_samira@yahoo.fr
31	Société Marocaine de Médecine Maritime	Dr Tarik GHAILAN	Seafarer's doctor, President / Moroccan Society of Maritime Medicine	tarikghailan@hotmail.com
32	Sao Tomé	Mr Graciano DO ESPIRITO COSTA	Maritime biologist, technical officer of the Directorate of Fisheries	costaesprito7@yahoo.com.br
33	Senegal	Mr Serigne THIAM	Fishing engineer, chief of the registration office of the artisanal fishing Pirogues	bst2010@live.fr
34	Sierra leone	Mme Mariaut SAM- KOMAGUTU	Senior Fishery Officer	mariusgrace2010@yahoo.com

ANNEX II : AGENDA

1st Day Thursday 3rd October 2019

08:30 - 09:00 Registration

09:00 - 09:30 Opening Ceremony

09:30 - 12:30 **Section 1: Are sea workers like any other? Moderator Dr. Moustapha KEBE**

09:30 - 10:40 The peculiarity of the work at sea

Working at sea while being fascinating is nonetheless a dangerous job because it is practiced at sea and on a boat. Are sea workers a separate branch of the labor force??

- **The dangerousness of work at sea: analysis of accidents of fishermen, causes and consequences, A.LAAMRICH (ATLAFCO)**
- **The Fisherman, a particular worker: approach to occupational health and safety of seafarers» Dr. T. GHAILAN, Seafarer's Physician, President of the Moroccan Society of Maritime Medicine**
- **Working conditions of the African woman in fishing activities, Mrs. Hayat ASSARA (ATLAFCO)**

10:40 - 11:00 Break - networking break

11:00 - 12:30 The work of the sea in Africa.

In Africa, sea fishery has always been associated with extremely harsh working conditions, and fishery is one of the most difficult jobs. Here, more than elsewhere, men, women and even children (their number is constantly increasing) work in extreme conditions.

- **Difficult conditions for fishermen: views of African and foreign media, A. NAOUSSI (MOSFA)**
- **Exploitation of the questionnaire**

12:30 - 14:00 Break - Lunch

14:00-18:00. **Section 2: Fishery workers in African countries: a category always seeking to improve its working conditions, Moderator Dr. M. KEBE**

14:00 - 16:00 Identification of fishermen's work in the countries of the region

Identifying and characterizing the work of fishermen in the countries of the Region in terms of arduousness, dangerousness, existing categories, the nature and levels of remuneration, their social protection (accidents, diseases ...) etc...

- **Social protection, decent work and small-scale fisheries, Situation and prospects: M. SADIKI (ATLAFCO)**

16:00 - 16:20 Break-networking break

16:20 - 17:30 Discussion / Section 1 and 2

5:30 p.m. to 6:00 p.m. Summary and writing of the 1st Part

2nd Day Friday, October 4, 2019

09:00 -12:00 **Section 3: The International Community's Efforts for the Safety and Protection of Sea Workers, Moderator: Pr. M.LOUKILI**

09:00 - 10: 40 the international normative framework

10:40 - 11:00 Break - networking break

11:00 - 12:30 Good practices and regional and national initiatives

- *Tour de table on the good practices and the national and regional initiatives for the improvement of the condition of sea workers in the ATLAFCO countries*
- **European operators Initiative for decent working conditions on board fishing vessels and the promotion of the implementation of international standards for safety at sea, A. RODRIGUEZ (LDAC)**
- **The situation with regard to the relevant international conventions: accession and implementation, A. LAAMRICH (ATLAFCO)**
- **The legal framework relating to work in maritime fisheries in Morocco, A. EDDAMIRI (DMF)**

12:30 - 14:00 Break - Lunch

14:00-18:00 Section 4: What solutions for strengthening the security and protection of the fishing industry in West Africa? Moderators: *Pr. M.LOUKILI and Dr. M.KEBE* -

14:00 - 14:30 The CTA agreement: The new hope for fishermen, A. LAAMRICH (ATLAFCO)

14:30 - 16:20 Brainstorming

The participants are called on the basis of the discussions and the various presentations, to propose a series of recommendations to make improvements for ensuring a decent and secure work for the socio-professional category of fishermen in the ATLAFCO zone.

16:20 - 16:40 Break-networking break

16:40 - 17:30 Summary and drafting of recommendations

17:30 - 18:00 Reading and approval of recommendations

18:00 End of the seminar

18:00 End of the seminar

ANNEX III- QUESTIONNAIRE

It is a matter of (i) apprehending through these questions, the volume of the population of seafarers in the region and to illustrate the nature of the work of this socio-professional category compared to other professional activities, (ii) describing the level of protection of seafarers in terms of wages and benefits; and (iii) inquiring about the adherence of States of the region to international instruments aimed at social justice and the promotion of decent work for seafarers.

1- What is the structure of the active population of seafarers?

- Share of the active population of fishermen in the total active population
- Distribution between the different segments (industrial fisheries- national or foreign-artisanal and coastal fisheries)
- Age distribution
- Distribution by gender

2- How would you describe the work at sea in your country? Specify in relation to the following points:

- Proportion of accidents at sea in relation to occupational accidents
- Nature of accidents of seafarers
- Nature of occupational diseases of fishermen
- Cases of forced labor

3- Does your country have legislation concerning the preconditions for working in fisheries? If yes, give more details about:

- Minimum age and protection of adolescents
- Medical examination / physical fitness standards
- Proficiency certificates and vocational training
- Recruitment and placement / continuity of employment

4- Does your country have legislation concerning working conditions of seafarers, figures, working time? If yes, give more details about:

- Employment contract
- Minimum wages, bonus and income stability
- Salary protection
- Work time
- Annual leave, paid leave
- Other social protections such as health insurance, etc.

5- Do seafarers enjoy from social security benefits applicable to other workers? Give more relevant details

6- Is the system of social protection of seafarers set up in your country extended to both the formal and informal sectors?

Is work in artisanal fisheries considered in the system? Medical care, safety and prevention of accidents, accidents at work, social security, living conditions on fishing vessels etc...

7- Are the working conditions on board fishing vessels systematically inspected as part

of the responsibilities of the flag State or the port State?
8- Is there any entity in your country in charge of administering and enforcing standards for seafarers working conditions?
9- Has your country ratified the relevant international instruments (ILO / IMO / FAO)? if yes, please quote them
10- According to you, what are the main obstacles to accessing social services and improving conditions for decent work for fishermen in your country?

ANNEXE IV : RECOMMENDATIONS

RECOMMENDATIONS

- A. **Aware** of the specific nature of work at sea in general and fishing in particular, making it a painful and dangerous profession in all aspects, leading the International Labor Organization (ILO) to consider fishing as a dangerous activity compared to others;
- B. **Noting** that in a majority of countries, fishermen and fishing vessels are excluded from almost all existing labor legislation;
- C. **Taking into account** the particular structure of the fisheries sector in the countries of the Region with the existence of a artisanal fishing subsector and / or subsistence fishing with difficult working conditions and lack of social protection, which particularly affect women and young people;
- D. **Referring** the universal goal for decent work announced in the Universal Declaration of Human Rights (1948) and reiterated by the World Summit for Social Development (1995) and the United Nations Sustainable Development Program by 2030;
- E. **Reaffirming** that sustainable social development is indispensable for ensuring inclusive sustainable development;
- F. **Considering** the provisions of Article 94 of the United Nations Convention on the Law of the Sea, relating to the obligations of the flag State relating to conditions of work and safety of navigation;
- G. **Recalling** Sustainable Development Goal (SDG) 8, which aims to "promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all";
- H. **Taking into account** the Declaration, the Plan of Action and the Monitoring and Evaluation Mechanism adopted by the AU Extraordinary Summit on Employment, Poverty Eradication and inclusive development in Africa, held in Ouagadougou (Burkina Faso) in 2004;
- I. **Convinced** of the need to ensure decent work on board fishing vessels with regard to the minimum requirements for on-board work, security, housing, food, health and social security;
- J. **Welcoming** the achievements and experiences of some Member States in terms of improving working conditions and social protection in the area of fishing in favor of inclusive sustainable development;
- K. **Considering** that the duplication of these successful experiences in other countries of the ATLAFCO zone is conducive to their generalization for sustainable development of fisheries in the Region, in the context of South-South cooperation;

PARTICIPANTS RECOMMEND :

- 1- PLACING** the improvement of seafarers' working conditions at the center of national and regional economic and social policy objectives with a view to the sustainable reduction of poverty and the improvement of the living conditions of our communities of coastal;
- 2- SUPPORT** the implementation of international standards related to social development, the improvement of working conditions as well as social protection in the fishing sector through:
 - the promotion and ratification of the relevant instruments on the social protection of seafarers, in particular the ILO Convention C188, which entered into force in 2017;
 - the effective implementation of their provisions, in particular by transposing them into national laws and regulations;
 - the application in the case of artisanal and/or subsistence fisheries, the provisions of the Africa Fisheries and Aquaculture Reform Policy and Strategy (2014) and the FAO Voluntary Guidelines for Securing Sustainable in the Context of Food Security and Poverty Eradication (the SSF Guidelines);
- 3- ESTABLISH** coherent policies and develop coordination mechanisms between all the social partners involved in social development in the fisheries sector;
- 4- ENSURE** harmonization of fisheries policies with those concerning maritime safety, health and safety on board fishing vessels;
- 5- ADAPT** social protection systems (payment methods) so that they are more flexible in order to take into account the specificity of the fishing activity, especially artisanal fishing (informal nature, seasonality / irregular income);
- 6- GRANT** particular interest in improving the protection of women, youth and children associated with poor health and safety at work, they face particularly in the artisanal and informal fishing sub-sector ;
- 7- INCLUDE** in labor market information systems data on working conditions and social protection in the fisheries sector;
- 8- CREATE** a Regional Observatory on working conditions and social protection in fisheries;
- 9- PROMOTE** regional cooperation in the areas of social protection of workers in the fisheries sector, through the sharing of experiences, the dissemination of good practices and the strengthening of capacities in the area of labor inspection;
- 10-ESTABLISH** by the flag State and the port State systematic inspection procedures for living and working conditions in fishing vessels; ;

ANNEX V: SPEECHES

Opening speech by the President of ATLAFCO

Monsieur le Secrétaire Exécutif de la Conférence Ministérielle sur la Coopération Halieutique entre les Etats Africains Riverains de l'Océan Atlantique (COMHAFAT) ;
Monsieur le Représentant du Directeur en charge des pêches du Maroc ;
Mesdames et Messieurs des Organisations Régionales de Gestion des Pêches ;
Monsieur le Président du REFMA ;
Messieurs les Consultants ;

**Mesdames et Messieurs les Représentants des Pays membres de la COMHAFAT
Honorables invités, en vos grades et qualités respectés ;**

Mesdames et Messieurs.

L'honneur m'échoit de prendre ici, à cette cérémonie, la parole au nom de Monsieur **MOUSSA DOSSO**, Ministre des Ressources Animales et Halieutiques de la République de Côte d'Ivoire, Président de la COMHAFAT.

Je voudrais en son nom, remercier la COMHAFAT et le Royaume du Maroc pour leur soutien inlassable aux pays africains riverains de l'océan Atlantique dans leur quête d'asseoir une politique de gestion durable des ressources halieutiques.

Je saisis l'occasion pour vous souhaiter la cordiale bienvenue en terre Marocaine

Mesdames et Messieurs

Les professionnels de la mer sont sujets à de nombreux accidents de travail. En plus d'être exposés aux intempéries et aux dangers que représentent la mer, la fatigue liée au rythme de travail, la manipulation des engins de pêche et les prises constituent une menace permanente pour la sécurité de ces travailleurs. Pour protéger cette catégorie de travailleurs et la contribution qu'ils apportent à l'économie, la communauté internationale a élaboré et adopté de nombreux instruments dédiés aux gens de mer à l'effet de leur garantir des conditions minimales requises pour un travail convenable à bord.

Par l'organisation de ce séminaire, la COMHAFAT se propose à travers l'échange entre les participants, d'évaluer et de caractériser la situation du travail des pêcheurs en termes de conditions de travail, de sécurité, et de protection sociale, en vue d'identifier et de proposer des pistes et des recommandations réalistes à même

d'apporter des améliorations à la condition de cette catégorie socio-professionnelle dans les pays de la Région.

Avant de clore mon intervention, Je voudrais vous remercier encore une fois, au nom de Monsieur le Ministre des Ressources Animales et Halieutiques, pour votre sollicitude de tous les instants et vous prie de transmettre à Monsieur le Ministre en Charge des Pêches et au gouvernement marocain notre infinie gratitude.

Je vous remercie pour votre aimable attention.

Address by the representative of Morocco's Maritime Fisheries Department

**Monsieur le Secrétaire Exécutif de la COMHAFAT,
Honorables Délégués,
Mesdames et Messieurs,**

C'est avec un grand plaisir et un intérêt tout particulier que je prends part à la cérémonie d'ouverture de ce séminaire régional axé sur la problématique de l'accès à des emplois décents et sécurisés dans la pêche en Afrique Occidentale, organisé par le Secrétariat Exécutif de la Conférence Ministérielle sur la Coopération Halieutique entre les Etats Africains Riverains de l'Océan Atlantique (COMHAFAT).

Je voudrais saisir cette occasion pour vous souhaiter au nom du Département de la Pêche Maritime du Maroc la bienvenue dans la ville de Tanger, cette ville réputée pour son histoire et son dynamisme sur le plan industriel, portuaire et touristique.

Mesdames et Messieurs,

Comme vous le savez, le secteur de la pêche joue un rôle important dans l'échiquier économique de nos pays respectifs, en raison de son rôle dans l'apport de devises grâce aux exportations des produits de la mer à haute valeur commerciale et à sa participation à la sécurité alimentaire.

Ce secteur, notamment son segment artisanal reste, néanmoins, tributaire d'investissements conséquents en infrastructures de base et d'encadrement des pêcheurs. La population de la frange littorale, qui en dépend, se trouve ainsi dans une situation de précarité et de vulnérabilité malgré la richesse potentielle qui pourrait être générée par une exploitation optimale et rationnelle des ressources halieutiques. Les sources de vulnérabilité des marins pêcheurs sont multiples : Il s'agit de l'état de la ressource halieutique et l'observation de périodes de repos biologiques qui peut engendrer l'arrêt momentané de l'activité, la perte des engins et filets de pêche, la perte de l'embarcation en cas d'accident de mer, les conditions climatiques, les accidents de travail et les maladies chroniques, et j'en passe.

Donc, le niveau de vulnérabilité est assez élevé chez cette communauté en raison des conditions difficiles, voir dangereuses, dans lesquelles elle exerce le métier (pénibilité, fatigue, promiscuité) et à cause aussi du faible revenu qu'elle tire de son activité. L'Organisation Internationale du Travail (OIT), l'OMI et la FAO considèrent à juste titre que le métier de marin pêcheur est parmi les métiers les plus dangereux au monde et le taux de mortalité chez cette communauté est généralement supérieur à celui des autres métiers.

L'OMI, la FAO et l'OIT ont apporté des réponses aux questions de la sauvegarde des vies humaines en mer, de sécurité de la navigation et du travail à bord des unités de pêche, en adoptant un certain nombre d'instruments réglementaires visant le rehaussement du niveau de sécurité maritime.

Par ailleurs, et pour assurer un minimum de protection aux pêcheurs, la communauté maritime internationale a adopté en juin 2007 la Convention n°188 sur le travail dans la pêche et a également adopté une recommandation connexe (Recommandation n° 199) qui vise à fournir des conseils aux parties prenantes sur la manière de mettre en œuvre les dispositions de cette convention novatrice.

L'objectif de cette convention et la recommandation qui l'accompagne est donc d'édicter une norme internationale souple, adaptée et évolutive en fonction des spécificités de chaque pays et de ses moyens humains et financiers, pouvant garantir un minimum de protection aux marins pêcheurs sur le plan social, de la sécurité et de la santé au travail et offrir des emplois décents aux concernés.

Il s'agit en particulier des conditions minimales requises pour le travail à bord, les conditions de service, le logement et l'alimentation, la protection de la santé et de la sécurité au travail, les soins médicaux et la sécurité sociale, le respect d'un âge minimum pour travailler, l'octroi de périodes de repos suffisantes en mer, et l'existence d'un contrat d'engagement écrit entre l'armateur et le pêcheur couvrant le travail à bord.

Mesdames et Messieurs,

Je voudrais souligner qu'au niveau national, le Département de la Pêche Maritime, conscient de l'importance d'améliorer les conditions de travail des marins pêcheurs et de leur assurer une protection sociale, a retenu parmi ses actions prioritaires la mise en œuvre d'un programme national de construction et d'aménagement de village de pêcheurs (VDP) et de points de débarquements aménagés (PDA).

Il a également procédé à la mise en œuvre d'un important programme d'encadrement et d'accompagnement social permettant aux marins pêcheurs d'améliorer leur productivité, leurs conditions de travail et de vie et de sécuriser leur métier.

Ce contexte favorable a permis la mise en place de la couverture sociale et médicale au profit des pêcheurs du segment artisanal. Cette opération a démarré en juin 2011 au niveau d'un site de pêche pilote (le VDP de Souiria Lkdima). Aujourd'hui, elle est généralisée à tous les marins pêcheurs artisans de tous les sites et ports de pêche artisanale du Royaume.

Cet acquis n'aurait pas vu le jour si le Département de la Pêche Maritime n'avait pas adopté une approche intégrée visant la restructuration du segment de la pêche artisanale. Cette approche a consisté, depuis les années 1990, principalement en la construction de Villages de Pêcheurs (VDP) et de Points de Débarquements Aménagés (PDA), ainsi que d'antennes médicales tout le long du littoral marocain. Ces antennes ont pour mission principale l'exercice de la médecine d'aptitude à la fonction de marin, les premiers soins et la prévention contre les maladies professionnelles à bord des navires de pêche.

Ces avancées notables ont permis au Maroc de ratifier, au mois de mai 2013, la Convention n°188 et a contribué ainsi à son entrée en vigueur.

Mesdames et Messieurs,

Au terme de mon allocution, je voudrais remercier vivement les organisateurs de cette rencontre (les responsables et les collaborateurs du Secrétariat Exécutif de la COMHAFAT) et souhaiter pleine réussite à vos travaux et vous remercie pour votre attention.

Introductory speech by the Executive Secretary of ATLAFCO

Monsieur le Représentant du Ministre Ressources Animales et Halieutiques de la Côte d'Ivoire et Président en exercice de la COMHAFAT

Monsieur le Représentant du Département des Pêches Maritimes du Royaume du Maroc,

Madame et Messieurs les représentants des Organisations Régionales des Pêches africaines

Monsieur le Secrétaire Exécutif de LDAC

Monsieur le Président de la Société Marocaine de Médecine Maritime

Monsieur le Coordinateur de l'OMPDA

Messieurs les Délégués des Etats membres de la COMHAFAT,

Mesdames et Messieurs,

A l'entame de mon allocution, je voudrais au nom de **Son Excellence Monsieur Moussa DOSSO**, Ministre des Ressources Animales et Halieutiques de la République de Côte d'Ivoire, Président en exercice de la COMHAFAT, et en mon nom personnel souhaiter la bienvenue à tous les participants à ce séminaire sur les conditions de travail des marins pêcheurs dans nos pays.

J'aimerais également remercier les Autorités marocaines pour toutes les facilités qui nous ont été accordées pour la tenue de cette rencontre.

Par l'organisation de ce séminaire sur *les conditions de travail des gens de mer en général et ceux de la pêche* en particulier, la COMHAFAT essaye de contribuer à l'amélioration des conditions sociales des marins pêcheurs et au bien-être des communautés de pêcheurs de nos pays.

C'est une thématique importante qui concerne une part non négligeable de la population active dans nos pays respectifs.

Mesdames et Messieurs,

Promouvoir des conditions de travail décent et sécurisé pour les gens s'activant en mer est une préoccupation qui n'est pas récente, compte tenu des particularités du travail en mer et des métiers de la pêche telles que la pénibilité et la dangerosité, et l'importance des populations engagées.

Consciente de ces spécificités et désireuse de faire bénéficier les travailleurs en mer et plus spécifiquement ceux opérant dans la pêche d'une législation du travail qui les protège et rendre cette profession essentielle attractive et durable, la communauté internationale a adopté une batterie d'instruments juridiques internationaux à même de garantir un travail décent et sécurisé.

En dépit des efforts déployés dans plusieurs pays pour améliorer la situation sociale de leurs marins pêcheurs, les conditions de travail dans ces pays demeurent encore très pénibles et le niveau de risque pour la santé et la sécurité des gens de mer est encore élevé. De manière générale, les pays de la région semblent enregistrer un déficit patent de travail décent dans le secteur de la pêche.

Certes, ce secteur en Afrique et dans les pays de la zone COMHAFAT présente des particularités propres avec la prédominance d'un secteur (traditionnel) et artisanal où subsistent des emplois sans aucune protection sociale, avec une forte présence de femmes et d'enfants.

Nous sommes réunis aujourd'hui, pour justement appréhender la situation réelle du travail du pêcheur dans les Etats de la zone COMHAFAT, de caractériser les conditions d'exercice de ce travail, et de faire le point sur les efforts au niveau national en matière de protection des travailleurs en mer.

On s'interrogera pour ce faire sur les caractéristiques propres du travail dans la pêche et les dispositions prises pour garantir un travail décent dans nos pays. Nous passerons également en revue la volonté de nos Etats à garantir des conditions de travail digne à travers non seulement la situation de leur engagement vis-à-vis des normes internationales sur le travail dans la pêche, mais aussi par leur mise en œuvre effective. Ces instruments juridiques n'ont de sens et de portée que si les dispositions qu'ils contiennent sont intégrées dans les différentes législations nationales et mises en application dans les pays concernés.

Le diagnostic étant établi, nous aurons à définir des pistes d'amélioration pour le renforcement de la sécurité et de la protection sociale des professionnels de la pêche dans la région.

Mesdames et Messieurs,

Ces deux journées seront pour nous une occasion pour mettre nos informations en commun et pour confronter nos expériences au sujet des pistes d'amélioration destinées à éliminer les formes les plus intolérables du travail des marins pêcheurs.

A travers l'échange, nous aurons la possibilité d'évaluer et de caractériser la situation du travail en mer en termes de conditions de sécurité et de protection sociale dans nos pays respectifs et d'identifier et proposer des recommandations réalistes pour apporter des améliorations aux conditions de travail de cette catégorie socio professionnelle dans les pays de la région.

Mesdames et Messieurs,

Tout en souhaitant pleins succès à nos travaux, je vous exhorte à doubler d'efforts pour s'inscrire dans cette dynamique de sensibilisation et de collaboration à la faveur d'une meilleure protection de nos valeureux marins pêcheurs.

Je vous remercie.