



Pillars of the Sea 4 (PILLARS4)

Project Number: 101262519



With the financial support
Of the European Union

CALL FOR TENDER

Development of ILO C188 Guidelines on Occupational Health and Safety

1. General Information

The [European Transport Workers' Federation \(ETF\)](#) is a pan-European trade union organisation which embraces transport trade unions from the European Union, the European Economic Area and Central and Eastern European countries. The ETF represents more than 5 million transport workers from more than 200 transport unions and 41 European countries.

[Europêche](#) represents employers in the European Social Dialogue Committee for Sea Fisheries. Europêche will be the partner organization in this project. Europêche will contribute to the achievement of the project objectives. Its members will be involved in the Steering Committee and in the development of the three pillars.

ETF and Europêche are social partners in the European Social Dialogue Committee for Sea Fisheries.

2. Background and Context of the Project

The ETF, in partnership with Europêche, has been awarded a grant by the European Commission for the project "**Pillars of the Sea 4 (PILLARS4) – 101262519**". This project is part of the European Social Dialogue for the Sea Fisheries sector. Its main objective is to improve social sustainability in the industry through three main pillars:

1. **Occupational Health and Safety (OHS):** Developing guidelines to support the implementation of ILO Convention 188.
2. **Attractiveness:** Researching aimed at identifying barriers that prevent young workers to enter in the fisheries sector.
3. **Enforcement of Directive 2017/159:** Drafting a legislative proposal to ensure compliance with social standards of ILO C188.

This call for tender specifically concerns **Pillar 1**, focusing on the drafting of OHS Guidelines aligned with the International Labour Organization (ILO) Work in Fishing Convention (C188).

3. Purpose of the tender

The International Labour Organization (ILO) Convention C188 — the “Work in Fishing” Convention — was adopted on 14 June 2007 and entered into force on 16 November 2017.

The ILO C188 has the objective to ensure that fishers have decent conditions of work on board fishing vessels with regard to minimum requirements for work on board, conditions of service, accommodation and food, occupational safety and health protection, medical care and social



security. Following the Sea Fisheries Social Partners' agreement signed on 21 May 2012, a major part of the Convention was transposed into EU legislation with Directive 2017/159.

The ILO Work in Fishing Convention (C188) is a cornerstone for the protection of fishers worldwide, establishing legally binding minimum standards on occupational safety, conditions of work, and living arrangements on board fishing vessels. Several key EU Member States have ratified the Convention, and the number of global ratifications continues to grow. However, fishing remains one of the most hazardous professions, and there is extensive global evidence of labour abuses, unsafe practices, and poor working and living conditions in the sector. In this context, C188 remains the international reference point for improving the lives of fishers with minimum labour standards.

As part of the ILO's follow-up to the 2007 Resolution on the promotion of welfare for fishers, a Tripartite Meeting on Issues Relating to Migrant Fishers was convened by the ILO Sectoral Department in September 2017. The meeting produced a resolution **calling on the ILO and its Member States to develop, adopt, and implement guidelines** - in consultation with social partners at the national, regional, and international levels - for the effective application of occupational safety, health, and accident prevention measures under Convention No. 188. Among its recommendations, the development of these OSH implementation guidelines remains the final outstanding item from the 2017 resolution, a gap that must now be addressed.

The purpose of this tender is to select an external expert (individual or organisation) to draft a comprehensive set of **Guidelines on Occupational Health and Safety for the fishing sector**. The document must be technically robust, drafted in language compatible with ILO standards, and designed to serve as a reference tool for the social partners and Member States to promote safety culture on board fishing vessels globally.

The development of this pillar will need to take into account the content and the structure of the [existing Guidelines for implementing the occupational safety and health provisions of the Maritime Labour Convention](#).

4. Tasks and Deliverables

The selected expert will be responsible for the following tasks:

- **Definition of Scope:** Cooperate with the Project Steering Committee (SC) to define the structure and key priority areas of the guidelines.
- **Drafting:** Produce the text of the guidelines in English, ensuring strict alignment with ILO terminology and the provisions of C188.
- **Consultation of Steering Committee:** Present draft versions of the guidelines at Steering Committee meetings (approx. 5 meetings, one online, four in-person) and integrate feedback from trade union and employer representatives.
- **Finalisation:** Deliver the final text and oversee the technical layout of the publication.
- **Presentation:** Presentation of the final draft guidelines at the final conference to be held in 2027 in Brussels

Deliverables (in English):

- Proposed structure and methodology.

- Interim draft of the Guidelines (for SC review).
- Final "ILO C188 OHS Guidelines" publication (ready for print/distribution).

5. Methodology

The expert is expected to work in close cooperation with the ETF Project Manager and the joint ETF-Europêche Steering Committee. The work will be iterative: the expert will produce drafts, present them to the social partners, receive feedback, and refine the text accordingly. The approach must value the practical experience of the industry while maintaining high institutional standards.

6. Expertise required

The tenderer must demonstrate:

- **Deep knowledge of the ILO:** Specifically the structure, terminology, and mechanisms of the ILO Work in Fishing Convention (C188).
- **Sectoral Expertise:** Proven experience in the maritime or fisheries sector, particularly regarding Occupational Health and Safety (OHS) and risk assessment.
- **Drafting Skills:** Excellent command of English (C1/C2) and experience in drafting institutional or policy guidelines.
- **Social Dialogue:** Understanding of the dynamics between trade unions and employers at the EU level.

7. Time schedule and reporting

The project runs for 24 months (starting 1 February 2026). The expert's work is expected to cover approximately **20 months**.

- **Start of work:** 1 April 2026
- **Interim Report:** 1 April 2027
- **Final Deliverable:** 1 September 2027
- **Final Dissemination conference:** Q4 2027

The expert will report directly to the ETF Project Manager.

8. Payment

The maximum budget available for this expertise is **€33,000** (VAT included). This amount covers the expert's fees and administrative costs. Travel and subsistence expenses for attending Steering Committee meetings will be reimbursed separately by the project, subject to the European Union and the ETF travel rules and provision of original receipts.

Payment schedule:

- 30% upon signature of the contract.
- 30% upon approval of the interim report.
- 40% upon approval of the final deliverable.

9. Selection criteria

The selection will be done by ETF and Europeche and will be based on the principle of **best value for money**, using the following criteria:

- **Expertise and Experience (40%):** Knowledge of ILO C188, OHS, and the fisheries sector.
- **Methodology (30%):** Quality and clarity of the proposed approach.

- **Financial Offer (30%):** Competitiveness of the price in relation to the quality of service.

10. Privacy statement

Personal data will be processed in accordance with the EU General Data Protection Regulation (GDPR). Data will only be processed for the purpose of the evaluation of this tender.

11. Application procedure

Interested candidates are invited to send their application by **15 March 2026** to a.albertazzi@etf-europe.org

The application must include:

1. **CV** of the expert(s) involved.
2. **Technical Proposal** (max 3 pages) outlining the methodology and understanding of the assignment.
3. **Financial Proposal** (indicating daily rate and total number of days).

Brussels