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1. INTRODUCTION

This document has been written as a resource to assist social partners with developing and implementing operations in support of Social Dialogue, with particular reference to the improvement of working conditions, health and safety, and training for sea fisheries operatives. It covers in particular:

1. the roles of the social partners in using the EMFF;
2. framework of the opportunities offered by states' Operational Plans;
3. brief analysis of the ESF in order to identify and take full advantage of potential synergies for advancing Social Dialogue in addition to operations already provided for in the EMFF.
4. proposal(s) for transnational projects to promote social dialogue in line with the contents of the Operational Plans.

The document is divided into four chapters:

- chapter one presents an analysis of the EMFF and in particular the Regulations 508/2014 of 15 May 2014 and 1303/2013 of 17 December 2013, the delegated acts and the regulatory context of the Europe 2020 Strategy;
- chapter two describes the Operational Plans of the Member States;
- chapter three presents a brief analysis of the ESF for supporting social dialogue with a particular focus on training;
- fourth chapter suggests operational guidelines for developing projects to promote social dialogue in the sector at transnational level.

1 ANALYSIS OF THE EMFF

1.1 OBJECTIVES AND MEASURES OF THE EMFF WITH REFERENCE TO SOCIAL DIALOGUE IN THE FIELDS OF SAFE AND HEALTHY WORKING CONDITIONS AND OF TRAINING - REGULATION 508/2014 OF 15 MAY 2014

The **European Maritime and Fisheries Fund (EMFF)** seeks to contribute to achieving the following objectives (Art.5):

- promoting competitive and sustainable fisheries and aquaculture
- the implementation of the CFP - Common Fisheries Policy
- promoting balanced territorial development
- fostering the development and implementation of the Union's IMP (Integrated Maritime Policy), in a manner complementary to cohesion policy and the Common Fisheries Policy;

The beneficiaries of the Fund, in general, are:

1. fishermen and fishermen's organizations (as defined in Art. 4, paragraph 30 of Regulation 1380/2013 - "operator" *the natural or legal person who operates or holds any undertaking carrying out any of the activities related to any stage of production, processing, marketing, distribution and retail chains of fisheries and aquaculture products, differentiated by fishing system and size (support of small-scale coastal fishing)*)

2. European coastal communities and inland communities dependent on fishing;
3. European aquaculture undertakings;
4. processing and marketing undertakings;
5. scientific community for the transfer of knowledge and innovation;
6. undertakings engaged in coastal and offshore economic activities and undertakings providing services to them;
7. authorities responsible for different aspects of maritime affairs, such as environmental protection, surveillance, or territorial planning.

In the context of these objectives, the Union sets priorities (Art. 6), including the following that refer to Social Dialogue:

- the promotion of sustainable fisheries with an environmental profile, to be obtained via:
 - enhancing the competitiveness and profitability of fisheries enterprises and improving working and safety and health conditions
 - developing education and professional training for the necessary skills and lifelong learning
- increasing employment and territorial cohesion by pursuing as a specific objective: promoting economic cohesion and social inclusion, job creation and providing support to employability and labour mobility in coastal and inland communities dependent on fishing and aquaculture, including the diversification of activities within fisheries and other sectors of the maritime economy.

1.2 MANAGEMENT MECHANISMS OF THE EMFF

As required by Regulation 1303/2013, the interventions covered by the EMFF have two types of management, the first Direct and the second Shared (Indirect).

In the first case, the European Commission directly manages the financing, distributes the funds and sets autonomously the criteria and operating principles of the various programmes. In the second, each Member State, under a partnership agreement with the Commission, manages the assigned portion of the Fund through central and regional governments, which decide on its use based on programming approved by the Commission. The financial resources allocated by the Union for direct management are 647 million euros representing 10% of the total of the Fund; while for shared management they amount to 5.749 billion euros, equivalent to 90% of the Fund.

According to Regulation 1380/2013, support from the Fund is granted to Member States and operators that have complied, prior to the contribution application, to the rules of the CFP. Excluded from financing from the Fund are operators that:

- have committed an offence, infringement or serious fraud;
- have been involved in the exploitation, management or ownership of vessels undertaking illegal, unreported and unregulated fishing; or vessels of third countries identified as non-cooperating according to Regulation 508/2014
- have committed a serious breach of the rules of the CFP - Delegated Regulation (EU) 2015/852 of 27 March 2015

After obtaining contributions, recipients are required to adhere to the eligibility requirements for a

period of five years following the final payment of the Commission contribution.

1.2.1 Shared or Indirect Management

In this type of management the measures financed are those set out in Arts. 29 and 32 respectively on Training and Health and Safety, as follows:

Training:

Type: vocational training and lifelong learning, joint projects, dissemination of economic, technical, legal or scientific knowledge and of innovative practices; acquisition of new skills, hygiene, health and safety.

Final beneficiary (requirements): persons recognized as unemployed by the Member State concerned, under the age of 30 years; spouses of self-employed fishermen or , where and in so far as are recognized by national law, the life partners of self-employed fishermen, not salaried nor partners, who participate in the activities of self-employed fishermen or perform ancillary tasks. The training must be carried out on board a fishing vessel owned by a professional fisherman aged at least 50, to be formalized with a training contract, with the trainee accompanied on board by a professional fisherman of at least 50 years of age.

Duration: for a period of up to two years.

Recipient of the funding: professional fisherman to cover the trainee's salary

Support funding: not more than 40,000 euro per beneficiary over the entire period of the programme (2014-2020).

Networking

Typology: exchange of experiences and best practices between stakeholders, including organizations promoting equal opportunities between men and women, and promoting the role of women in fishing communities and under-represented groups involved in small-scale coastal artisanal fishing.

Beneficiaries: for any specific details, please refer to the Operational Programmes of the individual Member States

Duration: for any specific details, please refer to the Operational Programmes of the individual Member States

Recipient of the financing: for any specific details, please refer to the Operational Programmes of the individual Member States

Support funding : Please refer to the Operational Programmes and/or Calls published by the Member States

Social dialogue at EU, Member State, regional or local level involving fishermen, social partners and other stakeholders.

Beneficiaries: for any specific details, please refer to the Operational Programmes of the individual Member States

Duration: for any specific details, please refer to the Operational Programmes of the individual Member States

Recipient of the financing: for any specific details, please refer to the Operational Programmes of the individual Member States

Support funding : .Please refer to the Operational Programmes and/or Calls published by the Member States

Health and safety

Type: (Art. 32) investments on board or for individual equipment items aimed at improving hygiene, health, safety and working conditions for fishermen. These investments must go beyond the requirements imposed by Union or national law. For on-board investment the support may be granted only once during the programming period for the same type of investment and for the same vessel. Where the investment is for individual equipment items, it can be granted only once to the same beneficiary and for same equipment.

(Art. 43) investments to improve the safety of fishermen, supporting the construction or modernization of small shelters.

Beneficiaries: for any specific details, please refer to the Operational Programmes of the individual Member States

Duration: for any specific details, please refer to the Operational Programmes of the individual Member States

Recipient of the financing: fishermen or fishing vessel owners

Support funding : .Please refer to the Operational Programmes and/or Calls published by the Member States

Delegated Regulation (EU) 2015/531 of 24 November 2014 establishes the types of interventions eligible for financing support through the EMFF for on-board investments aimed at improving the hygiene, health, safety and working conditions of fishermen. Excluded are interventions that increase the fishing capacity of a vessel or equipment that increases the ability of a vessel to find fish, as well as the maintenance costs of any part of equipment which keeps an on-board device in working order. (Art. 2).

Improving the safety of fishermen on board fishing vessels

Type: purchase or installation of the following devices under article 3

a) life rafts;

b) hydrostatic release units for life-rafts;;

c) personal locator beacons such as Emergency Position Indicating Radio Beacon ('EPIRB') devices, also when integrated into lifejackets and working clothes of fishermen;

d) Personal Flotation Devices , in particular immersion or survival suits, life buoys and jackets;

e) distress flares;

f) line-throwing appliances;

g) man overboard recovery systems;

h) fire-fighting apparatus, such as fire extinguishers, fire blankets, fire and smoke detectors, breathing apparatus;;

i) fire protection doors;

j) fuel tank shut-off valves;

k) gas detectors and gas alarm systems;

l) bilge pumps and alarms;

m) equipment for radio and satellite communications;

n) watertight doors and hatches;

or) guards on machinery, such as winches or net drums;

- p) gangways and access ladders;*
- q) search, deck or emergency lighting;*
- r) safety release mechanisms for cases where fishing gear catches an underwater obstruction;*
- s) safety cameras and monitors;*
- t) equipment and elements necessary to improve deck safety*

Interventions or equipment to improve the health and health conditions of fishermen on board fishing vessels

Type: purchase and/or performing of the following actions (Art. 4):

- a) the purchase and installation of first aid kits;*
- b) the purchase of medicines and devices for urgent treatment on board;*
- c) the provision of telemedicine including e-technologies, equipment and medical imagery applied to distance consultation from the vessels;*
- d) provision of guides and manuals to improve health on board;*
- e) information campaigns to improve health on board.*

Interventions or equipment to improve hygiene conditions for fishermen on board fishing vessels

Type: Purchase or installation of the following devices listed in article 5

- a) sanitary facilities such as toilets and washing sinks;*
- b) kitchen facilities and equipment for food supplies storage;*
- c) water purification devices for potable water;*
- d) cleaning equipment for maintaining sanitary conditions on board*
- e) guides and manuals on the improvement of hygiene on board, including software tools.*

Interventions or equipment to improve working conditions on board fishing vessels

Type: Purchase or installation of the following devices listed in article 6

- a) deck railings;*
- b) shelter deck structures and the modernisation of cabins with a view to providing protection from adverse weather conditions;*
- c) items relating to the improvement of cabin safety and to the provision of common areas for the crew;*
- d) equipment to reduce heavy manual lifting, excluding machines directly related to the fishing operations such as winches;*
- e) anti-slipping paint and rubber mats;*
- f) insulation equipment against noise, heat or cold, and equipment to improve ventilation;*
- g) working clothes and safety equipment such as waterproof safety boots, eyes and breathing protection, protective gloves and helmets, or protective equipment against falls;*
- h) emergency and safety warning signs;*
- i) risk analysis and assessments to identify the risks for fishermen both in port or in navigation in order to take measures to prevent or reduce risks;*
- j) guides and manuals on the improvement of working conditions on board.*

Community-led local development (articles 32, 33, 34 and 35 of the Regulation no. 1303/2013)

- 1. Community-led local development is supported by ESI Funds (art. 32).*
- 2. The CLLD is related to the specific sub-regional areas, is managed by local actions groups (LAG)*

comprised of representatives of public and private local socio-economic interests, is carried out through integrated and multi-sectoral area-based local development strategies; is designed taking into consideration local needs and potentials, and includes innovative features in the local context, networking and, where appropriate, cooperation activities.

3. The support of the ESI funds involved in CLLD is coordinated with procedures implemented by the Managing Authority(ies).

If the implementation of the CLLD requires the participation of more than one fund, a lead fund may be designated to support all running and animation costs provided for in article 35, paragraph 1, letters d) and e).

One strategy of CLLD must contain at least the following elements (rt. 33):

- a) the definition of the area and population covered by the strategy;*
- b) an analysis of the development needs and potentials of the area, including a SWOT analysis;*
- c) a description of the strategy and its objectives, a description of the integrated and innovative features of the strategy and a hierarchy of objectives, including measurable targets for outputs or results. As regards to results, targets may be expressed in qualitative or quantitative terms. The strategy shall be consistent with the relevant programmes of all the ESI Funds involved;*
- d) a description of the community involvement in the development of the strategy;*
- e) an action plan for the translation of objectives into concrete actions;*
- f) a description of the strategy management and monitoring arrangements, demonstrating the capacity of the local action group to implement it, and a description of the specific evaluation procedures;*
- g) the financial plan for the strategy, including the planned allocation from each of the ESI Funds concerned.*

Member States define the criteria for the selection of the CLLD strategies, which are selected by a Committee created by the Managing Authorities. The decision approving the strategies also establishes the financial allocations of each of the ESI Funds concerned.

As regards to the territories, the Community-led strategies must refer to areas with a population of not less than 10,000 and not more than 150,000 inhabitants. Member States define the respective roles of the Local Action Groups and of the authorities responsible for the implementation of the relevant programmes related to the CLLD strategy. The local action groups implement the Community-led strategies and must select one entity from within the group as lead partner

The LAG have the following tasks:

- To strengthen the capacity of local players to develop and implement operations
- To draw up non-discriminatory procedures and criteria for the selection of operations, capable of ensuring that at least 50% of the votes are cast by non-public partners
- To prepare and publish invitations or calls for the submission of proposals or project, and to receive and assess the applications for support
- To select the operations and define the amount of the support
- To monitor the implementation of the strategy and operations supported

The following activities are eligible to the support of the ESI funds involved in the CLLD:

- a) preparatory support;

- b) implementation of Community-led local development strategies;
- c) cooperation activities;
- d) running and animation expenses.

The costs listed above may include training activities for local stakeholders, studies, costs related to the design of the community-led local development strategy, including consultancy, administrative and personnel costs, and support for small pilot projects. The support to the strategy running and animation costs may not exceed 25% of the aggregate public expenditure incurred.

Regulation 508/2014 supports the Community-led Local Development (art. 60) and the Local Action Groups in the Fisheries sector known as **Fischer Local Activity Groups** (art. 61), referred to in article 32, paragraph 2, letter b), of the (EU) Regulation no. 1303/2013.

The FLAGs propose an integrated CLLD strategy and are responsible for its implementation, based on:

- a) maximising the participation of fisheries and aquaculture sectors in the sustainable development of the coastal and inland fishery and aquaculture areas;
- b) ensuring that the local communities avail themselves of, and fully benefit from, the opportunities offered by maritime, coastal and inland water development.

Strategies may range from those focused on fisheries to broader strategies directed at the diversification of fisheries areas.

The FLAGs must reflect their strategy and the socio-economic composition of the area of reference, through a balanced representation of the main parties involved, including private sector, public sector and civil society.

4. If the community-led local development strategy is supported by other funds in addition to the EMFF, the selection body of the FLAGs for the EMFF supported projects must fulfil the requirements set out in paragraph 3 of the Regulation (EU) n. 1303/2013.

FLAGs may also perform additional tasks going beyond the minimum duties provided for in Article 34, paragraph 3 of Regulation (EU) No 1303/2013, where such tasks are delegated to them by the managing authority.

The eligible activities in support of the FLAGs are compliant with the provisions of article 35 of the (EU) Regulation no. 1303/2013.

FLAGs may request an advance payment from the Managing Authority, if such possibility is provided for in the Operational Program. The amount of the advance is limited to 50% of the public contribution related to the running and animation expenses.

Implementation of Community-led local development strategies (art. 63)

1. Support to the implementation of Community-led local development strategies may be granted with reference to the following objectives:

- a) *adding value, creating jobs, attracting young people and promoting innovation at all stages of the supply chain of fishery and aquaculture products;*
- b) *supporting diversification inside or outside commercial fisheries, life-long learning and job creation in fisheries and aquaculture areas;*
- c) *enhancing and capitalising on the environmental assets of the fisheries and aquaculture areas, including operations aimed at mitigating climate changes;*
- d) *promoting social well-being and cultural heritage in fisheries and aquaculture areas,*

including fisheries, aquaculture and maritime cultural heritage;

e) strengthening the role of fisheries communities in local development and in the governance of local fisheries resources and maritime activities.

Community Led Local development strategies and Fisheries Local Action Groups (FLAG)

1.2.2 Direct Management

The individual notices published by the Commission will detail the eligible interventions, beneficiaries, timing and financial allocations. In this type of management the measures taken into consideration are Measure 1 "Integrated Maritime Policy" and Measure 3 "Technical Assistance at the Initiative of the Commission."

Measure 1 "Integrated Maritime Policy" can finance actions outside the territory of the Union.

Type: eligible interventions under, Art. 83, c.1, g), meeting the prerogatives of Social Dialogue include training projects for developing knowledge and professional qualifications and measures to promote professional development in the maritime sector.

Measure 3 "Technical Assistance at the Initiative of the Commission": within the limit of 1.1% of the EMFF allocation.

Type: among the eligible interventions, Art. 92 provides the possibility of setting up a European FLAG (Fisheries Local Action Group) network to promote the ability to disseminate information, exchange experiences and best practices and support cooperation between FLAG members. This network works with the bodies mandated and established by the ERDF, ESF and EAFRD.

2 OPERATIONAL PLANS OF THE MEMBER STATES

The Operational Plans subject matter of the analysis were identified in cooperation with ETF and Europeche. With reference to the Measures concerning the Social Dialogue, the analysis evidenced the following elements, which are substantially in common with those of the individual Member States.

The OP were prepared with the cooperation of the partners referred to in art. 5 of the EU Regulation No. 1303/2013, or with the cooperation of the institutional partners and the relevant economic and social partners.

The OPs for each Priority laid down by the Union contain a SWOT analysis that evidences the relevant points of strength, weakness, threats and opportunities. This analysis leads to the strategy adopted and realised with the specific objectives required and the result indicators.

The Priorities of the Union and the TO, thematic objectives, analysed are the following:

Union Priority 1 - Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries

OT 4 - the enhancement of the competitiveness and profitability of fisheries enterprises, including the small-scale coastal fleet, and the improvement of safety and working conditions

OT 6 - the development of professional training, new professional skills and life-long

learning

Union Priority 4 - Increasing employment and territorial cohesion

OT 1 - the promotion of economic growth, social inclusion and job creation, and providing support to employability and labour mobility in coastal and inland communities that depend on fishing and aquaculture, including the diversification of activities within fisheries and in other sectors of maritime economy.

Given the strategy of the individual OP, the complementarities with the ESI Funds are then specified, from which that specific to the ESF is identified, focused on aspects linked to the life-long training of the human resources used in this sector, to youth employment and entrepreneurship, to social inclusion within the context of the communities depending on fisheries.

Based on article 27 of the Regulation (EU) no. 1303/2013, each OP thus defines the contribution provided by its own strategy to the pursuit of the 2020 Europe Strategy, highlighting the support offered to the Thematic Objectives (TO) pursuant to article 9, pp 3), 8), 9) and 10) of the same Regulation.

This leads to:

1) the specific information related to the strategies for the Community-led local development, CLLD, strategies provided for by the Regulation No. 1303/2013, articles 32, 33 and 34 (Common directions of ESI Funds) as well as by Regulation No. 508/2014, articles 62 and 63 (EMFF), by means of which the following objectives are defined:

- a) adding value, creating jobs, attracting young people and promoting innovation at all stages of the supply chain of fishery and aquaculture products;
- b) supporting diversification inside or outside commercial fisheries, life-long learning and job creation in fisheries and aquaculture areas;
- c) omissis;
- d) promoting social well-being and cultural heritage in fisheries and aquaculture areas, including fisheries, aquaculture and maritime cultural heritage;
- e) strengthening the role of fisheries communities in local development and in the governance of local fisheries resources and maritime activities.

2) directions for the promotion of the principle of equality between men and women and non-discrimination.

2.1 DENMARK

2.2 GERMANY

2.3 POLAND

2.4 LITHUANIA

2.5 ESTONIA

2.6 BULGARIA

2.7 PORTUGAL

2.8 ITALY

Objective of the Programme, which complies with the initiatives in support of Social Dialogue, is to foster the sustainable management of fisheries and aquaculture activities, stimulating, at the same time, competitiveness and the ability to generate development, employment and territorial cohesion, taking into account the social dimension, by supporting any measures on employment and training activities more consistent with the labour market needs, the enhancement of quality of life in the areas that depend on fishing, and by stimulating local communities to be responsible for their own development and to actively participate to the definition and implementation of the strategies for local development, as well as by promoting the animation and planning role of the FLAGS - Fisheries Local Action Groups.

In Italy, small-scale coastal fishing - carried out by fishing vessels of an overall length of less than 12 metres and not using towed fishing gear listed in table 3 of Annex I to the Regulation (EC) no. 26/2004, as modified by the Regulation (EC) no. 1799/2006 - is the most important fishery segment in terms of both size of the fleet and social and employment impact. With reference to the EMFF, the OP thus identifies, also for this sector, the specific measures capable of supporting the promotion of human capital (art. 29), and investments on-board (art. 32) aimed at enhancing the health and safety of the operators.

Union Priority 1 - Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries.

TO 4 - Specific investments in this context refer to the pursuit of multifunctionality in order to diversify the activities and income of the operators, mainly through the integration of fishery with tourism services (fishing tourism, seafood tourism) and recreational fishing. Investments will be promoted to enhance the hygiene, health, safety and working conditions of the fishermen.

TO 6 - Additional relevant objectives shall refer also to the promotion of human capital through investments on the professional training and life-long learning of the operators, by means of training activities focused on the gaps in competence against market needs, and related to entrepreneurship, marketing, corporate management, knowledge of markets and supply chains.

Aids in favour of the vessels of small-scale coastal fishing fleets shall be aimed at job protection,

generation renewal, protection of local traditions, start-up of new enterprises.

Union Priority 4 - Increasing employment and territorial cohesion

TO 1 - The objective is also to grant an added value to the activities of the coastal communities that depend on fishing through the diversification in favour of economic activities identified with a “bottom-up” approach, but based on existing potentials. Greater involvement is required from local stakeholders, together with the presentation and implementation of local development strategies, consistent with territorial vocations - also in an integrated manner with the other ESI Funds - and capable of providing new opportunities of development, employment and enhancement of the quality of life for the populations involved. The Programme will finance, inter alia, a national network of FLAGs. Within the scope of technical support, system actions will be implemented and a national network will also be created for the purpose of disseminating information, capacity building, exchanging best practices and supporting cooperation between the FLAGs established in Italy.

Specific Objectives and Result Indicators

Union Priorities are structured in a set of objectives to which some result indicators are matched. The Priorities together with the indicators included in the OP and related to the Social Dialogue are outlined below.

Union Priority 1 - 6 thematic objectives in aggregate, of which TO 4 and TO 6 are related to the Social Dialogue with indicators 1.7, 1.8, 1.9a and 1.9b

Union Priority 4 - 1 thematic objective, of which TO 1 is related to the Social Dialogue with indicators 4.1, 4.2, and 4.3.

Description of the complementarity of the Plan with other ESI Funds

The objectives that ensure the complementarity of the OP with the ESI Funds are the following:

TO3 - within this context, the investments aimed at increasing the competitiveness and profitability of the fishing enterprises are also promoted, by providing incentives for the start-up of young fishermen, health and safety of operators. TO8, TO9 e TO10 - are covered by the actions aimed at providing incentives for employment, generation renewal, enhancement of the role of women (especially within the context of family enterprises), activities aimed at increasing transversal and technical-professional skills; promoting the life-long training of the human capital employed in this sector, through employment incentives and incentives in favour of youth entrepreneurship, as well as through actions in favour of social inclusion within the communities that depend on fishing.

The coordination between ESI Funds at a national level is ensured foremost by the Monitoring Committee, and is accompanied by the implementation of the 2014-2020 Programmes, comprised of representatives of all Central Administrations leader of the Funds and/or principals of the Programmes and transversal priorities, by all the Managing Authorities of the Regional Programmes, and open to the participation of economic and social partnerships.

Community-led local development

In light of the considerable number of FLAGs established during the period 2007-2013, the OP intends to allocate specific support resources to the activities for the exchange, coordination and networking amongst these persons. A specific allocation of the resources intended for the technical support, equal to € 1.5 million, will be reserved to this activity. The purpose is to enhance the capacity building of the FLAGs as regards to the management of the activities for which they are responsible through the sharing of knowledge and reciprocal interaction. The network will represent, on one side, a coordination and sharing instrument for providing information,

directions, reference models, consultancy etc. on the implementation of the Community-led local development strategies. At the same time, the network will support the active involvement “bottom-up” of the different players in question, by encouraging the exchange of experiences, good practices, dissemination of results, information on planning activities, etc.

Multi-fund coordination mechanisms

At a regional level, if the intention is to implement a multi-fund approach, the creation of a Regional Technical Committee is required, to implement the community-led activities, comprised of the Managing Authorities of all Programmes involved (one for each Fund) and experts in local development.

The preparation and publication of the invitations to tender for the selection of the Local Action Plans and GAL/FLAG, the approval of the ranking, the financial and control flows shall be the responsibility of the Managing Authorities of the Regional Programs, which shall work in coordination within the context of the above mentioned Committee, in order to avoid any temporary problems.

In case of a multi-fund approach the identification is required of a Lead Fund that will act as main fund in terms of financial allocations. At a national level, a National Steering Committee that gathers the Lead Administrations of the Funds, with general and transversal directions duties, should be created.

Territories involved

For the OP of Italy, the possibility is envisaged to waive the conditions under article 33(6) of the EU Regulation No. 1303/2013, in some limited instances, to the upper limit and, in any event, up to a maximum of 200 thousand inhabitants, for:

1. territories with high population density (over 150 inhabitants/sq. Km);
2. Territories with more than 150 thousand inhabitants that include areas regarded as uniform from a social-economic perspective, or that require the inclusion of adjacent territories for a more effective specification of the local development strategies implemented with the support of the Funds.

Financial Thresholds

In order to ensure that the activities are characterised by a given “critical mass”, in terms of financial relevance within a significant productive and social-economic environment, without reaching, however, excessive levels of complexity in their implementation and management, an adequate allocation of financial resources must be ensured to each FLAG.

For this reason, the aggregate public financial allocation (from the Community and at national level) made available to each Action Plan should be limited to a minimum and a maximum threshold, which for EMFF are the following:

- Minimum threshold: € 1 million
- Maximum threshold: € 5 million

Preparatory Support

Based on article 35.1 (a) of the EU Regulation No. 1303/2013, The Member States that decide to implement the CLLD are required to provide the preparatory support that, within the context of EMFF, represents one of the Measures of EU Priority no. 4.

The objectives linked to the implementation of the preparatory support are the following:

- to enhance the administrative capacity of the local players in the definition and implementation of local development strategies;

- to provide support during the preparatory stage for establishing the partnerships and defining the quality strategies, capable of ensuring the subsequent implementation of concrete projects effectively fine-tuned on local potentials and capabilities.

The activities to be funded within the scope of the preparatory support shall be related to:

- on one side, the individual support to the preparation of the Strategies;
- on the other side, collective training, animation and communication activities aimed at all potential candidates.

The individual support falls within the scope of application of Priority 4 (art. 62 of the EU Regulation No. 508/2014), whereas the collective actions may be realised through the technical support activities.

With reference to the individual support, the submission of an expression of interest is expected, together with the preparation of a standardised format of application.

The Managing Authority, in concert with the Regional Administrations, shall define the criteria and the procedures for the preparatory support, so that the beneficiaries may be selected immediately after the approval of the Programme, ensuring the compliance with the deadlines provided for the selection of the strategies (Art. 33.4 of the EU Regulation no. 1303/2013).

It should be noted that the support is eligible even when the Strategy is not selected. Given the need to reduce as much as possible the time required for the launch phase, the procedures must be particularly simple and effective.

Pending the adoption of the OP, the approval of the criteria for the selection of the preparatory support, in compliance with the provisions of article 113(a) of the EU Regulation No. 508/2014, is carried out through the creation, by the Managing Authority, of a "Pre-committee" that shall perform the functions envisaged in article 49 of the EU Regulation no. 1303/2013.

The criteria for the allocation of the preparatory support, which must be specified in details in the invitation to file the applications

As regards to the financial resources available for the preparatory support, the EMFF OP intends to allocate an indicative amount of Euro 2 million as Community quota. The maximum amount allocated to each applicant shall be specified in the implementation documents (guidelines, expression of interest, ...).

List of selection criteria for the local development strategies

The Regional Administrations, in their role as Onlending Bodies, shall publish the Notice and take care of the selection process, through the creation of the specific Committee provided for in Article 33(3) of the EU Regulation no. 1303/2013. The intention is to harmonise the procedures on the national territory in order to avoid different paths for different regions.

A selection procedure structured in two steps is expected to be implemented, in which the FLAGS that are eligible shall be subject to the procedure for assessing the strategies submitted. First of all, in the first step, the criteria for formal eligibility shall be assessed, in order to verify the compliance with all of the requirements provided for in the EU Regulation no. 1303/2013, in the EU Regulation no. 508/2014, in the EMFF OP and in the Notice.

In the second step, the criteria provided for in Article 33(2) of the EU Regulation No. 1303/2013 shall be applied to the strategies considered as eligible, for the purpose of allowing the selection of high quality strategies that are consistent with the overall strategy defined in the EMFF OP for the application of the CLLD.

Clear description of the respective roles of the FLAGS, of the Managing Authority or of the designated entity with reference to all execution functions linked to the strategy

Based on the experience gained during the planning period 2007/2013 as regards to the implementation of the Focus 4 of the EFF OP - delegated to the Regions in their role as Onlending organisations, the Regional Administrations, as Onlending Organisations, shall perform the functions delegated as regards to the implementation of the Reference Measures of Priority 4 of the EU and, in particular, shall:

- Publish the Notices for the selection of the local development strategies to be funded and of the FLAGs, by means of the creation of the Committee envisaged in Article 33(3) of the EU Regulation no. 1303/2013;
- confirm the eligibility and final approval of the transactions selected by the FLAGs;
- carry out management and financial control activities;
- be responsible for the administrative and on-site control.

The Managing Authority shall have a coordination role at a national level for the purpose of ensuring the application, consistent and as uniform as possible, of the CLLD approach in the different areas. For this purpose, it shall prepare standard guidelines and tools, in concert with the parties involved.

Upon request from the FLAG and based on a clear evidence of the skills and administrative organisation required, in compliance with the provisions of article 123(6) of the EU Regulation No. 1303/2013, the Managing Authority, after consulting the Regional Administration involved, may designate the applicant FLAG as Onlending Organisation, the duties, functions, responsibilities of which shall be governed through the formal execution of an agreement between the parties that shall regulate also the relationship with the Managing Authority and Regional Administrations of reference. The appointment of a FLAG as onlending organisation is the exclusive responsibility of the Managing Authority.

In such a case, the Regional Administrations shall be responsible for the procedure for selecting the strategies, whereas the FLAGs shall be responsible for the functions assigned to them.

Promotion of equal treatment and non discrimination between men and women

The EMFF OP, in particular, intends to support and promote the principle of equal opportunities and non discrimination by means of a set of activities capable of ensuring the full effectiveness of such principle.

First of all, within the scope of the measures referred to in Article 29, paragraphs 1 and 2 and Article 44, paragraph 1.a - Creation of human capital, job creation and social dialogue, the EMFF OP provides for a set of actions aimed at providing incentives for employment, generation renewal, enhancement of the role of women (especially within the context of family enterprises), the activities aimed at increasing transversal and technical-professional skills.

The portal dedicated to the 2014-2020 EMFF OP, which may be accessed directly from the EMFF site, will be continuously implemented with the updating of information and documents related to the Programme, including Manuals, Guidelines, Call for Tenders and Notices and related rankings. The complete and updated list of all Beneficiaries shall be available and downloadable.

2.9 FRANCE

2.10 FRANCE

2.11 SPAIN

Objectives of the Programme, which comply with the initiatives in support of Social Dialogue in the Spanish

OP, are the following:

- encouraging the competitiveness and profitability of the fleets and of fisheries and aquaculture enterprises,
- promoting the growth and profitability of fishery and aquaculture by increasing the added value of the products,
- promoting sustainable growth, by enhancing the balance between fishing capacity and possibility, reducing the environmental impact of the fishing activities and protecting the biodiversity of marine ecosystems.
- promoting CLLD integrated strategies in favour of territorial cohesion, support to job creation and diversification, thus enhancing the quality of life in coastal areas.

In Spain. 66% of the fishing fleet is made of small-scale vessels, 58% of which is concentrated in Galicia. The Programme identifies specific actions aimed at enhancing health and safety (investments/on-board equipment) (art. 32) and at training activities in favour of youth employment (art. 29).

Union Priority 1 - Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries.

Following the SWOT analysis, 5 main needs were identified, two of which correspond to the following Thematic Objectives.

TO 4 - Increasing the competitiveness of the fleet, the diversification of fishing activities through complementary activities, support to the entrepreneurship for young fishermen.

Finally, it is regarded as strategic for the purpose of reducing accidents in the fleet and enhancing the health and comfort of the vessels,

increasing the competitiveness of the fleet and enhancing the social and labour conditions of the fishermen, by making this

profession more attractive.

TO 6 - Training will help increase the competitiveness of the fleet, in sectors such as safety.

Finally, the main need 5 is the promotion of the socio-economic dimension of the fishery sector.

achieved by financing training initiatives, strengthening the role of women and promoting

social dialogue. To do this requires the promotion of: networking, which will be the dynamic tool of

the actions taken by groups of fishermen; social dialogue and the exchange of experiences and good practices,

by promoting equal opportunities between men and women of the Spanish Network of women in Fishery sector.

Union Priority 4 - Increasing employment and territorial cohesion

TO 1 - The multi-sector strategic lines applied at local level, form the basis for the sustainable development of the areas that depend on fishing. Promoting inclusive growth in favour of territorial cohesion and job creation in these areas, is the main need of this Priority.

The programme provides for the increase in the competitiveness of the fishery and aquaculture sector; the search for

new sources of income thanks to the diversification of fishing activities; the creation of added value for local activities and products; protection of the heritage and support to the cooperation and networking, the strengthening of the fishing network of the Spanish Group.

Description of the complementarity of the Plan with other ESI Funds

The objectives that ensure the complementarity of the OP with the ESI Funds are the following:

TO3 - within this context, the investments promoted are aimed at increasing entrepreneurship, competitiveness and internationalisation, investments related to the competitiveness and profitability of small-size

coastal fishing, aquaculture and the processing and marketing sectors.

TO 8, TO 9 and TO 10 - providing incentives for employment, enhancing human capital, training and enhancing the skills of the workers of the sea fishery, enhancing the role of women.

The EMFF may support training initiatives in the fishery and aquaculture sector, as regards to those aspects that are

not contemplated by the ESF. Within the same context, the EMFF shall focus on strengthening social dialogue

and the network links, according to the provisions of Article 29 of the Regulation No. 508/2014.

The coordination between ESI Funds at a national level shall be ensured foremost by the Monitoring Committee and accompanied by the implementation of the 2014-2020 Programmes, comprised of representatives of all Central Administrations leader of the Funds and/or principals of the Programmes and transversal priorities.

Community-led local development

Coastal areas that traditionally depend on fishing experienced, in the majority of regions, a process of structural, social and environmental changes. For this reason, it is necessary to define a CLLD strategy mainly based on strengths, opportunities and needs organised on the following activities, complementary to fishing activities:

- tourism
- opportunities linked to the environment
- cultural heritage
- increasing the value of fishery products

By developing these activities, it will be possible to open new markets and attract investments from outside enterprises.

Some of these coastal areas are characterised by a low density, and by a progressive ageing of the population; many young men and women are forced to migrate due to the lack of any alternative jobs. For this reason, through the promotion of the CLLD and the creation of FLAGs, these area may have a specific development line capable of ensuring a sustainable employment for women and young people.

The key role played by the FLAGs in these sectors may be performed by means of national and cross-border cooperation, through an exchange of experience and knowledge as well as joint efforts aimed at enhancing the quality of life in coastal areas.

The FLAGs implement the bottom-up approach and are comprised of members of public, private and civil society who adequately represent the local context. This bottom-up approach is based on the assumption

that the groups will be competent to develop strategies, according to the specific needs of the areas that depend on fishing that they represent.

Even though, in the majority of cases, the direction is towards a one-fund approach, should this not be the case, coordination activities will be implemented aimed at a correct management.

Promotion of equal treatment and non discrimination between men and women

Current Community Policies and the existence of national plans for gender equality, were an important driver for increasing the equality and visibility of women in the fishery and aquaculture sectors.

The success of the Spanish network of women in the fishery sector should also be pointed out, which contributed towards a greater entrepreneurial capacity of women as promoters of projects and good practices in the fishery and aquaculture sector.

However, despite the progresses made, there are still some deficiencies. To address such deficiencies, the OP promotes many measures aimed at strengthening the role of women in the fishery and aquaculture sectors, in order to develop the entrepreneurial spirit and to implement adequate training in order to strengthen social and economic growth in the areas that depend on fishing.

2.12 UNITED KINGDOM

2.13 BELGIUM

The OP of Belgium focuses on the changes in the fishing fleet, the transformation of which was launched in the 2007-2013 planning period, with the modernisation of the old vessels, adjustment of fishing equipment, replacement of engines with new ones with lower CO2 emissions. The main objective is to support the “aanlandplicht”, through further research, the introduction of new technologies and structural solutions on-board, for the benefit of quality and marketing of the products. The fishery sector in Belgium has one single organisation of producers that includes virtually all shipowners. The Programme will help promoting and implementing a strategy for a more focused production, increase in sales and marketing. Since most of the fish caught is intended for foreign markets, the objective is also to support the processing directly in the country where the fish is caught.

Union Priority 1: Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries.

TO 4 - Stimulating the competitiveness and profitability of fishery and enhancing work and safety conditions for the operators, ensuring an initial support to young fishermen who followed specific training courses to enter the fishery sector, so as to encourage entering the profession. Investments will be promoted capable of ensuring a pleasant and safe working environment, so as to contribute towards the preservation of jobs and make the fisherman profession more attractive.

TO 6 - No intervention planned.

Union Priority 4: Increasing employment and cohesion

TO 1 - No actions are planned for the development of Community-led local strategies since there are no fishermen communities in remote fishing areas and thus the co-financing of the EMFF OP shall be directed to a more direct support to the fishery and aquaculture sector. In fact, even during the 2007-2013 Planning period there had been no need to activate Focus 4. Unemployment does not represent a problem and initiatives exist to promote employment in the tourism sector and in other economic activities of the coastal areas in Belgium other than the fishermen communities. It is likely that a budget of 1 million Euro will be allocated to support Community-led local development actions that may be funded within the scope of the Union Priorities 1, 2, 5 and 6.

Description of the complementarity of the program with other ESI funds

The objectives that ensure the complementarity of the OP with other ESI Funds could be the following:

FLANDERS:

TO 3 - Employment in the fishery and aquaculture sector through the ESF.

The development of synergies and complementarities with the other funds in the Flanders will be dealt with within the context of the meetings of the Monitoring Committees, where any complementarities will be analysed.

The budget of the EMFF OP is limited and thus few resources are available for major projects. Nonetheless, the Programme shall play a role in stimulating and organising the promotion and adoption of projects funded by the ESI Funds (ESF, ERDF).

Wallonia:

There are no TO that ensure the complementarity with the other ESI Funds for the purposes of the Social Dialogue.

Community-led local development

Not specified

Promotion of equal treatment and non discrimination between men and women

In its OP, Belgium will contribute in several ways to the enhancement of the role of women in the fishery sector, involving women committees. Specific provisions have been adopted to promote equal treatment between men and women and the integration of the principle of equal opportunities in the different execution stages of the program.

2.14 MALTA

The EMFF Operational Programme of Malta intends to achieve significant national development priorities, consistent with the “Europe 2020” strategy. Objectives of the Programme, which comply with the initiatives in support of Social Dialogue, are the following: strengthening of the economic sustainability of the enterprises related to the fishery and aquaculture sectors, enhancing life conditions of fishermen, investments aimed at enhancing the quality of the fish caught in local

Communities, diversification of the fishing activities and training aimed at improving the skills of the operators.

Union Priority 1 - Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries.

TO 4 - increasing the competitiveness and sustainability of fishing activities, also in the small-scale coastal fleet, enhancing safety and working conditions of the fishermen. Enhancing health and well being of the human capital in Malta is the only way to maintain the economic and social welfare and ensure the future presence of employers and workers with the skills and abilities required to work in an increasingly more complex market.

TO 6 - additional relevant objectives shall also be related to the promotion of human capital through investments on professional training activities and life-long learning of the operators.

Union Priority 4 - Increasing employment and territorial cohesion

TO 1 - the objective is to promote economic growth, social inclusion and job creation, to provide support to employability in coastal and inland communities that depend on fishing and aquaculture, to diversify fishing activities in the maritime sectors of the economy. Promoting investments aimed at the acquisition of skills, allowing local communities to achieve the expertise required to enter new emerging activities in other maritime sectors. Increasing fishermen's income, social inclusion and the initiatives against poverty, particularly as regards to social groups that risk poverty and social exclusion.

Description of the complementarity of the program with the other ESI Funds

The EMFF OP and national policies shall work to increase environmental sustainability, social welfare, by promoting a healthy society and competitiveness, to achieve economic development and job creation. Specifically, the OP will support professional training, life-long learning and specialised training aimed at the expertise linked to the fishery profession, which actually contribute towards the support of fishermen and the enhancement of efficiency, sustainability and competitiveness of the sector. THE ESF, on the other hand, shall contribute to a more generic basic training, for the purpose of developing business skills and the level of education in the stakeholders linked to the sector.

For the 2014 - 2020 Planning, the coordination between the ESI Funds, other instruments of the Union and national funding shall be ensured by a Coordination Ministerial Committee (IMCC) already created for the period 2007-2013.

Community-led local development

Not applicable

Promotion of equal treatment and non discrimination between men and women

The OP intends to support and promote the principle of equal opportunities and non discrimination referred to in article 7 of the Regulation 1303/2013 containing common provisions for the ESI Funds, therefore, with regard to the social dialogue, in the period 2007-2013, a set of initiatives were taken, and will continue during this planning period, for the promotion of civil rights and equal opportunities. Specifically, some complementary activities are being implemented for the purpose of increasing gender equality especially in the labour market, civil freedom, equality policies against discrimination, and the integration of migrants.

The National Committee for the Promotion of Equality (NCPE) and the National Committee for

People with Disabilities (NCPD) are strategic partners of the Ministry to this regard.

2.15 NETHERLANDS

The Dutch EMFF OP contributes, in general, to the achievement of two thematic objectives of the Europe 2020 strategy, that is to say: TO3 - increasing competitiveness of small and medium size enterprises in the fishery and aquaculture industry, and TO6 - protecting the environment and promoting the efficient use of the resources. Netherlands decided not to finance Union Priority 4 - Increasing employment and territorial cohesion through the creation of jobs and social inclusion, because the creation of new jobs might be in conflict with the sustainability objectives of the fishery sector where, in some cases, a reduction of the fishing activities may, on the contrary, be required. For the Netherlands, the creation of new jobs is not an objective. Therefore, following in-depth consultations with the stakeholders involved, no funds shall be made available for the integrated Community-led local development (CLLD) strategies pursuant to the Regulation No. 508/2014. This decision was taken after proper consideration of all issues and directing all efforts, on the contrary, towards the sustainability and competitiveness of the aquaculture sector, regarded as being of high priority on the EMFF compared to the occupational projects in fishing areas.

Union Priority 1 - Promoting environmentally sustainable, resource-efficient, innovative, competitive and knowledge-based fisheries.

TO4 - specific objectives in this context are related to investments in innovation for the purpose of adding value to the fishery products and develop and enhance the performance of the sector. This objective will also be used to support young fishermen in the creation of new enterprises, as provided for also in Article 31 of the Regulation 508/2014 - Support to young fishermen who acquire a fishing vessel for the first time.

Description of the complementarity of the Plan with other ESI Funds

Objective of the Programme is to ensure consistency and synergy between ESI Funds, to the extent possible, reasonably and proportionately. The complementary and coordination agreements with the ESI Funds are governed by the partnership agreement, a strategic document that offers a complete vision of the overall contribution that European funds may provide to the Member State for the social and economic development. Given that the Programme has not supported the development of employment, no specific synergies exist with the ESF, just as, with regard to the decision not to promote any action for the development of the CLLD, no synergies exist with the EAFRD.

Community-led local development

Not applicable

Promotion of equal treatment and non discrimination between men and women

Both the OP and the policy of the Dutch government provide for guarantees of equal opportunities between men and women. The role of women in the fishery sector in the last decades has slowly improved, even though sea fishing is made mainly by men, there are women entrepreneur who are active players in the management of the vessels. There are many women in the fishermen communities, in the fish processing companies (including filleters). Approximately one third of the personnel of the manufacturing sector is made of women (from 2,000 to 2,500). The wives of the fishermen are organised in a network "The women of the fishery sector (whale)", which is an important link between sea and land activities. Whale is an organisation founded in 2000, to support the social recognition of the role of women. Whale is also co-founder of Aktea, the European network.

The Dutch government supports these networks and includes them within the context of the discussions concerning fishery policy.

3 TRAINING MEASURES FROM THE EUROPEAN SOCIAL FUND

3.1 THE ESF CAN ALSO PROVIDE SUPPORT FOR TRAINING INITIATIVES IN THE FISHERIES SECTOR.

The European Social Fund (ESF) is the European Union's main financial instrument for investing in human resources, with four thematic objectives (Art. 3 of Regulation 1304/2013):

- promoting employment and supporting labour mobility
- promoting social inclusion and combating poverty;
- investing in education, training and vocational training for skills and life-long learning
- improving institutional capacity and promoting efficient public administration.

The third of the four thematic objectives opens the possibility to obtain funding under the Social Dialogue measure relating to Training, in particular:

iii) Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences;

iv) Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes;

By analogy with the EMFF and the related "shared management", the ESF too requires the Operational Programmes of the Member States both to define the details of each thematic objective, and to state the 'investment priorities', also in terms of financial allocations.

2.
