



Food and Agriculture  
Organization of the  
United Nations

# Plan of action for enhanced safety, decent work and social protection in the fisheries sector of the Bay of Bengal Programme region







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# Foreword

The marine fisheries sector in Bangladesh, India, Maldives, and Sri Lanka, the member countries of the Bay of Bengal Programme Inter-Governmental Organisation (BOBP-IGO), plays a pivotal role in advancing their economies and providing livelihoods for millions of fishers. However, the sector also grapples with numerous challenges, including occupational safety conditions and insufficient social protection for fishers. To tackle these issues, the BOBP-IGO, in collaboration with the Food and Agriculture Organization of the United Nations (FAO), has developed the Plan of action for enhanced safety, decent work and social protection in the fisheries sector of the Bay of Bengal Programme region (BOBSAFE). This plan delineates policies and actions aimed at enhancing the livelihoods of fishers in the region. The BOBSAFE further addresses the safety of vessels and equipment, underscoring the importance of standard designs and construction plans for fishing vessels. It advocates for vessel registration and licensing; inspection of vessel yards to ensure adherence to safety standards; adoption of international codes and guidelines for fishing vessel safety; provision of decent working conditions and social protection to fishers; formalizing labour contracts; and enhancing search and rescue capabilities.

In addition, the plan underscores the need for data sharing and periodic studies to identify areas for improvement and design suitable insurance and social protection schemes for fishers. The plan pays special attention to the gendered aspects of social protection, acknowledging the risks of exclusion and the necessity to secure women's participation in the development process.

This action plan aligns with SDG 1.3 (implementing social protection systems for all), SDG 8 (promoting decent work and economic growth), SDG 5 (achieving gender equality), and SDG 14 (conserving and sustainably using the oceans).

For the effective implementation of the BOBSAFE, a comprehensive and coordinated approach to governance is indispensable. This involves harmonizing international and regional instruments, strengthening legal frameworks, promoting inter-agency collaboration, and enhancing the capacity of institutions responsible for enforcement.

The BOBP-IGO, in conjunction with member countries and relevant stakeholders, is committed to implementing the BOBSAFE and monitoring progress towards its objectives. By embracing the principles of human rights, promoting gender equality, and fostering good practices, we can create a fisheries sector in the Bay of Bengal region that not only supports the well-being and livelihoods of fishers but also contributes to the broader goals of sustainable development and social justice.

Dr P. Krishnan  
Director, BOBP-IGO



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# 1 Introduction

- The marine fisheries sector is vital to the Bay of Bengal Programme Inter-Governmental Organisation (BOBP-IGO) members Bangladesh, India, Maldives and Sri Lanka.<sup>1</sup> Fish harvesting generates about 2 million jobs directly in these countries (Townsend, 2016). As it is generally estimated that almost three times as many people are engaged in different upstream and downstream activities compared to fish harvesting (De Schutter, 2012), the fisheries sector can be said to play a substantial role in these countries. Overall, the fisheries sector (inland and marine) is a major provider of rural employment.<sup>2</sup> Within the sector, the importance of marine fisheries lies in creating employment in far-flung coastal areas where other livelihood options are limited.
- However, the quality of fisheries livelihoods is a matter of concern. Fishing involves long hours and strenuous activity in a challenging marine environment. Fatality rates are much higher in the fisheries sector than many others, and labour relations remain ambiguous. Specifically, fishers are often considered self-employed, and therefore beyond the purview of national and international labour laws and policies.<sup>3</sup>

<sup>1</sup> Bangladesh and India have well-developed capture fisheries and aquaculture sectors. In Maldives and Sri Lanka the capture fisheries sector is well established, whereas aquaculture is still developing.

<sup>2</sup> For example, in Maldives over 20 percent of the country's total labour force is employed in fisheries; in Bangladesh it is about 12 million i.e. 9 percent. In India, the total fisher population is estimated at around 28 million, of which about 44 percent are women.

<sup>3</sup> The term fisher in this report is used (unless otherwise specified) in a broad, gender-neutral sense, to refer to any individual who relies on fisheries for their livelihood. The term is intended to include fish workers as well.

- BOBP-IGO has long advocated the integration of fishers' safety into fisheries management. There has been considerable progress on this matter, insofar as fishers' safety is now a part of policy objectives and various measures are being put forward to improve safety. Such measures include the registration of fishers, support for acquiring communication devices and personal protection equipment (PPE), as well as government supported insurance programmes.
- At the global level, the Food and Agriculture Organization of the United Nations (FAO) is collaborating with the International Labour Organization (ILO) and the International Maritime Organization (IMO), to establish safety and decent work standards for the fisheries sector. In addition, efforts are also being made to expand social protection coverage in the sector.
- Over the years, these standards have been developed and included in either binding instruments or non-binding codes, guidelines and recommendations. However, the degree of their implementation leaves much to be desired, and the safety of fishing vessels still lacks equivalent, and applicable, binding standards.
- In this context, the objective of this Plan of Action for enhanced safety, decent work, and social protection in the fisheries sector of the BOBP-IGO region (BOBSAFE) is to provide guidance to BOBP-IGO members on international best practices to improve safety, promote decent working conditions, and extend social protection coverage in the region.
- The scope of the document relates primarily to the marine fisheries sector in BOBP-IGO Member Countries, and the small-scale fisheries sector operating in this region. However, the measures suggested in BOBSAFE may be adopted by other countries that have similar types of fisheries, whether in the Bay of Bengal region or elsewhere.
- The BOBP-IGO will provide technical assistance to its Member Countries in the adoption of the plan. It will also periodically review the progress of its implementation. In addition, the organization will seek cooperation with other national and international organizations to implement best practices on safety, decent work and social protection in the region. Finally, BOBP-IGO will provide a platform for member-to-member experience sharing and lesson learning.
- For their part, BOBP-IGO Member Countries are expected to adopt the plan, keeping BOBP-IGO informed of any technical requirements and the progress of its implementation.
- The proposed activities are presented in a project log-frame format for easy adoption, monitoring and reporting.





## 2 Why BOBSAFE

- The marine fisheries sector in the Bay of Bengal region is dual in nature. The advanced sector is comprised of mechanized, decked fishing vessels (with mechanical propulsion and gear operation), whereas the traditional sector is comprised of motorized and nonmotorized undecked fishing vessels. The advanced sector usually engages in multi-day fishing operations (3–15 days, depending on type and location) while for the traditional sector fishing operations usually last 1–3 days. Irrespective of their type, fishing vessels usually do not exceed 24 m in length.
- Traditional non-motorized vessels, and vessels fitted with low-powered engines, dominate the fishing fleet in these countries. Most of these small vessels do not have adequate space to store safety and communication equipment.
- Owner–fish workers contracts in the fisheries sector vary, and are for the most part informal and incomplete. There are two principal types: wage system and catch share. A catch share contract divides the revenue/profit from catch between the owner and the crew according to a pre-agreed formula; it is especially prevalent in the traditional sector. In the advanced sector the wage system is becoming popular. However, irrespective of the contract type, it is likely to be informal and incomplete, insofar as it may not cover aspects such as working conditions, social protection, cover for loss of working days, paid leave, etc. Workers engaged in land-based activities in fisheries (such as loading/unloading) are often considered self-employed, and a clear employer–employee relationship does not exist.
- The nature of work in fisheries is hindered by several factors. These include unstable revenues due to fluctuating catches, overfishing, poor working conditions, unsafe work environments, and informal job contracts. Other contributing factors are extreme weather events, poverty, and a lack of social protection services. Illegal, unreported, and

unregulated (IUU) fishing also threatens safety in fisheries. Climate change, local conflicts, and illegal labour may increase fishing fatalities, further to jeopardizing safety. Fishing remains one of the world's deadliest occupations. New research shows that the number of fatalities in fisheries is at least 100 000 annually (Belja, van Anrooy and Kalikoski, 2022). According to the Allianz Safety and Shipping Review, which records the number of vessels lost globally by type, fishing vessels recorded the second highest number of losses in the 2012–2021 period (124 losses out of a total of 892; AGCS, 2022).

- The fishing industry contends with risks arising from the environmental as well as the socioeconomic contexts in which fishers operate. Environmental risks, including climate change impacts, can cause damage to, and/or the loss of, fishing vessels, while operational risks such as on-board accidents can result in injuries and fatalities. For fishers, who work under harsh conditions and usually lack access to social security schemes, these risks evidently pose serious threats to their livelihoods (van Anrooy *et al.*, 2022).
- Elsewhere, several deep-rooted structural challenges such as under-developed fisheries management systems, the policy environment, and the legal, financial and institutional frameworks which govern the sector all need to be addressed to ensure safety and decent working conditions. Moreover, coordination issues between the government ministries/departments concerned can further complicate the provision of safety assurances and decent working condition.
- In the Bay of Bengal region, women make up a large proportion of fish workers. They are engaged in various activities such as net mending, post-harvest fish processing and marketing. However, their needs and requirements often go unnoticed. There are also some cases of employing fishers below 18 years of age in commercial fishing despite having laws prohibiting such engagement. Therefore, further work is needed to ensure that rights of women fish workers are protected and underage employment in commercial fishing is curbed.
- The Bay of Bengal is also emerging as an important shipping route. With growing shipping traffic, the risk of collision between cargo ships and fishing vessels will increase unless necessary control measures are put in place. The last decade has seen several such incidents. Aside from collisions, the misidentification or non-identification of fishing vessels by ships can also lead to tragedies, and this has become a matter of increasing concern.
- A holistic approach is required to marry safety and decent working conditions with the broader, governance and fisheries management issues, to achieve a balanced solution; BOBSAFE is expected to contribute to these issues and set the fisheries sector on a better path, both socioeconomically and ecologically.



### 3 The role of the BOBP-IGO in promoting safety and decent work in the region's fisheries

- Improving safety at sea is one of the BOBP-IGO's key mandates. Both the current organization and its forerunner BOBP (an FAO field programme) have undertaken several work programmes to improve safety and decent work in fisheries, notably for the artisanal and small-scale fisheries that make up a large proportion of the region's fisheries sector.
- Apart from the organizational mandate, the driver of the BOBP-IGO's activities on safety and decent work is the Chennai Resolution, adopted during the Regional Safety at Sea Workshop held in Chennai, India, in 2001. Seven countries surrounding the Bay of Bengal took part in the workshop, and the resulting Chennai Resolution embedded safety and decent work as a fisheries management objective. It therefore bridged the chasm between fisheries and the conditions of fishers operating in them, applying a holistic approach.
- The interventions of the BOBP-IGO can broadly be grouped under the following headings:

**Policy advocacy:** The BOBP-IGO works with Member Countries, other countries in the region and international organizations to raise the profile of the issues that relate to safety and decent working conditions for fishers and their families in the region.

Currently, safety issues and the working conditions of the fishers, in addition to their socioeconomic well-being, form an integral part of the Member Countries' policy documents. The BOBP-IGO also introduced financial measures such as insurance and microcredit in the region. Insurance continues to be a major focus for the BOBP-IGO, as it is currently involved in building climate resilience in the sector through



insurance and other innovative products such as the blue bond. Safety issues were also featured in national monitoring, control and surveillance plans for fisheries developed by the Member Countries during the 2008–10 period, with support from the BOBP-IGO. They also featured in the draft regional plan to curb IUU fishing, currently under consideration.

**Technology diffusion:** The BOBP-IGO is involved in the development of indigenous fishing vessels. The IND-30 model, developed by the BOBP, has long established itself as the reference model in the region. Other technological interventions include the promotion of fibre-reinforced plastic (FRP) fishing vessels, the development of safe outboard motors and the development of life floats. The BOBP life float has proved to be a game changer,<sup>4</sup> as it offers a viable, non-intrusive safety solution in emergencies; the equipment has also been vetted by coastguard and fisher safety organizations.

**Capacity building and awareness raising:** BOBP-IGO is working with a range of stakeholders, including fisheries department officials, the coastguard and navy, fisher organizations, and Non-Governmental Organizations (NGOs). The organization has brought out several guides, posters and videos in the languages of the region covering issues such as the maintenance and repair of fishing vessels, on-board safety measures, engine maintenance and repair, international guidelines on safety and working conditions, etc. The organization also conducted several training programmes on safety, notably the flagship programme on the Code of Conduct for Responsible Fisheries, as part of which safety issues are discussed from a governance perspective.

**Programme implementation:** The BOBP-IGO is part of the International Fishing Industry Safety and Health Conference (IFISH) and organized its third conference in Mahabalipuram, India. During 2007–2009, FAO implemented a Global Project on Safety at Sea for Developing Countries (GCP/GLO/200/MUL) with support from the Swedish International Development Cooperation Agency (SIDA), the IMO, and the Swedish Maritime Administration (SMA). The South Asian component of the Project was implemented in the BOBP-IGO Member Countries in close cooperation with the BOBP-IGO. The project derived its objectives largely from the Chennai Declaration and the third conference of the International Fishing Industry Safety and Health (IFISH).

The following key issues were highlighted:

- understanding the dangers and risks in small-scale fisheries;
  - the importance of communication between fishers and maritime agencies;
  - addressing safety at sea as an integral part of fisheries management;
  - understanding the causes and the frequency of accidents at sea;
  - training fishers and their families;
  - developing and introducing safety guidelines or safety standards for vessels, crew and equipment;
  - developing an improved system for the reporting and analysis of incidents at sea that cause loss of life or serious accidents for fishers and fishing craft; and
  - framing rules and regulations for the design, construction and equipment of fishing vessels in small-scale fisheries. The latter were adapted and amended from the FAO/IMO/ILO safety recommendations for decked fishing vessels of less than 12 m in length, as well as undecked fishing vessels; they were presented in a form that is easily understood by the small-scale boat building industry.
- Current BOBP-IGO work programmes include:
    - Promotion of good practices to ensure safety before, during and after fishing operations, such as: regular vessel maintenance, checking the vessel and equipment before the voyage, maintaining a list of crews, establishing a system to report fishing trips; first aid on board, etc.;
    - Development and implementation of an accident reporting mechanism; and
    - Fishing vessel insurance and index-based insurance to cover the loss of livelihoods resulting from climate change.







## 4 Actions needed by BOBP-IGO Member Countries

The BOBSAFE action plan outlines the policies and actions that the BOBP-IGO Member Countries may consider to improve the livelihoods of fishers. Articles 4.1 – 4.7 are general actions recommended for all the member-countries, and both the advanced (commercial) and the traditional (subsistence/artisanal) sectors. Article 4.8 provides specific policies for each membercountry, occupational groups, women and different sectors.

### 4.1. Data and information

- To improve safety and decent working conditions on fishing vessels, Member Countries should ensure the collection and sharing, in a timely manner, of complete and accurate data on fatalities and accidents in fisheries. The BOBP-IGO will provide technical assistance to develop a framework for data collection and reporting on key indicators.

Member Countries may consider sharing data with BOBP-IGO for further analysis and reporting. To ensure transparency, the data may be uploaded to a public platform such as the website of the ministry or department of fisheries concerned, and/or to the BOBP-IGO website. The specific objectives for this include:

#### 4.1.1. Accident and fatality reporting

- Member Countries shall enhance their casualty investigation capabilities to collate accurate data on accidents and fatalities involving fishing vessels, and particularly small-scale vessels, flying their flag or operating under their authority. In doing so, they may make use of accident reporting guidelines for competent authorities.
- Such information shall be made available to the public through a governmental website and/or will be shared with the BOBP-IGO for analysis, reporting and hosting on its website.

- **Advanced sector:** The advanced sector operates from a designated location, such as a fishing harbour. Basic records of the fishing fleet in the advanced sector should therefore be available with the harbour manager. Such details should include the registration and license number, details of the fishing vessels (e.g. engine), contact details of the owner and skipper, crew list, etc. In the event of an accident, details should be verified and recorded.
- **Traditional sector:** The traditional sector operates from designated and nondesignated launching pads and is therefore difficult to monitor. A committee may be set up at the village or landing-centre level to record the necessary details.

#### **4.1.2. Data analysis and communication**

- Member Countries may consider analysing data within their boundary and share the findings with the BOBP-IGO or may request the BOBP-IGO or any other suitable agency to analyse the data. Countries are encouraged to collect, collate and share data to ensure transparency and build a large data pool to identify the various causes of accidents.

#### **4.1.3. Studies on working conditions**

- Member Countries should consider collecting information on fisher working conditions under various combinations of craft gears, and set benchmarks. The study may also explore whether there is bias, fair pay, and humane amenities for the crew on board. Such a study would also consider the limitations of the traditional sector and set benchmarks for decent working conditions accordingly, in consultation with stakeholders. Studies to increase social protection of fishers
- There is a dearth of information on the basic level of social protection measures available to fishers and their adoption rates in Member Countries. Studies along the following lines may be undertaken (in the Member Countries):
  - exploring the potential of index-based insurance in fisheries to protect fishers from impacts of extreme weather events;
  - developing indicators and designing standardized data collection protocols to measure working conditions in fisheries at the micro- (individual), meso- (workplace), and macrosectoral levels;
  - reviewing the availability of social protection for fishers (targeted and general purpose; public and private services) and mapping the gaps and overlaps in service provision by different governmental agencies;
  - designing data collection protocols to measure fishers' social protection coverage; and
  - the different requirements of fishers in different sectors should be kept in mind while designing the study.

- The gendered aspects of social protection – and the scope of exclusion from social protection because of gender – are not given adequate attention. Studies need to investigate the risks of exclusion for women and the misappropriation of benefits accrued by women. Appropriate measures should be developed based on study findings to secure women's share of the development process.

## 4.2. Vessels and equipment

- Maintaining a safe living and working environment on a vessel is vital. Several hazards are common to all vessel areas and may be encountered by anyone on board.
- Considering that countries have a limited workforce to inspect vessels, standard fishing vessel designs and construction plans may be considered. Sri Lanka already has such a mechanism in place, and other countries may adopt the same as per their requirements.
- Vessel yards must be registered and licensed to curb the spread of makeshift boatyards and ensure that registered boatyards follow the approved design and construction process. Subject to the availability of resources and in line with the requirements of Member Countries, BOBP-IGO shall facilitate the training of boatyard personnel to ensure quality vessel design and construction.
- The BOBP-IGO will study the Code of Safety for Small Commercial Vessels<sup>5</sup>, developed with help from IMO, which sets the safety and seafarer certification standards for small commercial vessels operating in the Caribbean Trading Area. This code can be adapted for small fishing vessels operating in the BOBP-IGO region, in conjunction with the 2005 IMO/FAO/ILO Code of Safety for Fishermen and Fishing Vessels, and the 2005 IMO/FAO/ILO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels for fishing vessels below 24 meters of length.
- Following paragraphs provide detailed recommendations on vessels safety and working conditions.

### 4.2.1. Vessel safety

- Space is scarce on board a small-scale fishing vessel. Regular checking of the steering and fuel systems, navigational equipment, hull and engine operations, as well as safety equipment, is therefore essential. For these vessels, even simple equipment – a magnetic compass, easy-to-use maps, illustrated guides on topics such as safety at sea, survival and accident prevention – would help improve their safety.
- Vessels must be loaded as per the recommendations in the stability booklet provided by the boatbuilder and cannot be overloaded with fuel, ice or other provisions required to stay out at sea for a longer period.



- Traditional fishing vessels may not require statutory surveys, but provisions will be incorporated to inspect them at intervals, as determined by the relevant authority in the Member Countries.
- The formulation of national standards for the design and construction of fishing vessels must consider the unique environmental and socioeconomic conditions of each country and region.
- The formulation of fishing vessel safety regulations must be based on the design and construction parameters identified.
- Incorporation of vessel safety as a condition for licensing. Vessels should be watertight, weather-tight, strong and stable, even under adverse and extreme conditions. The seaworthiness of the vessel may be a precondition for the issue of any permits to fish.
- Developing easy-to-use maps (waterproof, pocket-sized, electronic, etc.) that show dangerous spots and safe routes.

#### **4.2.2. Fisher safety and working conditions**

- Incorporation of requirements established by the 2005 IMO/FAO/ILO Code of Safety for Fishermen and Fishing Vessels, and the 2005 IMO/FAO/ILO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels.
- Setting personal protection standards for fishing vessels over 10 m in length. Every vessel over 10 m must have at least two survival craft and buoys (eight for vessels of 75 m in length and over, and six for vessels of under 75 m). Every person on board shall have a life jacket and persons assigned to crew rescue vessels must have approved immersion suits of the appropriate size.
- Ensuring comfortable living spaces for fishers. Sufficient working and living space are important for the safety of the crew. The best health and safety conditions must be provided for the fishers to perform their work. The vessel owner/manager and the skipper must ensure the health and safety of seafarers on board. Mandatory, periodic health checkups for fishers may help reduce health risks.
- Conducting basic training for crew on issues of safety, survival and accident prevention, and familiarizing seafarers with the principles of safe navigation.
- All life-saving appliances must be fitted with retroreflective material and be ready for immediate use.
- Safe spaces must be provided for the crew for on-board movement by proper arrangement of fishing gear, nets, iceboxes, etc.; fire-fighting equipment must be sufficient and in good working condition, and adequate emergency procedures shall be in place. Vessels shall have regular emergency drills that include all crew and observers on board, if any.

#### 4.2.3. Communications equipment

- Large fishing vessels must comply with the Cape Town Agreement of 2012 on the Implementation of the Provisions of the Torremolinos Protocol of 1993, which in turn relates to the Torremolinos International Convention for the Safety of Fishing Vessels, 1977 (Cape Town Agreement, or CTA).
- A vessel's radio installations, structure, machinery and life-saving equipment shall be inspected before the vessel is put into service and at intervals no greater than every 5 years. The International Fishing Vessel Safety Certificate shall be issued upon completion of surveys and inspections.
- Vessels shall be fitted with radio communication equipment capable of transmitting and receiving search and rescue information, distress signals, and all other relevant communications. All vessels are required to have an approved line-throwing appliance, approved means of making effective distress signals by day and by night (including at least four rocket parachute flares), at least three, two-way very high frequency (VHF) radiotelephone devices, and at least one radar transponder on each side of the vessel. All lifesaving equipment is to be operationally ready.

#### 4.3. Decent work

- With respect to safety and working conditions, the ILO Work in Fishing Convention 2007 (C188) establishes safety and working conditions for fishers. In this regard, vessels must be sufficiently and safely manned under the control of a competent skipper, and fishers must be given regular periods of rest of sufficient length to ensure safety and health. An adequate standard of accommodation must be provided to ensure the comfort, recreation, health and safety of all persons on board. A primary concern should be directed towards ensuring the health and safety of crew, including the ventilation, lighting, water services, galley services and the access/escape arrangements.
- The informal nature of labour arrangements in the fisheries sector of the Member Countries means that national policy, legislation and institutional frameworks – whether in fisheries or labour legislation – must be developed to promote decent employment (health and safety, hours of work, minimum wage, terms and conditions of employment) and social protection for fishers in the region.

#### 4.4. Insurance and social protection

- The 1995 FAO Code of Conduct for Responsible Fisheries and the ILO C188 recognize insurance as an important tool to protect the fisheries and aquaculture sectors. By providing reliable and timely compensation after an incident or natural disaster, insurance can contribute to safeguarding incomes and livelihoods, reduce the financial impact on the subscriber, facilitate restarting production, and

stabilize the contribution of the fisheries and aquaculture sectors to the nationaleconomy (VanAnrooy *et al.*, 2022).

#### **4.4.1. Vessel insurance**

- A large majority of fishing vessels in the Bay of Bengal region are not insured. Some of the reasons for lack of insurance coverage is unavailability of a suitable insurance product that covers different types of risks associated with fishing and high cost of insurance premiums for fishing vessels due to the higher risk of accidents and damage compared to other types of vessels. Additionally, the unique operating conditions of fishing vessels, such as navigating in rough waters and the use of specialized equipment, may make it difficult for insurance companies to assess and price the risk accurately. Furthermore, fishing is often carried out from remote corners where either boat owner or fishers lacks knowledge of insurance, or insurance services are not provided or both. Member Countries may consider buying a group insurance scheme for different types of craft gear and then reinsure it. The subscription cost of such a scheme may be subsidized initially to ensure all fishing vessels register. Subsequently, the cost may be recovered through a levy on license fees or landings.
- Member Countries should also encourage insurance companies to design more tailor-made schemes for the fisheries sector. They may also be requested to share data on the progress of insurance in the fisheries sector publicly.

#### **4.4.2. Fisher insurance**

- Incorporation of requirements established by the 2005 IMO/FAO/ILO Code of Safety for Fishermen and Fishing Vessels, and the 2005 IMO/FAO/ILO Voluntary Guidelines for the Design, Construction and Equipment of Small Fishing Vessels.
- Setting personal protection standards for fishing vessels over 10 m in length. Every vessel over 10 m must have at least two survival craft and buoys (eight for vessels of 75 m in length and over, and six for vessels of under 75 m). Every person on board shall have a life jacket and persons assigned to crew rescue vessels must have approved immersion suits of the appropriate size.
- Ensuring comfortable living spaces for fishers. Sufficient working and living space are important for the safety of the crew. The best health and safety conditions must be provided for the fishers to perform their work. The vessel owner/manager and the skipper must ensure the health and safety of seafarers on board. Mandatory, periodic health checkups for fishers may help reduce health risks.
- Conducting basic training for crew on issues of safety, survival and accident prevention, and familiarizing seafarers with the principles of safe navigation.



- All life-saving appliances must be fitted with retroreflective material and be ready for immediate use.
- Safe spaces must be provided for the crew for on-board movement by proper arrangement of fishing gear, nets, iceboxes, etc.; fire-fighting equipment must be sufficient and in good working condition, and adequate emergency procedures shall be in place. Vessels shall have regular emergency drills that include all crew and observers on board, if any.

#### 4.4.3. Social protection

- Fishing communities must be included in social security schemes; in most cases these would need to be subsidized to provide fishers with a comprehensive safety net.
- Where social security schemes exist, they should be adapted to include fishers in their programmes.
- Special attention should be given to women. Schemes for women-run households may be developed.

#### 4.5. Search and rescue

- Promote the guidelines in the 1979 International Convention on Maritime Search and Rescue, adopted by the IMO. The Convention provides for the rescue of persons in distress to be coordinated by a designated search and rescue organization such as the coastguard and, where necessary, through cooperation between neighbouring search and rescue organizations.
- Member Countries must ensure close coordination among the states carrying out search and rescue operations in the appointed search and rescue region.
- Fishers in the region typically seek help from fellow fishers nearby in the first instance, and only contact the designated authorities later. This tendency needs to be overcome by increasing awareness about search and rescue facilities and by developing more cordial relations between fishers and the authorities.
- Ensure adequate channels of communication between fishers and the respective countries' search and rescue authorities.
- Develop search and rescue services and early warning systems that are better able to accommodate the needs of small-scale fishing vessels.
- Small fishing vessels should have adequate radio equipment on board; it should be capable of fulfilling the following functional requirements with respect to distress and safety communications when the vessel is at sea:
  - performing ship-to-shore distress alerting;
  - transmitting ship-to-shore distress alerting;

- transmitting and receiving on-scene communications, including appropriate search and rescue coordinating communications; and
- transmitting locating signal.
- Member Countries should collaborate closely on search and rescue in the region. To this end, Maldives and Sri Lanka should accede to the Search and Rescue Convention and establish agreements with other states in the determined area to provide search and rescue services for a specified sub-area.

## **4.6. Governance in fishing safety and decent work**

- Governance in fishing safety and decent work aims to create a conducive and enabling environment for the fisheries sector, which enables equitable social and economic development in the BOBP-IGO area. The application of best-practice governance principles, in addition to the formulation of the necessary governance instruments, will promote coherence and strengthen capacity in relation to safety, social protection and decent working conditions.

### **4.6.1. International and regional fishing safety/decent work instruments**

- Some of the major relevant instruments are the C188, the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F), the FAO Code of Conduct for Responsible Fisheries and its related instruments, and the ILO's 2012 Social Protection Floors Recommendation (No. 202).
- All Member Countries should adhere to the provisions in these instruments.
  - The C188 seeks to ensure basic human rights for fishers by allowing fishers to have decent working conditions on board fishing vessels. Specifically, minimum requirements for work on board relate to conditions of service, accommodation and food, occupational safety and health protection, medical care and social security. The adoption of the C188 was guided by the ILO Declaration on Fundamental Principles and Rights at Work.
  - The CTA adds to this legal basis; its adoption is the result of continued concerns for the safety of life at sea and the lack of an international regulatory regime that sets minimum standards regarding the design, construction and equipment of fishing vessels engaged in industrial fishing.
  - The 1995 International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F) enhances safety at sea by setting minimum standards on training, certification and watchkeeping of fishing vessel personnel. The convention represents a key building block in the promotion of safety of life at sea by setting the necessary

framework to ensure the provision of duly skilled personnel in the fisheries sector. Better skilled and trained personnel will decrease the likelihood of fatal accidents and therefore decrease the loss of lives at sea and improve the general safety of fishing operations.

- The Code of Conduct for Responsible Fisheries and its related instruments call on states to protect the rights of fishers and fish workers to a secure and just livelihood, particularly those engaged in subsistence, small-scale and artisanal fisheries; furthermore where appropriate it advocates preferential access to traditional fishing grounds and resources in the waters under their national jurisdiction.
- The ILO's 2012 Social Protection Floors Recommendation (No. 202) sets out guidelines for states to provide basic income security and health care for all and highlights the need to extend provision to those working informally.
- International human rights law has been incorporated into the FAO Small-scale Fisheries (SSF) Guidelines, which have human rights and dignity, as stipulated by international human rights standards, as one of their guiding principles. The SSF Guidelines also offer specific guidance on states' obligations in respect to the rights of women, indigenous peoples, migrants and children (FAO, 2015).

#### 4.6.2. Legal framework

- Since the administrative roles and responsibilities in fisheries are performed by multiple actors, a coordinated approach is fundamental to incorporate safety, social protection and decent work into current standards.
  - Legally binding and non-mandatory instruments coexist, making the management of fisheries a complex task.
  - International instruments (brought out by FAO, IMO, ILO, etc.) need to be harmonized with the regulations applied in the region.
- Unlike in advanced fisheries, it is difficult to formalize labour contracts in the traditional fisheries where family, others villagers and friends play an important role as labour. Hence, the following suggestions are made:
  - The relevant ministry/department of labour should review and revise the reach and implication of existing labour laws, particularly laws regarding occupational safety in the marine fisheries sector in association with ministry of shipping and ministry of fisheries.
  - In so doing, it should take note of applicable international documents ratified by the country and voluntary documents such as the Code of Conduct for Responsible Fisheries and the Voluntary Guideline on Small-Scale Fisheries. The Universal Declaration on Human Rights and the Human Rights enshrined in national constitutions should guide the review and revision process.



- The fisheries ministry/department and its officers and enforcement agencies should be trained in how to apply labour standards to different categories of fishing vessels.
- In small-scale and artisanal fisheries where the employer–employee relationship is poorly defined, collective responsibility should be imposed.
- The implementation of labour laws should be coupled with insurance and other public assistance measures.
- Any person working on land either as a self-employed worker or through a contractor should be considered an unorganized worker, and the legal provisions applicable to unorganized workers should be extended to them.
- Special care should be taken to ensure that no child labour is employed, that provisions against sexual exploitation exist, and that labourers were not in any way forced to carry out their work.
- The provision of livelihood insurance should be considered to encourage fishers to avoid risky fishing operations in bad weather.
- An awareness and capacity building drive should be undertaken for labour and fisher organizations to educate them about their rights.

#### 4.6.3. Fisheries management and safety

- Safety policies need to be integrated into fisheries management, with “improved occupational safety” established as a primary objective.
- The integration of improved occupational health and safety measures into fishing regulatory regimes has been lacking (Thorvaldsen *et al.*, 2022). It is important to recognize that fisheries management measures, for instance, regulations aimed at reducing pressure on fish stocks, can inadvertently increase pressure on fishers and impact their safety (Kaplan, 2000). Therefore, it is crucial to acknowledge the indirect effects of fisheries management on safety (FAO, 2016).
- Improved fisheries management may lead to improved safety at sea by influencing fishers’ options, preferences, the number of fishers, and the number and design of vessels. In turn, these influences may change the probability and nature of fishers’ unsafe behaviour. Compared to competitive fisheries management, fishing quotas may reduce the incentive to take risks. If the type of management does not adequately protect fish resources or limit the number of fishers and fishing efforts, fishers may need to take greater risks to secure their income (Thorvaldsen *et al.*, 2022; FAO, 2016).

#### 4.6.4. Institutional collaboration in enforcement

- Institutional capacity is a basic element in good governance, as reforms must be undertaken by appropriate institutions. National institutional frameworks are not designed to suit the unique features of fishers' safety and working conditions, and this has resulted in mismatches and overlaps. Furthermore, the lack of interagency cooperation (or willingness to cooperate) hinders the enforcement mission. On this basis, all actors involved, including but not limited to the coastguard, fisheries divisions, maritime authorities and port authorities, must cooperate in enforcement

#### 4.7. Capacity building and training

While rules and regulations are essential to improve the working condition in the fisheries sector, an equally important factor is the capacity to implement such rules and regulations. Well-defined strategies need to be formulated to build and support processes that improve both individual) and organizational capacity primarily through (re)training in the Member Countries.

However, developing a capacity building plan for individuals and organizations involves a structured and systematic process. Below are the steps that can be followed to develop a comprehensive capacity building plan:

- **Assess the Needs:** Conduct a needs assessment to identify the gaps in knowledge, skills, and resources of individuals and organizations. This can be done through surveys, interviews, or focus group discussions.
- **Set Goals and Objectives:** Based on the results of the needs assessment, set clear and specific goals and objectives for the capacity building plan. These goals and objectives should be aligned with the organization's strategic objectives and vision.
- **Develop a Plan of Action:** Develop a plan of action that outlines the strategies and activities that will be used to achieve the goals and objectives. This plan should include details such as timelines, resources required, and the responsibilities of the stakeholders involved.
- **Monitor and Evaluate:** Monitor and evaluate the progress of the capacity building plan. This can be done through regular assessments, surveys, or feedback sessions. The evaluation results can be used to make adjustments to the plan as needed.
- **Sustain and Institutionalize:** Sustain the capacity building efforts by institutionalizing the practices and strategies that have been successful. This can be done by integrating capacity building activities into the organization's regular operations and budget.

## 4.8. Country-specific programmes

- registration of boat building yards and standardization of design and quality;
- fishing vessel registration and licensing (database);
- hasten registration of fishers (database);
- discussions with insurance companies to insure wooden vessels (social protection);
- subsidized group insurance scheme for registered fishers to compensate for work related disability and death (cost can be recovered through imposing a levy on catch);
- index-based/parametric insurance scheme for loss of fishing days as a result of bad weather; and
- micro insurance for fisher women and the traditional sector.

Bangladesh



## India

- registration of boat building yards and standardization of design and quality;
- installation of bio toilets on the advanced sector fishing vessels (safety/working conditions);
- improved on-board layout for better crew comfort (working conditions);
- fishing vessel registration and licensing, especially in the traditional sector (database)
- hasten registration of fishers (database);
- subsidized group insurance scheme for registered fishers to compensate for work related disability and death (cost can be recovered through imposing a levy on licensing fee);
- index-based/parametric insurance scheme for loss of fishing days as a result of bad weather; and
- micro insurance for fisher women and traditional sector.





## Maldives

- conducting safety audit for emerging fishing techniques such as deep-sea diving;
- subsidized group insurance scheme for registered fishers to compensate for work related disability and death (cost can be recovered through imposing a levy on catch);
- index-based/parametric insurance scheme for decline in catch; and
- insurance for fisher women engaged in making Maldivian fish and the traditional sector.







- fishing vessel registration and licensing, especially in the traditional sector (database);
- hasten registration of fishers (database);
- development of space-saving communication sets (mobiles) for the traditional sector (safety);
- subsidized group insurance scheme for registered fishers to compensate for workrelated disability and death (cost can be recovered through imposing a levy on catch); and
- index-based/parametric insurance scheme for loss of fishing days as a result of bad weather.

**Sri Lanka**









## 5 Implementation plan

### Vision/Ambition

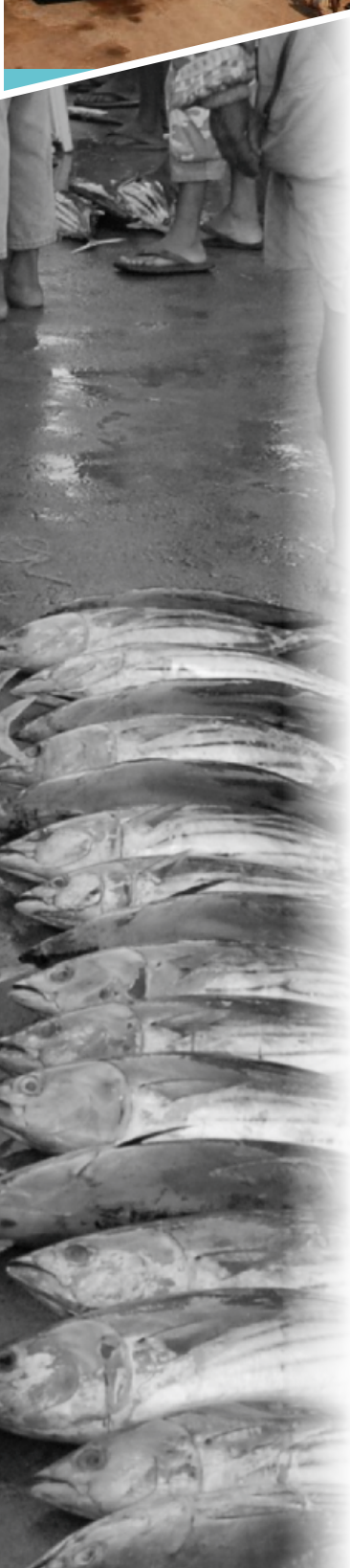
- This document has been prepared to help build a more resilient fisheries sector in the BOBP-IGO Member Countries over the 2023–2032 period.
- The measures proposed hereunder pertain to: SDG 1.3 (implementing nationally appropriate social protection systems and measures for all); SDG 8 (Decent Work and Economic Growth); SDG 5 (Gender Equality); and SDG 14 (Life Below Water; scientific management plans for fish stocks such as elimination of IUU fishing).

### Objectives

- The purpose of the implementation plan is to assess and implement concrete actions to ensure safety, social protection and decent working conditions on fishing fleets operating under the authority of BOBP-IGO Member Countries.
- The plan would assist the fisheries sector to promote international fisheries instruments and improve safety and decent work in the BOBP-IGO region's fisheries. Furthermore, it would support members to conduct relevant training and capacity building activities with respect to labour laws and the safety of fishers.

### Cross-cutting theme

- Women play a significant role in the post-harvest processing and marketing of fish in the Member Countries, as well as shouldering the major share of running and raising the family. This calls for a gender-sensitive approach on issues of safety, decent work and social protection at all stages of the seafood value chain. The action plan incorporates gender as a cross-cutting theme and provides a well-defined description of the goals.
- Using these, supported by the BOBP-IGO, the Member Countries will promote and guide the region towards improved safety, access to social protection and decent working conditions from 2023 to 2032. The action plan also provides outputs and the respective key indicators.



# Actions

Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Outcome 1: Better knowledge of the current situation with respect to safety at sea, working conditions and social protection in fisheries</b>				
<b>Output 1.1. Accurate information on accidents and fatalities is received</b>	<p>developing an incident and accident reporting format based on international best practices;</p> <p>publishing regular reports on accidents and fatalities on fishing vessels;</p> <p>improving investigation capabilities pertaining to fatalities and accidents at sea involving fishers;</p> <p>reviewing the availability of social protection programmes for fishers and mapping the gaps and overlaps in service provision by different government agencies;</p> <p>designing data collection protocols to measure working conditions at the micro, meso, and macro levels in fisheries based on national and international conventions; and</p> <p>developing data collection protocols to measure social protection coverage among fishers, by gender.</p>	<p>number of accidents and fatalities reported using the prescribed format;</p> <p>a report on the availability of social protection measures for fishers and their coverage; and</p> <p>number of data collection protocols developed.</p>	<p>annual country reports;</p> <p>bi-annual BOBP-IGO reports; and</p> <p>website review.</p>	<p>better availability and flow of data; and</p> <p>information leads to improved safety, working conditions and social protection.</p>

Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Output 1.2. Corrective actions at a regional level are suggested</b>	promoting the designation of focal point at the agencies involved in Member Countries for the timely communication of information.	number of corrective actions taken by the Member Countries.	countrywide assessment reports.	
<b>Output 1.3. Data collation and exchange of information is based on reliable technology and trained specialists</b>	<p>collating information provided on accidents and fatalities on fishing vessels, which is incorporated into a comprehensive database;</p> <p>distributing reports received to other Member Countries for an improved understanding of the causes of accidents and fatalities, thereby developing an integrated regional database;</p> <p>supporting the development of information technology infrastructure; and</p> <p>training the officials to collect, process and communicate data/information in a timely manner.</p>	<p>number of databases created and/or shared; and</p> <p>number of trainings conducted.</p>	<p>annual country reports; and</p> <p>annual BOBP-IGO reports.</p>	

Outcome 2: Enhanced safety of fishing vessels and fishing equipment				
Output 2.1. Model national legislation is developed	<p>reviewing current practices and operational guidelines for small-scale (&lt; 20 m LOA) fishing vessels;</p> <p>developing the Code of Practice for Small-scale fishing vessels; and</p> <p>developing the model regulations for the implementation of Code of Practice for Small-scale fishing vessels.</p>	<p>number of Member Countries with national legislation which implements Code of Practice for Small-scale fishing vessels;</p> <p>number of Member Countries parties to the Cape Town Agreement;</p> <p>number of Member Countries with national legislation which implements the Cape Town Agreement; and</p>	countrywide monitoring and evaluation reports.	<p>improved safety at sea is essential for building a resilient fisheries sector;</p> <p>safety of fishing vessels and equipment will be given priority by all Member Countries; and</p> <p>creating proper regulatory and other guidelines helps in improving safety at sea in fisheries.</p>
Output 2.2. Regional code is developed	BOBP-IGO supports Member Countries in the preparation of national legislation, which adopts model regulations for the implementation of Code of Practice for Small-scale fishing vessels.	number of vessels in the region complying with regional and international standards.		
Output 2.3. Member Countries adhere to international regulations on safety of fishing vessels	promoting adherence by Member Countries to the Cape Town Agreement.			
Output 2.4. Member Countries adopt national legislation for the implementation of international and regional instruments				



Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Outcome 3: Achieving decent working conditions in fisheries</b>				
<b>Output 3.1. Model national legislation is developed in the Member Countries</b>	reviewing legal provisions on labour in fisheries to assess if they are sufficient to ensure decent working conditions, and their compliance with the ILO Work in Fishing Convention 2007 (No. 188);	number of Member Countries with national legislation which implements Code of Practice for Small-scale fishing vessels;	countrywide monitoring and evaluation reports; and periodic review meetings and progress reports.	achieving decent work is essential to building a resilient fisheries sector; and labour and the gendered nature of work in fisheries will receive the due attention by all Member Countries.
<b>Output 3.2. Member Countries adhere to international regulations on the safety of fishing vessels</b>	promoting adherence by Member Countries to Work in Fishing Convention 2007 (No. 188); and	number of Member Countries parties to the Work in Fishing Convention; and		
<b>Output 3.3. Member Countries adopt national legislation for the implementation of international and regional instruments</b>	improving coordination among various governmental ministries and departments (such as fisheries, social welfare, labour etc. at the local and federal levels) to achieve better working conditions.	number of Member Countries with national legislation which implements the Work in Fishing Convention.		
<b>Output 3.4. Regional agreement is developed</b>	improving coordination among various governmental agencies at the regional level.	new regional agreement on decent work in fisheries.		

Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Output 3.5. Improved work condition for fishers in the region</b>	<p>promoting gender equality, equal opportunity, human rights, and equitable remuneration in fisheries;</p> <p>cataloguing household-level information on the gendered division of labour in fisheries and outside, working conditions, earnings, and control over resources;</p> <p>encouraging the formation of trade unions and collectives to represent fishers in discussions related to public policy and regulations; and</p> <p>exploring the potential of voluntary certifications, in collaboration with governmental efforts, to ensure decent working conditions.</p>	<p>number of trade unions in fisheries; and</p> <p>number of vessels in the region complying with regional and international standards for decent work.</p>		

Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Outcome 4: Improved access to, and adoption of, insurance and social protection measures among fishers</b>				
<b>Output 4.1. Member Countries adopt “Compulsory Third-party Liability Insurance for Fishing Vessels” in the BOB region</b>	<p>making life insurance mandatory for fishers;</p> <p>making vessel insurance mandatory wherever possible;</p> <p>promoting Third-party liability insurance for fishing vessels;</p>	<p>number of Member Countries with national legislation on compulsory third-party liability insurance for fishing vessels;</p> <p>number of private and public insurance companies and products offering insurance to fishers;</p>	<p>countrywide monitoring and evaluation reports;</p> <p>periodic review meetings and progress reports.</p>	<p>a resilient fisheries sector requires adequate coverage of social protection measures for fishers;</p> <p>climate change disproportionately increases the stakes for small-scale fishers;</p>
<b>Output 4.2. Member Countries provide better access to small-scale fishers to insurance services;</b>	<p>creating awareness about importance of insurance among fishers; and</p> <p>promoting social protection schemes, such as social security schemes and financial institution programmes, to improve fisher participation;</p>	<p>number of fishers availing themselves of insurance services; and</p>		<p>achieving better social protection measures is essential to building a resilient fisheries sector;</p>
<b>Output 4.3. Member Countries include more fishers in social protection schemes</b>	<p>preparing guidelines for increasing access of small-scale fisheries to insurance services, with an emphasis on women-led enterprises; and</p>	<p>number of fishers availing themselves of social protection benefits.</p>		<p>social protection in fisheries, including insurance support, will receive the due attention by all Member Countries; and</p>
<b>Output 4.4. Improved social security protection for fishers</b>	<p>promoting micro insurance programmes in fisheries, with an emphasis on women-led enterprises.</p>			<p>the economic situation in Member Countries improves, enabling increased spending on fisheries.</p>

## Outcome 5: Improved search and rescue of fishing vessels

Output 5.1. Member Countries adhere to the Convention on Search and Rescue	promoting the 1979 International Convention on Maritime Search and Rescue;	number of states parties to the Convention;	countrywide monitoring and evaluation reports; and	safety of fishing vessels and equipment will be given priority by all Member Countries.
Output 5.2. Member Countries institutionalize the agencies responsible for the conduct and coordination of search and rescue operations	enhancing collaboration in the region on search and rescue;	designated agencies responsible for conducting and coordinating search and rescue operations;	periodic review meetings and progress reports.	
Output 5.3. Member Countries enter into agreements for the purpose of search and rescue operations	raising awareness of the equipment that is mandatory on board vessels for search and rescue operations; and	number of agreements entered into by Member Countries; and		
Output 5.4. Vessels are equipped with devices necessary to transmit distress signals and communicate with search and rescue services	providing training on search and rescue operations and coordination.	type of equipment made available to vessels for transmitting distress signals.		

## Outcome 6: Governance in fisheries is geared to achieving improved safety at sea and decent working conditions

Output 6.1. Member Countries adhere to international instruments	promoting legally binding and non-binding international instruments for safety and decent working conditions in fisheries;	number of Member Countries adopting international instruments; and	countrywide monitoring and evaluation reports; and	integration of fisheries governance with safety at sea and decent work principles can lead to a more resilient fisheries sector.
Output 6.2. BOBP-IGO's mandate is expanded to issues of safety, social protection, and decent work	adopting resolutions that mainstream social aspects of fisheries, including safety, social protection and decent working conditions, with the fisheries management; and	number of BOBP-IGO resolutions on safety, social protection and decent work.	periodic review meetings and progress reports.	
Output 6.3. Safety, decent work and social security policies are integrated into fisheries management				
Output 6.4. Interagency cooperation is established to ensure enforcement of safety and decent work standards	promoting interagency cooperation to monitor safety and decent work standards.			



Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Outcome 7. Strengthened capacity to achieve improved safety, decent working conditions and social protection in fisheries</b>				
<b>Output 7.1. Capacity in the region is enhanced, reflecting improved safety, decent work and social protection</b>	developing training modules and materials on safety at sea in all major languages for implementation at local levels;	number of training activities; number of regional centres established by the division (either new centres or updated existing centres) to	countrywide monitoring and evaluation reports; and periodic review meetings and progress reports.	capacity building is essential at the governmental level and among the stakeholders to contribute to achieving improved safety at sea, decent work and better social protection coverage.
<b>Output 7.2. A centralized system that provides continuous support (e.g. training programmes and testing facilities) for fishing vessels safety programmes is launched</b>	setting up a dedicated central Fishing Vessel Safety programme/division, such as the one operationalized by the United States Coast Guard; <sup>a</sup> establishing training standards for trainers in safety at sea;	conduct capacity building programmes; number of safety and trainers who are experienced skippers or captains and are proficient in safety techniques (survival at sea, safety equipment, emergency protocols);		
<b>Output 7.3. Search and rescue operations are enhanced</b>	developing squads of voluntary search and rescue groups, SCUBA divers, paramedics for first-aid services, boatbuilding instructors, and vessel mechanics instructors;	format of curricula which contain the Rules of the Road; number of women joining the fisheries sector; and		
<b>Output 7.4. Collision, beaching and fire incidents are reduced</b>				
<b>Output 7.5. More participation of women and improved working condition in the fisheries sector</b>	promoting training of fishers on symptoms of common ailments at sea such as fishing-related injuries, seasickness, decompression sickness, hypothermia etc.;	number of officers trained in safety and labour standards.		
<b>Output 7.6. Improved labour standards</b>	developing training modules on prevention and management of collisions, beaching accidents and fire incidents;			

Expected results	Activities	Indicators	Means of verification	Assumptions
<b>Output 7.7. Officers of Member Countries remain up to date with the developments in international fora on issues of safety, social protection and decent work</b>	<p>improving communication with fishers by developing online, electronic, and other appropriate means of communicating the guidelines, best practices and the lessons learned;</p> <p>promoting training activities on the importance of instruments, codes, guidelines and recommendations to ensure safety, social protection and decent work in fisheries;</p> <p>enhancing capacity of labour officers in enforcing labour standards in fisheries;</p> <p>promoting participation of Member Countries' officers in training activities so that they keep their knowledge up to date on international developments in safety, social protection and decent working conditions; and</p> <p>constitute a working group at the BOBP-IGO to coordinate activities among constituent national agencies tasked with the safety and welfare of fishers.</p>	<p>number of training activities;</p> <p>number of regional centres established by the division (either new centres or updated existing centres) to conduct capacity building programmes;</p> <p>number of safety and trainers who are experienced skippers or captains and are proficient in safety techniques (survival at sea, safety equipment, emergency protocols);</p> <p>format of curricula which contain the Rules of the Road;</p> <p>number of women joining the fisheries sector; and</p> <p>number of officers trained in safety and labour standards.</p>	<p>countrywide monitoring and evaluation reports; and</p> <p>periodic review meetings and progress reports.</p>	<p>capacity building is essential at the governmental level and among the stakeholders to contribute to achieving improved safety at sea, decent work and better social protection coverage.</p>

**Note:** <sup>a</sup>As per its Fishing Vessel Safety Division (United States Coast Guard, 2022)



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## Annex 1

Substantive elements and some of the indicators of decent work developed by the International Labour Organization

Substantive element	Legal indicator examples	Economic/statistical indicator examples
Employment opportunities	- unemployment insurance - government commitment to full employment	- rate of unemployment - labour participation rate - informal employment
Adequate earnings and productive work	statutory minimum wage	- minimum wage as a percentage of the median wage - working poverty rate - employees with recent job training
Decent working time	- maximum hours of work - paid annual leave	- employment in excessive working time (over 48 hours per week) - time-related underemployment rate
Combining work, family, and personal life	- maternity leave (including weeks of leave, and rate of benefits) and - parental leave	- asocial/unusual hours - maternity protection - indicators vary by region
Work that should be abolished Stability and security of work subsistence worker rate	- child labour - forced labour rate	- child labour rate - forced labour rate - termination of employment - - real earnings of casual workers
Equal opportunity and treatment in employment	- equal opportunity and treatment - equal remuneration of men and women for work of equal value	- occupational segregation by sex - gender wage gap
Safe work environment	employment injury benefits  occupational injury frequency rate —fatal and non-fatal	occupational safety and health (OSH) labour inspection time lost per occupational injury number of labour inspectors per 1000 employed persons
Social security	- old-age social security or pension benefits (public/private) - incapacity for work as a result of sickness / sick leave (income replacement in case of sickness / sick leave)	- public social security expenditure (percentage of GDP) - health expenditure not financed out of pocket by private households
Social dialogue, worker and employer representation	- freedom of association and the right to organize	- trade union density rate days not - days not worked as a result of strikes and lockouts













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