



**CIHEAM  
ZARAGOZA**



**Food and Agriculture Organization  
of the United Nations**



GOBIERNO  
DE ESPAÑA

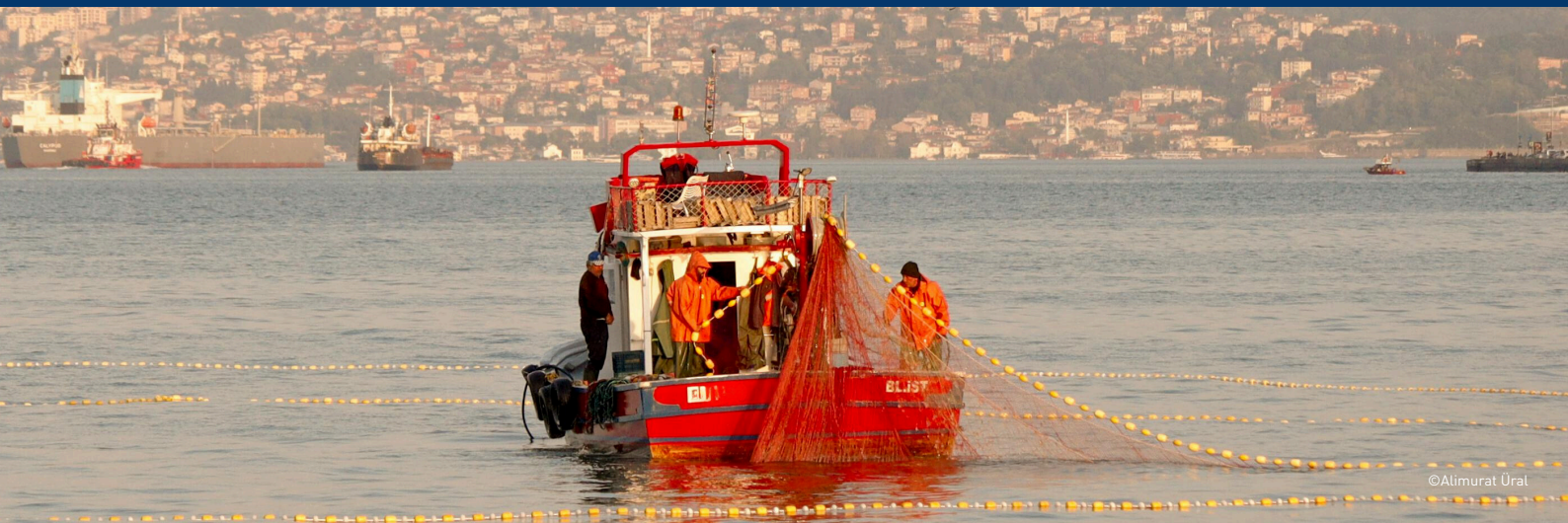


MINISTERIO  
DE INCLUSIÓN, SEGURIDAD SOCIAL  
Y MIGRACIONES



SECRETARÍA DE ESTADO  
DE LA SEGURIDAD SOCIAL  
Y PENSIONES

INSTITUTO SOCIAL  
DE LA MARINA



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## Objective

Fishing is one of the world's most hazardous occupations. Ensuring safe and decent working conditions for all in fisheries and aquaculture remains one of the sector's biggest challenges. Situations where there are human and labour rights abuses are still observed throughout fisheries and aquaculture value chains, mainly in fishing, farming and processing in both developed and developing countries. These practices have social implications, particularly for the most vulnerable, such as migrant workers, women and children. The absence of, for example, adequate social protection (such as access to adequate pension plans, health care and unemployment benefits during closed fishing seasons), insufficient training of fishing vessel personnel, the lack of formal working relationships, and inadequate working conditions are structural problems that persist in fisheries value chains, particularly in developing countries, where failure to enforce pertinent labour laws remains a significant problem in the sector.

Various international instruments are available to address human and labour rights, and to ensure decent working conditions and equitable social practices. However, their diversity, fragmentation and complexity pose a challenge for stakeholders, making their implementation and enforcement very complicated.

The course will address the main social challenges that fisheries face in order to come up with strategies to overcome and improve these situations by protecting and empowering fishers and fish workers in the sector. It will provide the knowledge and tools to elaborate mechanisms from international to national levels that enhance fishers and fish labour working conditions and their participation in defending their rights.

By the end of the course, participants will:

- recognize the social challenges and the particularities of fisheries;
- get an overview of the international instruments, conventions and tools linked to decent work in fisheries;
- understand the challenges of implementing the international framework regulating fishers' rights and working conditions, and possible solutions;
- acquire the knowledge necessary to develop strategies to promote decent working conditions for fishers and fish workers;
- gain experience through on-board fishing vessels inspection practice;
- be knowledgeable about occupational health and safety measures to ensure a safer working environment;
- appreciate the importance of social protection and social dialogue;

- be introduced to crosscutting strategies to promote decent working conditions such as mechanisms for worker participation and collaboration among stakeholders.

## Organisation

The course is jointly organised by the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM), through the Mediterranean Agronomic Institute of Zaragoza (CIHEAM Zaragoza); the Food and Agriculture Organization of the United Nations (FAO); and the Social Marine Institute (ISM), through the Isla Cristina National Training Centre (CNF); with the collaboration of the Spanish National Institute for Safety and Health at Work (INSST).

The course will run for 1 week, in morning and afternoon sessions, and will be held from 19 to 23 May 2025 at the Isla Cristina CNF, Huelva, Spain. It will be given by well qualified lecturers from international organisations, private organisations and administration services in different countries. English will be the working language of the course.

The course requires individual work and Interaction between participants and with lecturers. The international characteristics of the course favour the exchange of experiences and points of view. Lectures will be combined with practical work sessions, case studies, and demonstration and inspection exercises. During the practical work, participants will discuss about how to implement at national level the international framework, and will develop a plan of action and propose strategies to promote and implement decent working conditions.

## Guest lecturers

Abril Muñoz, Isaac - INSST-CNMP, Sevilla (Spain)  
 Aranda Eugui, Silvia - ISM, Huelva (Spain)  
 Buketov, Kirill - IUF, Petit-Lancy (Switzerland)  
 Cacaud, Philippe - ILO/FAO (France)  
 Duque Casas, Esther - INSST-CNMP, Sevilla (Spain)  
 Fernández Hernando, José Manuel - INSST-CNMP, Sevilla (Spain)  
 Kalikoski, Daniela Kalikoski - FAO, Rome (Italy)  
 Karavatchev, Rossen - ITF, London (United Kingdom)  
 Krogh-Poulsen, Birgitte - Monterey Bay Aquarium, Viborg (Denmark)  
 Lebrun, Olivier - IMO, London (United Kingdom)  
 Pérez Toribio, José María - ISM, Madrid (Spain)  
 Santiago Marcos, Manuel - ISM-CNF, Isla Cristina (Spain)  
 Toussaint, Mariana - FAO, Rome (Italy)  
 Vinent Mendo, Olga Lidia - ISM, Madrid (Spain)

# Programme

0. Opening session and presentation of the course (1 hour)
1. Overview of current working conditions and challenges in fisheries (0.5 hours)
2. International framework regulating rights and conditions in the fisheries sector (1.5 hours)
  - 2.1. Decent Work, and fundamental principles and rights
    - 2.1.1. The importance of Decent Work
    - 2.1.2. ILO conventions
  - 2.2. Safety and health at sea (IMO conventions and ILO conventions)
  - 2.3. Social and economic rights (FAO guidelines, UN SDG)
  - 2.4. Practical work: Session I. Setting scenarios and exploring domestication of the international framework
3. Addressing decent work deficits in fisheries (6 hours)
  - 3.1. Distinctive working features: work arrangements, seasonality, informality, etc.
  - 3.2. Conditions of service (working contracts and hours, accommodation and food, etc.)
  - 3.3. Gender equality and equity
  - 3.4. Harassment and violence
  - 3.5. Child labour
  - 3.6. Forced labour
    - 3.6.1. Defining forced labour
    - 3.6.2. Prevalence and nature of forced labour in the fisheries sector
    - 3.6.3. Legal frameworks, international conventions, FAO PSMA and HRDD regulations
    - 3.6.4. Forced labour strategies. Prevention, Protection, Prosecution, and Partnership
  - 3.7. Migrant Workers
    - 3.7.1. Conditions and challenges of migrant workers in the fishing sector
    - 3.7.2. Rights and protections for migrant workers
    - 3.7.3. Support systems and advocacy
    - 3.7.4. Case study: ISM rooting campaigns training for migrants
  - 3.8. Small Scale Fisheries and Coastal and Fishing Communities
    - 3.8.1. Access and users' rights
    - 3.8.2. Livelihood, income and economic shocks
    - 3.8.3. Access to services, social protection, markets
    - 3.8.4. The role of the intermediary
  - 3.9. Practical work: Session II. Plan of action to implement decent working conditions
4. Occupational safety and health (10 hours)
  - 4.1. Overview of accidents and diseases in the fisheries sector
  - 4.2. Safety of fishing vessels. Technical requirements
  - 4.3. Preventing occupational risks (requirements, risk assessment and mitigation measures)
    - 4.3.1. Safety risks (machinery, drawing and falls from height, etc.)
    - 4.3.2. Physical risks (noise, vibration, UV Radiation)
    - 4.3.3. Chemical and biological risks
    - 4.3.4. Work-Related Musculoskeletal Disorders and Ergonomics
    - 4.3.5. Psychosocial risks
    - 4.3.6. Personal protective equipment and its proper use
  - 4.4. Health care
    - 4.4.1. Medical examination prior on board
    - 4.4.2. Health surveillance
    - 4.4.3. First aid and medical assistance
  - 4.5. Information, training and participation
  - 4.6. Case study: ISM and Isla Cristina CNF
  - 4.7. Technical visit to CNF
  - 4.8. Demonstrations in CNF (i.e. emergency and rescue exercises, etc.)
  - 4.9. Inspection exercise of fishing vessels (machines, noise, first aid, etc.)
5. Crosscutting strategies to promote decent working conditions (8 hours)
  - 5.1. Social protection in the fisheries sector FAO
    - 5.1.1. Definition and objective
    - 5.1.2. Key pillars and functions of social protection
    - 5.1.3. Importance of social protection in the fisheries sector, coverage and adequacy
    - 5.1.4. Global and regional frameworks
    - 5.1.5. Designing Effective Social Protection Schemes and delivery chain
    - 5.1.6. Barriers of access and overcoming challenges
  - 5.2. Social dialogue and participation
    - 5.2.1. Importance of social dialogue in the fisheries sector
    - 5.2.2. Mechanisms for worker participation
    - 5.2.3. Case study on social dialogue. International
  - 5.3. Cross-sectoral implementation of regulations
  - 5.4. Practical work: Session III. Strategies to promote decent working conditions
6. Debate on emerging issues impacting work in fisheries (2 hours)
7. Conclusions, lessons learned and future trends (1 hour)



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## Admission

The course is designed for 25-30 professionals with a university degree, and is aimed at managers of fisheries administrations or institutions with responsibility for social issues in the fisheries sector, fishery and labour inspectors, technical advisors and other specialists involved in the subject matter of the course.

Knowledge of English will be valued in the selection of candidates.

## Registration

- Candidates may apply online at the following address: <https://admission.iamz.ciheam.org/en/>
- Applications must include a curriculum vitae and copy of the supporting documents most related to the subject of the course.
- The deadline for the submission of applications is 9 February 2025. The deadline may be extended if places are available.
- Applications from those candidates requiring authorisation to attend the course may be accepted provisionally.
- Registration fees for the course will be covered by the Organisation.

## Support to candidates

The organization will cover the expenses of full-board accommodation on the Residence of the Isla Cristina CNF, Huelva, if required.

Candidates from the FAO and CIHEAM member countries (Albania, Algeria, Egypt, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Spain, Tunisia and Turkey) may apply for financial support covering the cost of travel. Preference will be given to candidates from low-and medium-income countries of Africa and Latin America. If you wish to request financial support, please complete the relevant section when you make your online application to participate in the course.

Candidates from other countries who require financial support should apply directly to other national or international institutions.

## Insurance

It is compulsory for participants to have medical insurance valid for Spain. Proof of insurance cover must be given at the beginning of the course. Those who so wish may participate in a collective insurance policy taken out by the Organisation, upon payment of the stipulated sum.

With the collaboration of:



### Contact:

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<https://www.iamz.ciheam.org/education/advanced-courses/>

