



Innovative recruitment strategies in the fisheries sector

Spain

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Introduction

The aim of this study is to establish an inventory of the various innovative practices undertaken and recruitment tools used in the Spanish fisheries sector in recent years in order to address the problem of lack of manpower.

The fisheries sector in the national economic context

Economic importance of fisheries

The Spanish fishing fleet is the biggest in the EU, serving the very strong domestic market for seafood; according to the FAO, Spanish per capita consumption of fish in 2000 was 42.0 kg per year (compared to, for example, 33.6 kg per year for France and 16.7 kg per year for Ireland). Gross production (live wet weight, including aquaculture products) in 2000 was estimated at 1.23 million tonnes, worth 2,266 million US dollars (1,727 million euros at today's exchange rate). This production was nearly all for human consumption, but did not meet the full market need, with 1.26 million tonnes of seafood (US \$3,352 million) being imported (and 0.79 million tonnes, US \$1,600 million, exported) (FAO estimates).

Despite these large numbers, the fishing industry does not contribute greatly to Spain's GDP – around 0.5%. This, however, is more a reflection of the recent rapid growth of the Spanish economy as a whole than of the significance of the fishing industry per se. Some coastal areas are highly dependent on fishing by EU standards – notably Galicia, on the Atlantic coast of Spain, which has a fisheries dependence of 4.1%, one of the highest in the EU.

Employment in fisheries

A general view of fisheries employment in 2005 was as follows:

- 44,000 fishermen working as employees on 13,700 fishing vessels
- 13,000 jobs in aquaculture: 1,564 from fish farms and 11,436 from mussel farms
- 22,500 jobs in the processing industry from 800 businesses

This gives a total employment across the whole sector of 79,500. The age range of employees is 35–54 (56%), 25–34 years old (21%), 55–64 (14%) and 15 to 24 (9%).

A significant proportion of Spanish fisheries employment is concentrated in Galicia, where there are 17,500 fishermen (40% of the total) and 45,500 people working in the sector as a whole (57% of the total). About 23% of these jobs are done by women who collect shellfish on the shore at low tides (clams and cockles) known as mariscadoras. The second and third most significant regions are Andalucía, with about 7,000 fishermen (16% of the total) and the Basque Country, with around 2,000 fishermen (4.5%).

Sources: Employment estimates from Eurostat, Spanish Ministry of Agriculture, Fishing & Food and Spanish Ministry of Environment.

Structure of the Spanish fishing fleet

The majority of the Spanish vessels fish inside the National Fishing Ground (EEZ), which has four differentiated fishing zones: Cantábrico-Noroeste, Golfo de Cádiz, Canarias and the Mediterranean. However, the very high seafood demand on the Spanish market means that the national grounds do not have enough fisheries production to supply consumers. It

has therefore been necessary to develop deep-sea fishing in external waters, near and distant. Overall, the Spanish fleet takes catches in 10 marine fishing areas, with geographical coverage as follows:

- NW/Cantabrico
- South Atlantic
- Mediterranean
- Canary Islands
- French, British, Irish and Portuguese waters
- North Atlantic
- Central and Southeast Atlantic
- Southwest Atlantic
- Pacific Ocean
- Indian Ocean

Spain represents 23% of the total tonnage of the European Community fleet and 15% of the total number of fishing vessels. Spanish fisheries can be divided into two groups: i) coastal fisheries and ii) fisheries outside the Spanish coast (*'pesca de altura'* and *'pesca de gran altura'*). Inshore vessels dominate the fleet in terms of numbers – 96% in 2005. Of the total fleet, 80% is of artisanal character, i.e. is made up of inshore vessels. In terms of tonnage (GT), however, the statistics are reversed, with around 41% of the operational fleet by tonnage working inside Spanish waters and 59% outside Spanish fishing grounds.

Around 48% of the Spanish fleet (in terms of number of vessels) operates from Galicia, followed by Andalusia, Catalonia and the Canary Islands. In GTs, Galicia has more than 40%, followed by the Basque Country with 16% and Andalusia with around 13%.

The Spanish long-distance fishing fleet operating in non-EU Countries throughout the world (Argentina, Chile, Peru, Namibia, Falklands, South Africa, Morocco, etc.) has established joint venture companies with those countries. This fleet represents the highest GT.

In 2004, 31% of fisheries production in Spain came from marine and fresh water aquaculture, including 79% from molluscs, dominated by mussels (97%), again nearly all produced in Galicia. The main species of marine cultivated fish are sea bream, turbot, sea bass and tuna.

In Galicia in particular, fishing has developed into a vertically integrated industry (including shipyards), and the major Spanish fishing ports (Vigo, La Coruña, Riveira, Marín and Burela) are all in this area. 92.5% of Galician fishing boats are less than 87 GT and make up the coastal fleet (*pesca de bajura*). The remaining 7.5%, greater than 87 GT, are the deep water fleet (*pesca de altura y gran altura*) representing 26% of total fishing jobs in Galicia.

Historical trends

The Spanish fleet has decreased by around 4,287 units between 1997 and 2005; that represents a reduction of almost 24%. The GT decreased by 11%. As a consequence, catches are down 37% and employment 36%. So reduction in

employment has kept pace with reduction in catches, but reduction in the number and tonnage of vessels has happened more slowly, suggesting over-capacity and reduced operation and income for each vessel in the fleet.

Of the total Spanish fleet, 76% makes up only 6.5% of the tonnage; these are inshore fishing vessels (small-scale fishing boats), owned and crewed by between one and 10 people, frequently relatives, with trips of 1–3 days and remuneration depending on catches.

By contrast, 4% of the fleet has around 59% of the total tonnage; these are long and very long distance fishing vessels (*pesca de altura and gran altura*) with trips of between 10 days and seven months, with more than 10 crew (up to 40 or so) who each specialise in a specific function (deckhand, engineer etc.). They usually have a fixed salary with incentives on catches. Owners manage the company and do not work onboard.

The Galician fishing fleet has 133 vessels fishing in these long-distance international fishing grounds (freezer trawlers, seine and deep-sea long liners) with trips from one to seven months. There are also 144 vessels fishing in EU grounds (trawlers and long liners) with trips of 10 to 18 days, and 5,023 vessels fishing in the national fishing ground with trips from inside one day up to seven days.

Table 1: *Trends in the number of vessels, landings and employment, 1997–2005*

Years	Nº vessels	GT	Landings (mt)*	Value (10 ³ euros)	Employment **
1997	17,980	548,529	1,204,069	2,114,454	68,275
1998	17,547	530,081	1,242,579	2,182,945	66,503
1999	17,323	531,730	1,242,579	2,082,392	65,654
2000	16,680	520,223	1,069,870	1,765,331	63,217
2001	15,440	524,255	1,109,340	1,851,498	60,958
2002	14,928	524,255	893,373	1,813,000	56,577
2003	14,379	486,299	886,930	1,956,288	53,849
2004	14,058	491,259	854,000	1,712,505	48,000
2005	13,918	489,424	757,782	1,619,853	44,000

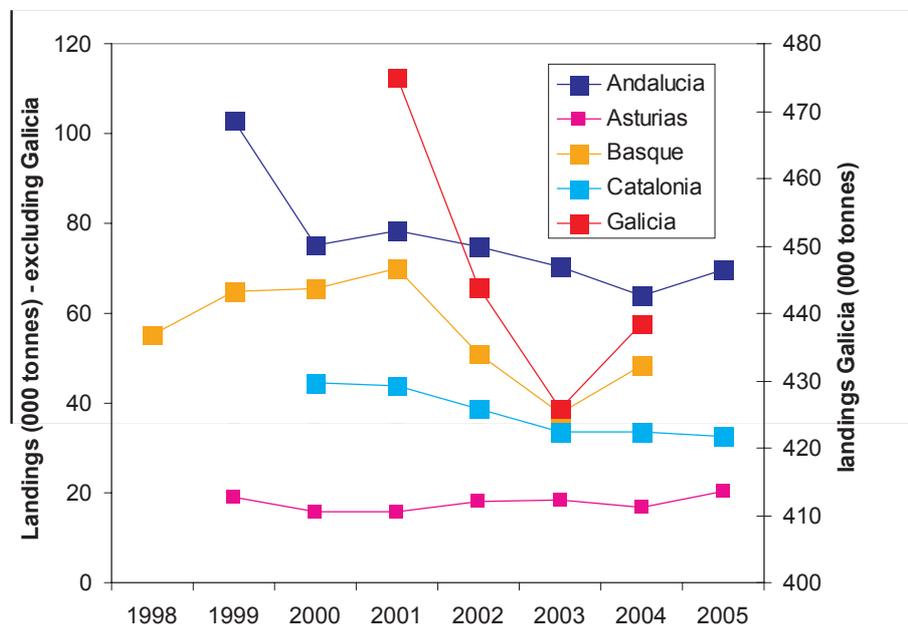
* Including aquaculture

** Employment estimates from different sources

Sources: Eurostat, Ministry of Agriculture, Fishing & Food (MAPA) and Ministry of Environment (MMA)

The main regional trends are shown in Figure 1. Note that landings from Galicia were approximately seven times higher than those from the next most important region (Andalucia), necessitating two separate y-axes on the graph. Trends across all regions are generally for a reduction in landings.

Figure 1: Regional trends in landings, 1998–2005, from the five most significant regions in terms of fisheries production. Note Galician landings are on a separate axis.



Sources: Eurostat, Ministry of Agriculture, Fishing & Food (MAPA) and Ministry of Environment (MMA).

Note: excluding aquaculture (NB this makes comparison with Table 1 difficult, but unfortunately the statistics are only publicly available in this way).

Institutional background and social actors

Institutional background

Fishing activities in national fishing grounds are the responsibility of the Ministry of Agriculture, Fishing and Food (MAPA) of the national government, but bays, *rías* (fjord-like inlets) and other internal waters are the domain of regional or local government. The Fisheries Ministry includes a Maritime Fishing Secretariat (*Secretaría General de Pesca Marítima*) and an autonomous sub-organisation to regulate and manage fisheries and marine aquaculture products (FROM). Some aspects of fishing activity are regulated by the state (*Ministerio de Agricultura, Pesca y Alimentación*, MAPA) and others by the regions (*Comunidades Autónomas*, CCAA). At international level, fisheries is regulated by the state, which controls dealings with the EU, regulates high seas fisheries and distributes TACs and EU structural support between the regions. The CCAA regulate coastal fisheries under rules established by the EU and the Spanish state (in some cases this is delegated to the regions by national government). Ten of the 17 CCAA have coastal and fishing activity but only three of them have international fishing activity: Galicia, Basque Country and Canary Islands.

The Labour and Social Affairs Ministry (*Ministerio de Trabajo y Asuntos Sociales*; MTAS) includes a legally distinct organisation called *Instituto Social de la Marina* (ISM) – Maritime Social Institute – that manages social security and legal aspects of working conditions, training and social protection for the fisheries sector. Fishing crew are integrated into a special regime called *Regimen Especial de la Seguridad Social de los Trabajadores del Mar* (Special Regime of Social Security for Fishermen) under the jurisdiction of MTAS.

The Fomento Ministry (with responsibility for public infrastructure and transport), through the General Sub-direction of Maritime Safety and Pollution, is in charge of safety at sea for people and vessels as well as the fight against marine environmental pollution.

These three ministries are also charged with organising and promoting a training framework for the fisheries sector, including annual investments to finance total or partial training costs. These training courses are generally organised by the fishing unions, with the aim of increasing skills and improving job security.

Cofradías

The fisheries sector is to some extent organised under the *cofradías* system (fishermen's guilds or associations) but the industrial fisheries also have their particular system under professional organisations and owners' associations. Overall, *cofradías* cover 83% of fishing employment in Spain, with 229 *cofradías* covering the whole Spanish coastline and islands.

The fishermen's associations include all the fishermen working in their geographical area. They have a democratic structure with two representative groups: the owners and the crew. To support the administrative cost of the *cofradía* a small charge on sales has been established – the organisations are not profit-making. Any surplus is used to improve infrastructure or is redistributed to members. Under the general laws and rules established by the European Commission, the Spanish government and the autonomous communities, *cofradías* can control their own membership (i.e. refuse to accept new members), and can establish management rules in their area such as control of time at sea, accepting or banning particular fishing gears in specific areas, closed areas or periods etc.

Table 2: *Cofradías by region*

Regions	No of cofradías
Andalusia	23
Asturias	19
Balearic Islands	16
Basque Country	16
Cantabria	8
Canary Islands	26
Cataluña	29
Ceuta y Melilla	2
Galicia	63
Galicia	4
Valencia	23

Own elaboration

National associations

There are two main national labour unions to which fishermen can belong:

CC.OO. – *Federación Comunicación y Transporte* – ETF

UGT – *Federación Transportes UGT* – Mar

In addition, there are a variety of other national organisations which represent fishermen:

- *Federación Nacional de Cofradías de Pescadores* – National Federation of Fishermen's Associations
- *Federación Española de Armadores de Buques de Pesca* – Spanish Fishing Shipowners' Federation

- *Federación Española de Organizaciones pesqueras (FEOPE)* – Spanish Federation of Fishing Organisations
- *Organización Nacional de Asociaciones Pesqueras (ONAPE)* – National Organisation of Fishing Associations
- *Asociación de Empresas de Pesca de bacalao, especies afines y asociadas (ARBAC)* – Association of Companies Fishing Cod and Related Species
- *Agrupación de Armadores bacaladeros (AGARBA)* – Cod Shipowners' Group
- *Asociación Nacional de Armadores de Buques Congeladores de pesquerías varias (ANAVAR)* – National Association of Freezer Fishing Boats
- *Asociación Nacional de Armadores de Buques Congeladores de pesca de merluza (ANAMER)* – National Association of Hake Freezer Fishing Boats
- *Asociación Nacional de Armadores de Buques Congeladores de Pesca de Cefalópodos (ANACEF)* – National Association of Cephalopod Freezer Fishing Boats
- *Asociación Española de Titulados Náutico-Pesqueiros (AETINAPE)* – Spanish Association of Maritime and Fishing Graduates

SWOT analysis

Strength:

- Strong experience in many different types of fishing
- Solid and sustainable demand in Spain; guaranteed market for seafood
- High quality and commercial value of products

Weakness:

- Fishing fleet too large; out of proportion for available resources.
- High exploitation costs; operation inefficient
- Serious problems caused by increased fuel prices

Opportunities:

- Improvement of the small-scale fleet
- Possibilities for fishing in other countries through joint venture companies
- Adapting the structure of the fleet and fishing effort better to available resources (sustainable fishing)
- New fishing agreements in unexploited fishing grounds worldwide

Threats:

- Sharing fishing grounds with fleets from other countries
- Overexploitation of stocks caused by the increase in fishing effort due to the presence of other fishing fleets and excessive capacity
- Disproportionate increase in fuel price, affecting trawlers particularly
- Loss of EU Fishing Agreements

Recruitment challenge in Spain

Overview and context

Work in fisheries is generally associated with risky and difficult living and work conditions. It is also difficult to combine family life successfully with fisheries work, and social conditions are often poor. Generally, given these issues (risk, hard work, exposure to weather, long trips away from home), the profession is not regarded as well paid. Usually fishermen do not want their children to become fishermen.

In addition, a variety of structural problems has made the sector less attractive as an employment prospect, by increasing costs and reducing profits and wages. These include:

- increased maintenance costs in an ageing fleet;
- reduced prices due to imports of fisheries products;
- declining fisheries resources and thus declining catch per unit effort, increasing costs per unit of catch and reducing yields, profits, incomes and salaries;
- reduction in financial subsidies;
- improvements in the welfare state, making the primary sector less attractive, even for people with few qualifications;
- lack of vocation.

Small-scale fleet

Vessels in the small-scale fleet are generally run as a family business where the owner is part of the crew, which is mainly composed of relatives. Under these circumstances, the problem of lack of manpower is in many cases not significant. Often, fishing activity is combined with a complementary activity ashore, and temporary manpower may rotate from one vessel to another according to the season. This type of small-scale fishing, with short (usually day) trips, does not raise problems with family life, but the uncertainty of catches, and thus earnings, as well as the hard work and risk, makes the profession unattractive for new generations that prefer a job ashore.

Industrial fleet

Fishermen on the large industrial vessels are reasonably well paid, so recruitment problems in this sector stem mainly from issues related to the poor family and social life, which frequently causes people to look for jobs ashore. Fishermen with qualifications (e.g. engineers) can find well paid jobs ashore relatively easily (e.g. in shipyards, cold-storage plants, industrial repair etc.). So in this sector the most chronic shortage of manpower is for jobs such as Chief Engineer.

In recent years crew shortage problems in the industrial fleet have been significant, particularly in the deep-sea fleet with trips from 15 days to six months. People from other countries form part of the crew of many fishing vessels now, particularly in Galicia, Asturias and the Basque Country. These include immigrants from Cape Verde, Peru, Portugal, Colombia and Indonesia. Due to the hard conditions on board, immigrants, who usually have a one-year contract, frequently leave the fishing vessel earlier if they can find a job ashore.

Recruitment initiatives

Regional trends in recruitment initiatives

An inventory of projects related to fisheries and employment from around Spain, carried out at the start of this project (A. Sanmamed unpublished data) makes two clear points:

- Projects focusing specifically on addressing the recruitment challenge in Spain are almost entirely concentrated in Galicia. This is perhaps not surprising given that i) it is the dominant region in terms of landings, value and employment (particularly when the whole sector is taken into account) and ii) it is a relatively prosperous area of Spain, with a relatively low supply of job seekers and immigrants compared with, for example, the south or the Canary Islands. So the recruitment challenge might be expected to be felt most sharply in Galicia.
- The majority of such projects focus not on the recruitment challenge in fisheries, but rather on removing individuals from employment in fisheries and retraining them for related industries which are considered to have more long-term economic future. The main target area is maritime tourism, recreational fishing, whale-watching, boat tours etc. (These projects are not relevant to this study and are not discussed further.) These types of projects, as well as being more numerous, are more evenly distributed around the Spanish coast, with some concentration in important tourist areas such as Andalusia and the Canary Islands. This may also suggest that there are fewer problems for fisheries recruitment in these areas (as discussed above) although there are undoubtedly some. Conversely, it might suggest that the fisheries sector is suffering more economic difficulties in these areas than in Galicia.

Fishing schools

In Spain there are around 45 fishing schools around the coast that have been established to provide a formal education in the fisheries sector, from basic training to a specialisation (qualifying degree). Some schools are managed by regional governments and others by national government. These centres provide courses on site as well as online training courses, frequently free of charge. Available qualifications are: First Class Coastal Skipper and Deep Water Skipper, First and Second Class Engineer and Cabotage Skipper. Higher level degrees or Masters courses in fisheries can also be arranged, usually in collaboration with the regional university.

Duration of courses:

University degree	around 3,000 hours (3 school years)
Medium & high qualifying degree	1,400 – 2,000 hours (2 school years)
Masters	around 500 hours (1 school year)
Basic educational level	60 – 300 hours

National programmes: financial support for training courses

The Agriculture, Fishing and Food Ministry (MAPA) has set aside an annual financial aid package for training courses in the fishing sector. In 2005 MAPA subsidised fishing training courses for around 3,600 people, mainly from Galicia, Andalusia, Valencia, the Balearics and Catalonia. These courses were organised in collaboration with the fishermen's associations to improve professional qualifications and so maintain levels of employment in the sector. Training courses included i) safety at sea, ii) Spanish for immigrants, iii) first aid, iv) maritime English, v) job and financial management etc. The budget in 2005 was 2.5 million euros.

For 2007, Spain has assigned 12 million euros to the Strategic Plan of Innovative Technology to apply to the fishing sector, aquaculture, processing and marketing. The managing organisations will be the *Secretaría General de Pesca*

Marítima and the *Fundación Instituto para el Desarrollo de las Industrias Marítimas* (Innovamar). Other partners will also be involved, including the *Centro para el Desarrollo Tecnológico Industrial* (CDTI), the *Empresa Nacional de Innovación* (Enisa) and *Transaval*.

Regional programmes

Galicia

In addition to the academic training in fishing schools and periodic training courses subsidised by the government, specific projects have been developed to attract and retain new recruits in the fisheries sector in Galicia.

Embarcate project (2004–2007)

This project, inside the EQUAL programme, is run by the *Centro Tecnológico del Mar* (CETMAR) with other Galician partners. The main objective is to facilitate access to employment in the fisheries sector to vulnerable unemployed groups: i) the long-term unemployed, ii) young people without academic qualifications looking for their first job, iii) immigrants with a work permit, iv) women and v) minority groups which have suffered historical social discrimination. This project is inside the EQUAL theme Employability and re-integration into the labour market, carried out on the rural areas of La Coruña, Lugo and Pontevedra (Galicia). This recruitment initiative has been identified as a suitable case study to analyse in more detail in the next section.

SEPYA (2005–2007)

This project is inside the EQUAL theme Adaptability, and is a local initiative of the Fishing Vessel Owners' Cooperative of the Port of Vigo (ARVI) and the *xunta* (regional government) de Galicia and is funded under the Equal Initiative of ESF. It is run by ARVI with the collaboration of other Galician institutions. The main objectives are to support adaptability for both fishermen and businessmen in the fisheries sector, to improve the quality of life of fishermen, to facilitate access for women to the deep-sea fishing sector and finally to design and test new resources for training and education. This recruitment initiative has been identified as a suitable case study to analyse in more detail in the next section.

Cofradía de Cambados (2004–ongoing)

The Fishermen's Association of Cambados aims to solve problems of crew recruitment for seine vessels by recruiting Peruvians with a fishing licence. This initiative was not funded; the vessel owners themselves financed travel from Peru and food and accommodation in Cambados during the obligatory pre-embarkation training course.

Shipowners have also recruited immigrants as crew in other areas of Galicia, the Basque Country and Asturias. This includes about 1,200 Cape Verdians and Indonesians (in 2004). Indonesian recruits have generally been individuals with qualifications or skills such as engineers, bridge officers and cooks. The first Indonesian sailors arrived in Burela and Celeiro, fishing ports in the North of Galicia, in 2004. In February 2007, a new group of 34 Indonesian sailors is expected in Celeiro, Burela and Vigo, including qualified workers (bridge officers, engineers, cooks). The job contract of these immigrants is one year long with the possibility of renewal. However, the trend, at least for Indonesians, is just to make enough money to go home to buy a vessel and restore or build a house. The Cape Verdians, by contrast, are more settled in Galicia. The first group came to Galicia years ago, attracted by the building sector, but many were attracted into the fisheries sector by crew shortages. Currently they are well settled in Celeiro and Burela, home to the first Cape Verdian generation born in Galicia.

This recruitment initiative by the Cofradia de Cambados has been identified as a suitable case study to analyse in more detail in the next section.

NOW-Sabbia (1998–2000)

This project, inside the NOW – EC Programme, provides training for women involved in the shellfish industry ('*mariscadoras*'). Training in this project was offered to 699 women from La Coruña, Lugo and Pontevedra, all of whom were linked to the fishing industry. The aims of the project were i) to provide training adapted to the needs of the beneficiaries; ii) to regulate and recognise their professional activity; iii) to provide support for women gaining jobs in handling and processing nets; iv) to support women in developing business initiatives via cooperatives and similar social structures; and v) to prepare for conversion to a new currency (the euro). The project has increased the role of women in decision-making in the sector, and improved professional qualifications and the quality of the work carried out by women, as well as the economic regulation for the sector, which previously formed part of the black economy.

Partner organisation: Xunta de Galicia – Regional Fisheries Ministry

Source of funding: EU

Budget: European Regional Development Fund (ERDF)

Mar de Lira (2004–ongoing):

This project is a local fisheries association (Cofradía de Lira) initiative to introduce the local fishing community, industry and the marine environment to local people generally. The objective is to promote small-scale inshore fishing through open local fishing workshops for schools, various leisure activities and a code of good practice.

Managing organisation: Fishermen's Association of Lira and the Regional Fisheries and Maritime Affairs Ministry (Xunta de Galicia)

Other contributors: Local culture associations and local fishing and aquaculture companies

Andalusia

In Andalusia the regional government has joined forces with local government and cofradías to provide some basic training courses in fisheries (Cursos de Formacion Basica de Marineros) for unemployed people, with the aim of helping them to find work on a fishing, tourist or commercial boat. Training includes Seaman's Competency, first aid, fire fighting and food handling.

Case studies

Case study 1: Embarcate

Embarcate means 'Get on-board' in Spanish. The Embarcate project is financed (75%) by the European Social Fund as part of the EQUAL II initiative, under the theme of Employability and re-integration into the labour market, with the other 25% coming from national partners (see below). The total budget is 1,241,780 euros and the project started in 2005 and will run to the end of 2007.

The project is managed by CETMAR (*Centro Tecnológico del Mar – Fundación CETMAR*). CETMAR is a public foundation promoted by the Regional Department of Fisheries and Maritime Affairs and the General Directorate of Research and Development of the Xunta de Galicia together with the Spanish Ministry of Education and Science. CETMAR aims to support the sustainable development of marine resources and, in this framework, to increase the efficiency of the fisheries, aquaculture and seafood processing sectors.

The CETMAR Foundation is supported by a number of public and private bodies:

- Local government – Xunta de Galicia
- Central government – Ministry of Education and Science
- Spanish Oceanography Institute (IEO)
- Centre of Excellence for Scientific Research (CSIC)
- Universities of La Coruña, Santiago de Compostela and Vigo
- National Association of Canning Industries (ANFACO)

Various other organisations are also involved in Embarcate in a more peripheral or advisory way:

- Puerto de Celeiro, S.A – represents the interests of sector companies and their workers
- Fisheries Association of Portonovo – represents the interests of sector companies and their workers
- Cáritas – Diocese of Tui-Vigo and Santiago – develops social programmes for groups with social problems
- Women’s Foundation of Galicia – specialises in women’s issues and equal opportunities

The project covers the geographical areas of rural La Coruna, Lugo and Pontevedra, and the main objective is to facilitate access to employment in the fisheries sector to vulnerable unemployed groups (long-term unemployed, young people without qualifications, immigrants, women, minorities). The project mainly provides training, which is carefully adapted to the needs of users, but aims to lead to qualifications which allow the participants to embark on a commercial fishing vessel:

- Basic training
- Seaman’s Competency.

And in addition the following complementary modules:

- Swimming
- Spanish language requirements including maritime and fisheries vocabulary, for those who do not speak Spanish
- Complementary fisheries training (courses on nets, basic fish handling, filleting, etc.)
- Work competency courses
- Training in simulated work environments
- Work experience: periods of work experience on board fishing vessels

The most innovative characteristic of this project is the emphasis on needs of employers, right from the very start; this is a founding basis of the project. Another innovative element is that the project takes advantage of the multiple possibilities that multimedia tools offer for training adults with language difficulties (illiterate people, immigrants and persons with a generally low level of education).

The intention behind the project is to take advantage of the scarcity of personnel in the fishing sector, especially deckhands, in order to provide jobs to certain groups whose only other option otherwise would be to either go on the dole and increase unemployment statistics, or to emigrate.

Sixty people are currently undergoing training through the project, and the objective is to provide training to a further 30–40 people before the end of the project in December 2007. Trainees were divided as follows: about 10% women and 90% male, about 75% immigrants and 25% Spanish nationals. The project has employed 7–10 people as trainers.

The partner organisations involved in this project consider that the experience gained during this initiative could be applied to another new project, as a continuation or second phase. As a third phase they planned to propose a new project to continue and expand the work and protect the achievements already established and delivered by Embarcate project. Their overall impressions of the success and sustainability of the project can be summed up as follows:

Positive: The initiative has been successful in raising awareness and increasing interest in the fisheries sector. The project has been a good match for the needs of the sector in terms of the skills that it offers (basic seaman's training and fishing skills, but also additional skills such as Spanish language, labour competency), mainly because the needs of the sector were considered right from the early planning stages.

Negative: It has proved difficult to find people to work on fishing vessels. The project identified the same barriers as previously discussed: unstable salary, hard work and conditions, lack of comfort, poor social image of the job. This was the key external barrier to success. Internally, the number and diversity of partner organisations has meant that project management has proved difficult.

Case study 2: Cofradía de Cambados – Galicia

The Fishermen's Association of Cambados comprises 31 purse seine vessels and 232 small-scale vessels (shellfish gathering by boat, fishing pots, nets) and nearly 500 fishermen. In addition there are 200 women who gather shellfish on foot. The Fishermen's Association manages the auction market (*'lonja'*) where fresh fish and shellfish are sold every day. Annual catches are around 1,600 tonnes of fish and shellfish.

In 2004 members of the *cofradía* did not have enough local crew for full-time fishing. Eight seine vessels owners who were members of the association therefore recruited people from Peru through the Immigration Bureau of Vigo (Labour and Social Affairs Ministry) to work on-board. They were helped by their own association and also the Regional Fisheries and Maritime Affairs Ministry of the Xunta de Galicia. In May 2004 forty Peruvians with fishing licences came to Cambados. For three weeks they followed a training course to get the Seaman's Competency (indispensable qualification to go on-board in Galicia). This initiative was funded solely by the contributions of the shipowners, who covered the travel costs of the Peruvians as well as accommodation and food before they could earn their first salaries.

Currently as a result of this programme there are around 140 Peruvians in Cambados (all male). Many of them, after one year on-board, have now got a job ashore. Those still working as crewmen have mainly left the seine vessels for smaller inshore vessels which generally spend no longer than a few hours at sea. It proved relatively easy to obtain work permits for the Peruvians, because they have the offer of a one-year job contract from the shipowners, although the paperwork took time. Generally the Peruvians involved in the programme are moving permanently to Spain; they do not have language problems and they feel relatively at home. The move to Spain allows them to send their families around 50% of their salary.

Again, this project has had some positive and some negative outcomes:

Positive: The initiative has been successful in easing recruitment problems for members of the *cofradía*, although some still exist. It has also been greatly beneficial to the immigrants involved, and to their families.

Negative: Most immigrants only work as crew for a limited period before finding jobs either on smaller inshore vessels or ashore. So the project is not very sustainable, in the sense that in order to maintain a supply of crew, members of the *cofradía* have to continually bring a new supply of Peruvians over to Spain, continue to pay for accommodation, help with paperwork, introduce them to the vessel etc.

Case study 3: SEPYA project

The SEPYA project (*Sector Pesquero y Adaptabilidad*) also forms part of the EQUAL II initiative, financed by the European Social Fund (ESF), under the EQUAL theme of Adaptability and adaptation to social change. The total budget is 1,157,740 euro, of which 75% is provided by the European Social Fund, with the Regional Labour Ministry providing 6.5% and the Fishing Vessel Owners Cooperative of the Port of Vigo (ARVI) 18.5%. The project is managed by ARVI. ARVI is the most important group of shipowners in Spain and one of the most important in the EU. At present, ARVI includes nine shipowner associations and two producer organisations, 271 companies and 384 fishing vessels (251 fish freezing vessels and 133 fresh fish fishing vessels), with about 113,542 GTs and nearly 6,600 crew. Catches exceed 400,000 tonnes a year of fresh, frozen and salted fish. Two women's groups are also involved: the CUME Foundation (Culture and Women) and the Women's Foundation of Galicia. The University of Vigo is in charge of socio-economic aspects.

The sub-sector of deep-sea fishing is very important in Galicia. The SEPYA project aims to support the adaptability of the sector, including both individual workers and deep-sea fishing businesses, in order to relieve the particular difficulties encountered by this sector. ARVI's objectives in this project are to make specific calls for women to join fishing crews, and to gain equal treatment in the labour market for immigrants with native workers. The main activities of the project have been i) to test and to encourage new means of organising work on board deep-sea fishing vessels, in order to improve the quality of life of the workers; ii) to analyse, design and promote measures to facilitate the access of women to the deep-sea fishing sector, and iii) to design and to test new education and training materials and content.

Generally, the training provided under this project is similar to that provided by Embarcate (described above): i.e. basic training and Seaman's Competency, plus additional skills required by the industry, including fishing skills such as net making and seafood handling, and fishing-related language courses. Training course organisation is also adapted to the needs of fishing vessel owners (i.e. with short periods available for training). So far, some 256 people have been or are going through the training, with 280 people more planned for 2007. About one third of the trainees are women (40 in 2005 and 45 in 2006) although evidence suggests that women trainees do not generally end up working on-board as deckhands (perhaps as observers or officers, however). About half the trainees are immigrants: 114 from 20 different countries have so far been placed on board 51 fishing vessels (33 Ghana; 23 Morocco; 13 Indonesia; 11 Senegal; 10 Peru; 3 Chile; 3 Rumania; 2 Russia; 2 Ukraine; 2 Togo; 2 Nigeria; 2 Sierra Leona; 1 Ecuador; 1 Cameron; 1 Congo; 1 Mauritania; 1 Cuba; 1 Georgia; 1 Uruguay; 1 Guinea Bissau). The project employs about 40 people as trainers.

ARVI intends to extend the initiative over 2007, applying the lessons learnt from the project in previous years. Long-term sustainability depends on getting further aid and/or subsidies. The experiences of those working on the project can be summed up as follows:

Positive: Training has allowed many individuals to improve their personal circumstances, and has also provided much-needed crew to several vessels; success in creating good relations between students of different cultures and between students and trainers, vital for the success of training courses with diverse participants.

Negative: Women have generally rejected the opportunity to work on-board when opportunities arise.

Two significant external barriers to the success of the project have been identified:

- Recognition of non-EU qualifications: It takes a long time to obtain the equivalence of studies certificate from non-EU countries. People from Eastern Europe, Latin America and the Far East have difficulties in having their qualifications recognised. The project now tries to accelerate this process by supporting immigrants through difficult paperwork.
- Logistic problems in organising training: It has proved difficult to organise compulsory training courses such that people can embark on fishing vessels in a timely manner. Problems including timing (individuals arriving at different times), funding (difficulties in obtaining subsidies for training), and logistics of scheduling training courses during temporary closed periods or vacations.

Conclusions

Recruitment problems in the fisheries sector are becoming more and more acute in Spain, particularly in the deep-sea and long-distance fleet (mainly based in Galicia). Generally, the perception of fisheries work is as a risky, unattractive and poorly paid profession. It is unlikely to prove easy to recruit more Spanish people to the sector in the future, particularly now that a greatly improved welfare system means that people are not obliged to take any job.

So employment trends in the sector are moving more and more towards immigrants, principally from Cape Verde, Peru, Portugal, Colombia and Indonesia. This is particularly the case in Galicia, Asturias and the Basque Country. These immigrants generally arrive with a one-year contract, and many leave the fishing vessel during this period if they find a job ashore.

Several innovative recruitment systems have been identified in the fisheries sector. These initiatives generally aim to provide opportunities (training, paperwork, initial financial support) to recruit individuals into the sector from three main areas: i) immigrants, ii) women and iii) long-term unemployed, unqualified etc.

National and regional government have provided subsidies to improve the social and labour conditions of workers to make the sector more attractive for current and future workers. Organisations within the sector have been proactive in searching for solutions to the lack of manpower and to promote employment initiatives. EU funding has been important for several of these initiatives, but fishing organisations are also prepared to invest their own money in solving recruitment problems.

The outcome of the three cases studies point up some new recruitment problems other than those already identified in the sector:

- Qualified crewmen (chief engineers, skippers, etc.), whether Spanish or immigrant, can easily find jobs onshore.
- It is difficult to obtain recognition of qualifications from other countries.
- There are logistical difficulties in planning compulsory training courses, in an industry where people spend long periods of time offshore.

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- AETINAPE (various people), 12/12/06
- Lucia Fraga, Cetmar Foundation, 22/11/06, 12/12/06, 27/12/06
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