

REPORT

Meeting: **NSAC/NWWAC Social Aspects FG**
 Parties: **NSAC/NWWAC FG members**
 Date and time: **6 November 2023**
 Location: **Zoom**
 Chair: **Kenn Skau Fischer**
 Rapporteur: **Kateryna Urbanovych, NSAC Secretariat**

1 Welcome and introduction [Chair]

The Chair, Kenn Skau Fischer, welcomed the participants of the joint Social Aspects FG. In total, 15 participants attended the Focus Group meeting.

The Chair conveyed apologies from Jasmine Vlietinck of Rederscentrale and Michael Andersen of DFPO.

The meeting's agenda was collectively approved without any amendments.

2 Report from the previous meeting [NSAC Secretariat]

Paper 2.1 Report of meeting of 3 October 2023

Tamara Talevska (NSAC Secretariat) informed that Jan Kappel (EAA) submitted feedback to the [report](#) before the meeting's start, which was addressed and implemented. No further comments were provided to the paper.

2.2 Actions from previous meeting

Talevska read through previously agreed actions and elaborated on their status as follows:

Action	Responsible	Status
<i>Patrick Murphy to distribute the email from the Commission regarding updated Watchkeeper certification to the NSAC Secretariat for distribution to Focus Group members. (Carried from 27 July)</i>	Patrick Murphy, NSAC Secretariat	Pending update
<i>Jan Kappel to produce a more comprehensive overview of the economic impacts of recreational fisheries. (Carried from 27 July)</i>	Jan Kappel, NSAC Secretariat	Complete

Gerald Hussenot and NSAC Secretariat to coordinate presentations for the upcoming FG meeting.	Gerald Hussenot, NSAC Secretariat	Complete, on the day's agenda
Focus Group members to monitor future developments in fuel and fish prices to possibly feed into a future joint advice.	Members	Complete
Focus Group members to provide comments, examples, and suggestions for the different chapters of the draft advice for Generational Renewal and Recreational fisheries until the 13 of October.	Members	Complete

3 Presentation on sustainable innovations on behalf of sea workers [Laurianne Le Cossec]

Laurianne Le Cossec from [GLAZ](#) took the floor, presenting sustainable innovations on behalf of sea workers.

Le Cossec introduced GLAZ, an organization established by Le Cossec herself, to aid sea workers deal with daily issues, such as regulatory and administrative burdens.

The company's operations are based on the view that the landscape of fishing industry is rapidly changing. This is notably evident in the dynamics of the Brittany port, where there is an increasing demand for support and assistance among sea workers to mitigate maritime risks.

GLAZ is actively engaged with 100 vessels in the Brittany region. Initially established in 2014 as an association of Brittany ship owners and fishers, GLAZ evolved in response to the evolving needs of its members. In 2022, it transitioned into a company.

The development of **KOGUS** represents a key project for GLAZ. KOGUS consists of a digital platform to support fishers with their digital requirements. Within the project, a user-friendly app was developed, accessible via tablets provided to clients. The app offers a comprehensive overview of all digital documents sea workers are required to use. This ensures that both fishers and authorities can easily confirm the up-to-date status and availability of these documents.

Since its development in 2016, the app has undergone continuous improvement based on feedback from over 100 users. Particularly, in 2024, a new feature will be introduced to provide alerts, helping sea workers and vessel owners in staying notified about the renewal of their security and safety equipment, as well as mandatory regulatory documents.

Another significant area of GLAZ's work is the development of **ANKOR**, a tool designed to help sea workers with risk prevention and assessment. Specifically, ANKOR serves as a

platform for sea workers to group all necessary documents required for risk assessments on their vessels, which are a mandatory requirement overseen by authorities. ANKOR has proven to be an efficient solution, gathering positive feedback from sea workers, as it aids sea workers with time and skill constraints of maintaining updated documents in a centralized location.

In addition to its practical tools, GLAZ is actively involved in **researching the quality of life for sea workers**. In Brittany, a two-year research project is underway, using interviews with fishers and sea workers to scientifically assess their experiences, work conditions, and life aboard vessels.

Comprising a team of five, GLAZ collaborates with a committee of experts in a variety of fields, such as communication, coaching, IT development, legal matters, and more. This approach ensures a comprehensive perspective in addressing the varied needs of sea workers.

The Chair thanked Le Cossec for the presentation and queried whether there are size limitations to the vessels GLAZ collaborates with.

Le Cossec responded that work is performed with vessels of varied sizes, including both small boats and those with a length of up to 24 meters.

Gerald Huissenot (Blue Fish) sought clarification on the meaning of DUP. Le Cossec explained that DUP refers to a risk assessment form, specifically focusing on occupational risks, such as those associated with fishing gear. Le Cossec highlighted that based on the data collected from these forms, proposals are formulated to mitigate identified risks. The form may also include visual elements, such as pictures, to effectively illustrate the types of risks involved in vessel-related work.

Patrick Murphy (IS&WFPO) took the floor, emphasizing the substantial volume of documentation that vessels must manage. Murphy shared the difficulty experienced in Ireland in drafting all mandatory documents and inquired whether GLAZ receives assistance from authorities in the drafting process, including financial support. He also raised questions about how documentation is obtained from regulatory agencies and whether it is accepted by them once digitalized. Additionally, Murphy asked whether the mental health of fishers was also monitored and integrated into the documentation process.

Le Cossec answered that no financial support was received from agencies, and that all operations were self-funded, without grants or assistance from government.

Regarding mental health, the ongoing two-year research project, which is partially funded by the region of Brittany, involves collaboration with occupational psychologists who engage with fishers. In the DUP forms, information and lists pertaining to mental health and workplace bullying have been incorporated. Le Cossec emphasized that mental health is a significant area that GLAZ is actively exploring in depth as part of its ongoing research initiatives.

Peter Breckling (German Fisheries Association) highlighted his interest in having concrete examples that clearly show the current practices of fishers and how new modern methods could improve their operations. He referred to the successful transition from paper to electronic maps for vessels, noting that fishers quickly grasped the efficiency of the new tools. Breckling

also suggested exploring the use of voice recording instead of written documentation to allow fishers to continue manual work with their hands.

Le Cossec acknowledged the potential value of recordings, especially in certain areas of risk prevention, as a means to propose solutions for reducing risks. She added that video material (available without Wi-Fi connection) is also available on the app, demonstrating first aid procedures, as well as steps to take in case of a heart attack or electrocution.

Johnny Woodlock (ISS) noted that funding might be available from the EMFAF fund for such projects, though the process could be tedious.

The Chair highlighted that the availability of funding depends on how the program is embraced at the national level in relation to EMFAF and what the funds are allocated for. He also noted that the presentation slides will be circulated after the meeting's end. **(Action)**

4 Presentation of a French approach to protection and risk prevention in the maritime sector [Nicolas Le Berre]

Nicolas Le Berre, project leader at the [IMP](#), presented an example of a French approach to protection and risk prevention in the maritime sector.

Established in 1992, IMP, the French maritime institute for prevention, is a non-profit organization, with headquarters in Lorient, Brittany. IMP addresses occupational risks for seafarers and their employers in all of France, including overseas departments and territories.

IMP's key objective is to protect the health of seafarers and to enhance the safety, working settings, and overall living conditions of professionals in the maritime sector. Their mission is to actively take action to prevent occupational risks for sea workers, through valuable insights from statistical data analysis.

Since 1996 IMP have been **analysing French data on accidents at sea**, collecting information on over 10,000 events in commercial fisheries and sea farming fields. Each episode undergoes examination and diagnosis enabling IMP to offer targeted advice and intervention strategies. Additionally, the institute actively participates in fieldwork at sea, observing and interacting with professionals in their day-to-day environments. These observations contribute to diagnosing issues and formulating recommendations to enhance working and living conditions, with a focus on improving the quality of life at sea. The proactive approach also involves anticipating future work situations and collaborating in the design of new equipment and machinery.

IMP is actively involved in **training and awareness initiatives**, conducting presentations in schools and training centres. Safety and working condition sessions are organized aboard ships for professionals. In addition, IMP has launched prevention campaigns addressing issues like drug and alcohol consumption. The institute supports these activities with a variety

of resources, including documents, videos, brochures, and communications available on their [website](#), as well as other social media.

IMP's scope of work also includes compiling **statistical reports on workplace accidents and occupational diseases**. Targeted actions are organized to investigate specific cases upon requests from administration or professionals. A comparative analysis with onshore activities from 2021 data revealed a significantly higher frequency rate of accidents in the fisheries sector, despite the onshore building sector being much larger. The severity rate, based on work incapacity and occupational mortality, is notably high, with occupational mortality occurring annually in the French fisheries sector. Occupational diseases, such as musculoskeletal issues, back pain, and asbestos exposure, are also looked into. Data analysis revealed that 60% of accidents occur during fishing activities, while 33% occur when vessels are docked. Certain types of fishing vessels, like the Danish seine, experience more accidents due to a higher number of people on board. Three out of four accidents happen under seemingly favourable conditions, with only 10% occurring in rough seas.

All mentioned statistics can be cross-referenced to derive more specific insights. Notably, it is observed that fishers more frequently sustain injuries to their hands or fingers compared to other parts of their bodies. Data analysis allows for the identification of the causes and consequences of these accidents.

IMP has also undertaken more focused studies, one of which addressed the **prevention of eye damage among professional seafarers**. Statistics revealed that eye damage accidents take place on average on board of ships, particularly on vessels exceeding 12 meters in length. These incidents most frequently take place during maintenance operations and are closely associated with the handling of fishing gear. The study identified that traumatic lesions with direct impact on the eye or trauma with penetration constitute more than a quarter of all eye injuries. Based on the findings, recommendations for the prevention of eye damage incidents were formulated. It was observed that wearing Personal Protective Equipment (PPE) by seafarers improves protection, although not entirely due to the absence of a protective cover, leaving the eye vulnerable to injury. The study also provided recommendations on how to respond in case of an eye injury onboard.

Another study conducted by IMP focused on **asbestos on board ships**. This study was prompted by asbestos being linked to 17% of occupational diseases in 2021. Furthermore, new French regulations mandate the prevention of passive exposure to asbestos through technical diagnosis. The study aimed to raise awareness among skippers about proper procedures when dealing with asbestos.

IMP also launched the 'Recovering man overboard' (**RECOMER**) programme, specifically tailored for fishing vessels exceeding 24 meters in length. This initiative was prompted by an incident where a sailor fell overboard from a trawler, and despite intensive efforts, recovery proved unsuccessful due to the crew's lack of training in such operations. After this incident, proposals were put forth for improved equipment designed for man-overboard recovery, and tests were conducted on ships ranging from 12 to 24 meters in length. The tests explored various possibilities, and multiple pieces of equipment were evaluated. During onboard tests,

IMP experts suggested different recovery procedures, allowing sailors to choose the most suitable approach.

Another valuable tool introduced by IMP is the Occupational Risk Assessment Document, an online tool that considers changes in the activities of fishing vessels. Skippers can utilize this document for risk assessment, with IMP providing guidance on its use and suggesting preventive measures.

Additionally, IMP provides psychological risk assessment on board ships. The institute contributes through training and information sessions to enhance awareness. For ships seeking advanced solutions to address psychological risks more effectively, IMP offers additional support and guidance.

Le Berre finished his presentation and welcomed any questions from the participants.

The Chair queried Le Berre whether the statistics indicate that the efforts by organizations like IMP contribute to reducing the number of accidents, and if fishers actively cooperate with these initiatives.

Le Berre responded by acknowledging that various organizations, including the previously presented GLAZ, are actively working on this issue, fostering a broader, global approach. While there has been improvement in terms of both the number and severity of accidents, the overall level of accidents remains high.

Michael O'Brien (ITF) commented that though the presented statistics are specific to France, the types of injuries are similar on international scale. Musculoskeletal problems, loss of digits, and hand injuries are prevalent and, in some cases, career-interrupting. While numerous measures and safety requirements can be implemented to create safer work systems, the ITF's perspective highlights the root issue contributing to the high number of work accidents in the fisheries sector: excessive working hours and insufficient rest time. O'Brien emphasized that addressing this issue would be the most significant contribution to reducing both injuries and fatalities. He further emphasized that transparency plays a crucial role in combatting excessive working hours, with the Automatic Identification System (AIS) being a potential tool. AIS can track fishing activities, providing insights into the frequency of fishing operations. However, O'Brien noted that AIS is not always activated, and there is currently no consistent record across Europe in addressing this issue.

Le Berre acknowledged that being a fisher entails high levels of work, requiring long hours during fishing trips. However, he highlighted a noticeable shift, noting that newer skippers are adopting different practices to make the job more appealing. Recognizing that excessive hours may make it challenging to attract new recruits, skippers are adjusting working hours on board to hold crew and maintain the attractiveness of the profession.

Murphy questioned whether available data indicates that more fatalities occur due to the stress borne by fishers trying to make a living, and whether it was observed that fishers stop fishing after a big haul or continue until optimal results are achieved.

Le Berre explained in France, fishers' earnings are linked to the quantity of fish that is caught. However, external factors such as sale prices and the catch of other fishers also play a role. These circumstances may encourage fishers to work less or in safer conditions. Notably, advancements are being introduced on both large and smaller vessels, and fishers now have access to information about the catches of others. This not only addresses safety concerns but also introduces external information that impacts the organization of the fishing fleet. At the same time, Le Berre emphasized that the new generation adapts quickly, with a greater consideration for the social and human aspects of the profession.

Breckling highlighted that in Germany, investigations into the reasons for accidents, conducted by accident insurance companies, revealed that the primary accident on German vessels was slip and fall incidents. He also mentioned the impressive work done in Denmark to reduce work accidents, with the replacement of old vessels with new ones proving effective. Breckling questioned whether the exchange of findings on this topic is well-developed or if there are opportunities to enhance the transfer of knowledge.

Le Berre concurred with Breckling, emphasizing the importance of actively seeking and sharing knowledge. Currently, IMP is collaborating with Spanish and Irish fleets on risk prevention with professional fishers. While building new adapted vessels is crucial, Le Berre acknowledged the difficulty of the process. This is a point to be improved, particularly as young skippers often start with old fishing vessels that may not align with their fishing techniques.

The Chair noted that it should be included in the joint NSAC/NWWAC Advice to have bi-annual workshop or conference discussing findings or experience from the work on the occupational health in the fisheries sector.

Woodlock emphasized the importance of on-board training, considering the inherent dangers in fishing. He praised IMP's program on recovering man overboard and suggested recommending that all fishers receive training or certification to assist with work accidents.

Le Berre expressed agreement, noting that practical exercises are challenging for fishers due to time constraints, as they need to focus on fishing. He emphasized that constructing new vessels with various measures and devices, including those aiding in man-overboard recovery, could be a solution, as older vessels lack these features.

Murphy inquired whether IMP has compiled a list of psychological issues affecting the crew and if efforts have been made to address the mentioned issues.

Le Berre clarified that IMP primarily operates at the prevention level, offering information on various subjects and directly working with some vessels to address specific issues. If assessments reveal alcohol or drug consumption problems among some crew members, support is provided without judgment, and measures are taken to assist the sailor without resorting to termination of work contract.

The Chair thanked Le Berre for the presentation and for the exchange, noting that the point regarding substance consumption would also be important to focus on in a future NSAC/NWWAC joint advice. **(Action)**

He also noted that the presentation is going to be circulated to the members after the meeting. **(Action)**

5 Exchange of views on draft advice [Members]

As no feedback was received for both draft advice, the Chair invited members **to read and send comments to the papers before Friday, November 10, at 14:00 CET**. If no comments are received, the advice will be sent through to both ACs Executive Committees for approval. If comments are received, another FG meeting will be set up to work through the feedback. In both cases, the papers are to be completed by the end of the year. **(Action)**

Talevska queried if both presentations and insights from the day's meeting should be included in the advice. The Chair agreed that they should be incorporated, specifically in the Generational Renewal paper.

Hussenot took the floor to thank the group for hosting the presentations of GLAZ and IMP, to which the Chair highlighted that the Social Aspects FG is a place to give voice and bring attention to such matters.

6 AOB & date and time of next meeting [Chair]

6.1 EFARO webinar on the need for and use of socio-data for fisheries management – 8 December

The Chair shared with FG members that on the 8th of December, EFARO will be holding a webinar on the need for and use of socio-data for fisheries management. If any members would like to join the meeting, they are to contact the Secretariat. **(Action)**

7 Closing: Date and time of next meeting [Chair]

The next meeting of the Social Aspects Focus Group will be scheduled based on whether there will be a need for a feedback discussion for the two advice papers.



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5 Actions

Action	Responsible
Secretariat to share presentations of GLAZ and IMP with FG members.	Secretariat
Members to deliver feedback on Generational Renewal and Recreational Fisheries draft advice before Friday, 10 November, 14:00 CET. If no feedback will be delivered, the approval procedure in the AC's Executive Committees will be started.	FG members
Members to consider working on the development of a joint NSAC/NWWAC advice on substance consumption in the fishing sector.	FG members
Members to inform the Secretariat if interested to join the EFARO webinar on the need and use of socio-data.	FG members

6 Participants

First Name	Last Name	Organisation
Bruno	Dachicourt	Syndicat National des Marins Pêcheurs CFTC
Gerald	Hussenot	Blue Fish
Jan	Kappel	EAA
Jenny	Collier	J Collier Language Services
Johnny	Woodlock	ISS
Kateryna	Urbanovych	NSAC Secretariat
Kenn Skau	Fischer	DFPO
Laurianne	Le Cossec	GLAZ
Michael	O'Brien	ITF
Mo	Mathies	NWWAC Secretariat
Nicolas	La Berre	IMP
Odile	Bertine-Faull	J Collier Language Services
Patrick	Murphy	IS&WFPO
Peter	Breckling	German Fisheries Association
Tamara	Talevska	NSAC Secretariat

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