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Transnational Report

on the attitude & knowledge of fishery and aquaculture workers on innovative sustainable approaches in the sector

June 2022



EUROPEAN PROFILES SA Project Result 1 Leading Organisation





Co-funded by the European Union

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Introduction

As the European seas are becoming more and more polluted, and its fish stocks keep deteriorating, understanding the impact of human activities on the marine ecosystem is of primary relevance. Currently, there is a limited understanding of the attitude of those who work in the fishery and aquaculture sectors with respect to sustainability, and their propensity to adopt more sustainable practices has not been studied yet. This transnational report has been prepared within the context of the "BLUE-ISLES" project (PMM Ref. No.: 2021-1-MT01-KA220-ADU-000026614), co-funded by the EU Erasmus+ programme, based on the results of the research elaborated from the project partners in five EU countries (Malta, Greece, Spain, Cyprus and Italy).

The report presents the attitudes and knowledge of fishery and aquaculture workers towards marine littering and innovative sustainability methods in the sector, as well as the level of collaboration between them and the municipal employees in charge of environmental protection, in in several islander communities in the five participating countries.

Its aim is to support stakeholders in understanding the dimensions of the phenomenon and in designing different solutions to reduce the environmental impact of the local fishery and aquaculture activities in communities living near European seas (both local coastal and islander ones), whose existence is based on the blue economy.



Executive summary

European seas and coasts are becoming increasingly polluted, resulting in degraded ecosystems and dramatically depleted fish stocks. Understanding the impact of human activities on the marine ecosystem is crucial as the attitude of fisheries and aquaculture workers towards marine litter and the extent to which they adopt innovative and sustainable practices have not been studied to date. The aim of this research is to identify these trends in these groups as well as to examine the level of cooperation between fisheries and aquaculture workers and municipal employees dealing with environmental issues.

According to the survey data the majority of participants from all target groups and from all countries, are well aware of the issues arising from marine litter both in the ecosystem and in individual areas of their daily lives. It depends on the country whether the target groups might have a clear view and correct information about the causes of the problem or not. In all cases, they realize that coordinated and drastic actions should be made, both at central and local level, in order to stop the negative consequences and to restore the balance.

After all, a harmonious relationship with the sea is essential and is an important part of life for most island and coastal communities.



Source: Aegean Rebreath



Target Groups

The field research implemented in the five participating

countries focused on two main target groups, as follows:

Target group 1: Fishery and aquaculture workers

Subgroup 1a: Fishery workers.

Subgroup 1b: Aquaculture workers.

Target group 2: Municipal Employees dealing with the environmental issues.



Source: <u>www.pexels.com</u>



Purpose of the research:

Target group 1: Fishery and aquaculture workers

- ✓ the assessment of the attitudes of the fishery and aquaculture workers relative to the pollution caused by current practices in the industry;
- ✓ the assessment of the degree of commitment to the implementation of sustainable solutions;
- ✓ the investigation of the existence of currently implemented small-scale local initiatives to address marine litter, especially those resulted from fishing and aquaculture activities.

Target group 2: Municipal Employees dealing with the environmental issues

- ✓ the assessment of the attitudes of municipal employees in municipalities located on European islands and in coastal areas, regarding the pollution caused by current practices in the industry;
- ✓ the investigation of the obstacles faced by municipal employees in preventing marine debris affecting their community;
- the investigation of the existence of currently implemented small-scale local initiatives to address marine waste, especially those resulting from fisheries and aquaculture activities.



Research methodology:

For fishery and aquaculture workers: Qualitative field research by completing questionnaires

For Municipal Employees: Qualitative field research with an interview supported by the use of a structured questionnaire

Number of questionnaires (per country):

- Fishery workers: at least 25 questionnaires
- ✤ <u>Aquaculture workers</u>: at least 5 questionnaires
- Municipal Employees: at least 10 questionnaires



Source: www.pexels.com



Sample selection:

Fishery workers were selected through their professional bodies, emphasizing both the spatial coverage of the island and coastal areas and the proportional coverage of the types of vessels available in each country. The aim of the questionnaires was to cover most areas of each country that are bordered by the sea and to represent collective bodies with a high number of fishermen.

Aquaculture workers were selected based on the existing units of each country by choosing a simple dispersion on the islands and coastal areas. The aim of the questionnaires was to cover both small and large units in terms of capacity or turnover.

Municipal employees were selected proportionally and in correspondence with the areas from which the employees in fishing and aquaculture were selected, i.e. the Municipalities that correspond to these areas. The aim of the questionnaires was to be completed by employees who cover both the fishing and aquaculture sectors.



Research Results





GREECE

According to the results of the research in Greece, the vast majority of fishermen and aquaculture workers are highly aware of what marine litter is.

Most of the fishermen participated in the survey stated that the marine area in which they operate is polluted to a large extent, with **plastics** being the main category of marine litter, while the majority of aquaculture workers stated that marine pollution in their area is minimal to zero, as well as the problem of marine litter in the area and the unit respectively.

The main problems caused by marine litter are:

According to fishermen

- The loss of fish stocks;
- The entanglement in their fishing gear, resulting in a loss of fishing time;
- Their accumulation of the marine litter in the places where they fish, resulting in the degradation of the sea and of the catches;
- > The destruction of fishing equipment and the causing of problems in their boats.

According to aquaculture workers

- The accumulation of plastics in fishing cages;
- > The damages to the boats.

Nevertheless, the majority of both the fishing and aquaculture community stated that the problem of marine litter has small to minimal economic consequences for their profession.



Source: Aegean Rebreath



GREECE

In the respective questionnaires answered by the **municipal employees**, the 100% stated that they know very well to extremely well what marine waste is, with 90% stating that **plastics** are the usual waste in the area. Also, contrary to the opinion of the fishing community, the majority identified fishing gear as standard waste.

In addition, the 90% of the participants stated that the marine litter is from large to extremely large, which in fact creates equally big problems in their work.

The main problems caused by marine litter according to municipal employees are:

- The coastal and marine pollution;
- The threat to marine life and the water & coastal degradation;
- The accumulation of lost fishing gear destroying reefs;
- The accumulation of huge amounts of marine litter in ports.



Source: Aegean Rebreath



MALTA

According to the results of the research in Malta, fishermen and aquaculture workers are aware about the marine waste, but not in the exact scale it prevails. Younger generations seem to be more active about pollution matters.

According to the respondents, the most common types of marine waste they came across every day are:

- **Plastic,** which is the most common type of marine debris. It is a durable material, designed to last long, that is what makes it so damaging for the environment;
- **Derelict fishing gear** that could damage the marine ecosystem, destroy vessel's equipment, ruin the gear of active fishermen and also, reduce the economical profit, by trapping important species;
- Abandoned vessels that could bock navigational channels, which leads to serious economic issues and also, they could damage the ecosystem, since they may contain fuel or hazardous materials, which can leak into the ocean.

According to the aquaculture workers the most important concerns regarding the enormous plus's aquaculture are:

- · Habitat Destruction;
- Chemical Pollution;
- Eutrophication.



Source: Aegean Rebreath



MALTA

There are a lot of problems and threats caused directly or indirectly by marine litter, including environmental, social, and economic impacts. According to the **respondents** and especially the fishery workers the economic impact on their work is huge. Some of them are:

1. **Waste**, consisted of plastic bags, pieces of rope or plastic strings, getting caught by the rudder or the propellers of their boats. Clearing those parts of the boat is time consuming and often can occur a damage.

2. **Too much waste observed floating**, forces the fishery workers to change location. Changing location requires more time travelling and the same yield is not guaranteed.

3. **Fishing gear** as gill nets, seine nets, hooks and lines are affected by debris. The impacts of debris in nets, according to the fishermen, are as follows:

- First, the nets can be easily detectable by the fish, hence reducing the yield;
- Clearing the debris accumulated in the nets is time consuming;
- Damages in the fishing gear can represent a large investment of money and time to a fisherman, increasing its expenditure while his income is reduced.



Source: Aegean Rebreath



SPAIN (Canary Islands)

According to the results of the research in Spain, the majority of fishermen, aquaculture workers and municipal employees, are aware about the problem of marine pollution.

It is important to mention that in all cases, especially in the first two categories, their attitude is very proactive, while they showed concern both for the preservation of the ecosystem and for the economic impact that marine pollution has on their income.

All respondents motioned that the main source of marine pollution is **plastics**. In particular, depending on the group of respondents, the following forms of marine litter were mentioned:

<u>According to fishermen:</u> hygienic-sanitary waste, metal, wood, ceramics, clothing, glass, tar stains and also, waste in ports from passenger ships, as well as cargo ships.

<u>According to aquaculture workers:</u> waste from fishing gear, and to a much lesser extent wood, and glass.

<u>According to municipal employees:</u> sewage spills in tourist areas and also, tar stains in specific areas transited by ships.



Source: Aegean Rebreath



SPAIN (Canary Islands)

The main problems caused by marine waste are:

According to fishery workers:

- During fishing: loss of biodiversity of species frequently found on the fishing areas, as well as a decrease in the number of catches. Poorer quality catches cause occasional problems with nets, filled with plastic or tar stains.
- In ports: problems with nets due to the continuous cleaning and debris collected in them, fish that cannot be sold due to ingestion of marine debris such as plastic, spills from large vessels that mean more work in cleaning the fleet.

According to aquaculture workers:

concern about the ingestion of certain substances (especially microplastics), algae blooms in some areas, accumulation of debris that cause entanglements in fish farming facilities, and the presence of a large number of fish farms.

According to municipal employees:

continuous complaints from the fishing and aquaculture sector about yachts and cruise ships, waste on beaches washed out at sea, "dumping or plastic stains, ingestion of microplastics by certain species.



Source: Aegean Rebreath



CYPRUS

According to the results of the research in Cyprus, marine waste was recognizable to the respondents.

The most prevalent types of marine waste they encountered on a daily basis are cigarette butts, plastic bags, and food wrappers which come from different resources, like fishery boats, jots, etc. **Plastic** is the most common material used in goods that we use every day, including as food storage and medical equipment. Plastic can infiltrate the marine environment in a variety of ways, including poor waste collection, littering, and stormwater runoff. It is a long-lasting, sturdy material, which is why it is so harmful to the environment. It does not decay or decompose in the same way that other materials do. It also breaks down into smaller fragments, known as microplastics, when exposed to the sun, sea water, and movement from waves. It does not decay or decompose in the same way that other materials do.



Source: Aegean Rebreath



ITALY

According to the results of the research in Italy the **fishermen** are 25% not so well informed about the problems of marine litter, while another 25% states they have sufficient information and know the matter, 25% consider themselves to be very informed and 25% are working on other projects and ideas for the protection of the marine area proposing tools and ideas for the protection of the sea.

Plastic is not generally considered as a major problem for fishermen, even though they agree that the amount of plastic bags and bottles is generally increasing and washed ashore by currents.

The fishermen of the West Coast are very much in agreement that a big issue is represented by **floods**, which can also result in raising of pollution that and waste brought from the sea. As a result of this, some of them reported in the past to have even "fished" some big items such as old fridges or home equipment.

The floods are seen as a major problem in the ports, also in terms of pollution, as the harbours then needs to be dredged urgently to avoid blockages in the bulkheads that discharge water from the lagoon when the level is high into the sea and allow sea water to enter the lagoon to oxygenate the lagoon water without which the fish would not survive, eventually causing a clear economical damage and a disaster to their work.



Source: TDM 2000 ODV



ITALY

Regarding the **aquaculture workers**, they claim to have more than sufficient awareness and knowledge of the subject on the issue of marine pollution.

The most common type of waste, is **plastic.** Other pollution factors are hydrocarbons and other substances released by oil refineries in the water and construction debris illegally discharged into waters and lagoons. Some of the problems encountered in their work by aquaculture workers are the need to provide extra cleaning to the areas surrounding the rows of mussels and oysters.

Overall, the problem of marine pollution is not considered particularly relevant in the area of the aquaculture producers interviewed, in the south of Sardinia.

The majority of **municipal employees** state a general sufficient knowledge on the marine pollution. The officers agree that the general condition on the level of pollution of the Sardinian sea is excellent with not many reported and known problems. The most widespread waste, also for this target group, is that of the **plastic**.

The importance of the pollution problem on the area under examination is considered to have a not particularly significant impact. Given the nature of the work of municipal employees, marine pollution is considered not to have any direct consequences on their work or on their earnings, being public officials paid with a fixed salary and not projecting any future issues generated by this issue.



Source:TDM 2000 ODV



Marine waste - Where is it generated

GREECE

According to the majority of fishermen and aquaculture workers, the main source of marine litter on the Greek islands / coastal areas and in the fishing grounds where they operate are the various land activities (e.g. landfills, rivers and estuaries, rainwater, floods, industrial activity, sewers, urban wastewater, tourism), while municipal employees, apart from the land activities, ranked merchant ships and aquaculture in the first place.

MALTA

According to the respondents, the majority of marine litter in Malta comes from recreational activities, both from locals and tourists alike, which generate waste that is deliberately or accidentally released in the marine environment. Fishing, the maritime transport industry and aquaculture are some other the sources of marine pollution.

SPAIN (Canary Island)

According to the answers of the respondents, the main cause of marine pollution in the region of Canary Islands is due to its geographical position, since through the Gulf Stream and its downstream branch, and through the Canary Current, all marine litter from Europe and the United States is shared south and end up on the shores of the Canary Islands. Moreover, the Canary Islands is a geostrategic point in the transport routes, the corridor between the archipelago and the African coast is one of the three busiest routes in the world and in particular is an obligatory route for more than 1.500 oil tankers per year.



Marine waste - Where is it generated

CYPRUS

According to the respondents, the majority of marine trash in Cyprus comes from leisure activities, including as fishing, maritime transport, and aquaculture, which are all popular among both locals and tourists.

ITALY

All fishermen are agreeing that the main waste produced and found in the sea and lagoon during their work is created by land-based activities. Some of them are also reporting touristic and/or passenger ships to be discharging some litter in the seas.

According to the aquaculture workers the main pollution factors are the following according to a decreasing order of severity: Commercial maritime traffic of freighters, oil tankers and container ships, tourist and recreational navigation, professional fishing, anthropogenic activities in the coastal areas and, finally, aquaculture itself.

As far as municipal employees are concerned, the pollution factors identified in order of increasing severity are commercial maritime traffic, professional e sport fishing, human activities in the coastal areas, touristic traffic, aquaculture.



GREECE

In the questions raised at the level of marine litter prevention and management, there was a relative unanimity from the **fishing community** in Greece. The vast majority of the respondents have identification data and markings for the fishing gear so that if they are lost they can be located by the competent authorities, while most of them will try to recover the nets and longlines in case they lose them during fishing, either by using special tools (such as small anchors, trident, winch, etc.) or by notifying the port authority.

Respectively, the vast majority answered that if they find lost fishing equipment that belongs to other fishermen, they will collect it and throw it in the trash or recycling bins.

Unfortunately, the 100% of the respondents stated that they have not received any information from the competent authorities about the management of marine litter.



Source: Aegean Rebreath



GREECE

To relevant questions regarding the prevention and management of marine litter from aquaculture units, 80% of the total answered that it collects, removes and recycles the waste that may accumulate in the units.

Also, all of the respondents stated that all the necessary measures have been taken to avoid further waste generation through continuous training of staff, daily control and proper management with daily logs, separate streams and contracts with recycling companies.

More than half of the responders stated that they have been informed by the competent authorities for the management of marine litter, evaluating this information as very satisfactory.



Source: www.pexels.com



GREECE

The majority of municipal employees stated that they were working with the Greek Organisation "Aegean Rebreath", actively participating in the Blue Municipal Network, having set up marine littering stations that serve as hubs for a wide range of activities, such as coastal cleanups, informing and raising public awareness and conducting educational and research programs.

At the same time, a large portion of Greek municipalities have undertaken relevant initiatives to inform targeted groups such as fishermen, aquaculture units, tour operators, boats, etc., through actions and related announcements.

All participants responded positively to the prospect of training on the issue of marine litter, in order to be able to train and provide relevant best practice directions to the fishing community and aquaculture workers and any other interested parties in tackling marine pollution.







MALTA

To protect marine from pollution there are two options, **recovering litter from ocean** or **preventing their entrance** in the marine environment. According to the respondents, the idea of cleaning up the oceans is one option, it is however not the most efficient way against marine litter. They believe that authorities should tackle the problem at its source. All those marine debris polluting the beaches and damaging the environment could be pumped back into the economy. Therefore, a **circular economy** approach, which prevents waste, recycle and reuse materials and products in the first place, is the best solution to the marine waste problem.

Attitude is a fundamental factor apart from knowledge that could influence environmental safety behavior and practice, thus decrease the rate of marine waste. Almost all of the fishery and aquaculture workers were agreed that, due to minor education on the subject, they tended to use poor practices, harming the environment.





MALTA

Fishing industry generate marine waste in many forms including, fishing gear, domestic waste and also, operational waste which may be accidentally lost or deliberately discarded at sea, in harbors and on beaches.

According to **fishermen**, discarded fishing gear can have wide ranging impacts in the marine environment, such as continuing to catch or trap marine species and disturbing marine habitats. All the respondents claimed that they tag personal information on the fishing gear. Having a proper management system of fishing gear is the most efficient way of preventing derelict fishing gear which results in damages to the marine environment. These actions, aim at prohibiting overuse and preventing illegal dumping of fishing gear to monitor and restrict the use of the fishing nets and traps.



Source: Epsilon Malta Ltd



MALTA

The development of **aquaculture** has created concern over the management and protection of coastal environments. Some of the ways aquaculture production manage wastes are:

1. Solid waste from fish farms can be channeled towards producing fertilizer for agriculture and gardens.

2. Reuse a variety of types of waste that produced after the capture of fish and shellfish. Much of this is organic

fish waste in the form of discarded fish and discarded fish parts from processing.

3. Production of hydroponic plants or composting for garden applications.

A modern approach suggested by one of the respondents is the use of an **aquaponic system**. In this case, the production of fish and plants are on the same site in a closed circuit whereby the nutrients from fish waste are used to grow vegetables and the water in which the fish live is cleaned by the plants before being recirculated.

Respondents also pointed out aquaculture makes extensive use of plastics in both the equipment and for packaging the various inputs.

Those huge quantities of plastic, frequently get lost from aquaculture operations into the environment. In order to avoid that, aquaculture companies are careful about:

- Waste management;
- Proper installation and maintenance;
- Adequate recycling;
- Farm decommissioning;
- Proper training;
- > Extreme weather conditions.





European Union

SPAIN (Canary Islands)

Fishery workers:

When asked about marine waste management, the vast majority of fishery workers said they had markings on their fishing gear so that if they were lost, they could find them. All the respondents mentioned that in case the equipment is lost, they inform the skipper of the boat and the owner, as well as the fishermen's association that operates in the area, while some also inform the authorities.

In all cases, fishery workers replied that if they found lost fishing gear they would take it to the Port, and indicate weather it was marked or not. If it is not claimed, they will take it to the appropriate garbage collection point and, If it is unmarked, first check if it can be used again (usually not), and then transport it to the relevant garbage collection point. Some have a register which they complete with what they find, and then pass on to the authorities or if required.

Almost the 70% of fishery workers answered that they have been informed by public authorities about how to deal with marine waste when fishing.



Source: Aegean Rebreath



SPAIN (Canary Islands)

Aquaculture workers:

To the questions regarding the prevention and management of marine litter from aquaculture units, all respondents mentioned that there are pre-defined procedures to deal with waste problems.

The most common measures taken, according to aquaculture workers, to maintain their unit are the control of oil and petroleum, the control of fish waste, the measurement of levels of different substances in the water, the recycling treatment if possible and if not adequate garbage for the different waste.

The responders stated that they have been informed by public authorities about how to deal with marine waste during fishing when they were in the process of obtaining a license. They reported that there are few information campaigns and more control with the intention of imposing over sanctions rather than information.



Source: Aegean Rebreath



SPAIN (Canary Islands)

Municipal employees

Municipal employees replied that they handle any waste problem by providing information via telephone, making reports and attending meetings.

The 70% of the municipal employees replied that they do not have problems with marine waste with fishermen and aquaculture workers. The problems they face is the lack of information and problems when controls are triggered.

The vast majority answered affirmatively that they would like to be trained in marine waste in order to be able to train fishery and aquaculture workers and to be able to effectively disseminate good practices to the fishing community and aquaculture workers and any other interested parties in tackling marine pollution.



Source: Aegean Rebreath



CYPRUS

Marine litter causes plenty of issues and risks, both directly and indirectly, including environmental, social, and economic consequences. According to the participants, particularly the **fishermen**, the economic impact on their jobs is significant. Waste, such as plastic bags, pieces of rope, or plastic strings, became entangled in their boats' rudders or propellers. Clearing those areas of the boat takes time and often results in damage. Moreover, the presence of too much waste in the water leads the fisheries employees to relocate, taking much time without any guarantees about the same yield.

Fishing gear (such as nets, ropes, and pots), residential waste (such as plastic drinks bottles, food wrapping), and general operating waste are all examples of marine waste generated by the fishing sector (such as plastic or packing materials). At sea, in ports, and on beaches, fishing equipment, residential waste, and general operational waste may be lost or purposefully discarded. Marine pollution is difficult to measure, and there are no valid estimates of the amount of marine litter produced by the fishing sector.





CYPRUS

Aquaculture, according to participants, contributes to the increase of plastics by using equipment and packaging of numerous inputs. Plastic is widely utilized in aquaculture system components because it is light, sturdy, inexpensive, and resistant to corrosion from seawater. Those massive amounts of plastic are regularly lost in aquaculture operations and end up in the environment.

To reduce the risk of plastic loss, it's critical to raise awareness among both Authorities and professionals. In order to do so, suitable policy frameworks trainings, seminars must be organized to improve their knowledge.

Besides of knowledge, attitude is a critical aspect that can influence environmental



safety behavior and practice, reducing the rate of marine waste. Almost all of the fishery and aquaculture professionals stated that they tended to adopt poor techniques that harmed the environment due to a lack of information on the subject.

Source: Aegean Rebreath

They were aware of the term "marine waste" and the pollution it causes. Nevertheless, because this problem has an immediate impact on the value chain, they were willing to endure in trainings seminars by the experts. On the other side, a small percentage of workers, particularly the older ones, indicated that marine pollution had no effect on them and that education on the subject is unnecessary.



ITALY

According to the conducted research, the equipment and fishing gears of the fishermen in the area of the gulf of Cagliari is carrying out plaques or identification number furnished by the management services. In the event of loss of fishing gears (which is considered as something very rare), there should be a procedure to follow and a reporting to be done to the authorities, but it's usually not done as considered not bringing any real effect. Whenever a fisherman finds any equipment in the open sea, they immediately giving back to the rightful owner, as they mostly all know each other and can recognize each other's equipment, being mostly active on the vessels since very long time.

Regarding the west coast of Sardinia, apparently there are no identifications on the fishing gear. In the event of flooding or loss of equipment in the lagoon, fishermen

initiate searches in certain areas where the flows carries them as soon as possible.





ITALY

All the workers in the **fishery sector** involved in the interviews state that they receive information on how to handle waste found at sea by the public sector, although some of them thinks the information is sufficient, while other ones have the idea that the information is not enough. As per the aquaculture workers, in regards to waste management, it emerged that they mainly refer to the relevant legislation, regulations and the list of behaviors that can lead to financial penalties. This gives rise to information on the subject within the working groups that work in concert with the authorities responsible for the collection and disposal of industrial

processing waste although, this information is partially satisfactory.



Source:TDM 2000 ODV



ITALY

Among the various initiatives implemented in order to promote correct information on waste management and the fight against pollution deriving from the fishing industry, there was the establishment of the **"Fishing Assistance Centers",** consultancy bodies that assist fishermen and aquaculture cooperatives in every aspect of their activities, starting from the legal and regulatory aspects, up to the more purely technical ones.

Among the local initiatives proposed by public officials, there are dissemination meetings on the subject of marine pollution, aimed at consumers and end users of the fishing industry in order to direct their purchases to producers who are most sensitive to environmental issues. In addition to this, the creation of educational modules for students residing in coastal areas or in which fishing is more widespread, preparing the prospective new generations of fishermen, has been proposed.



Source:TDM 2000 ODV



Proposed training plan for municipal employees

According to the results of the research in the five participating countries, in order for municipal employees to be able to educate, support and give the right directions to their community to deal with marine pollution, they must be properly trained in the following areas:

- Different types and categories of marine litter;
- Sources of origin and places of accumulation of marine litter;
- The problem for the ecosystem at the moment and in the future;
- The problem of marine pollution for island and coastal areas;
- Relevant existing laws and regulations;
- ✤ Ways of prevention, management and treatment of marine pollution;
- Environmental impact of marine pollution, its effect on ecosystems;
- Transversal skills for conflict resolution: what they are and how they can be acquired;
- Intercultural communication in dealing with environmental issues;
- Tools for the collection and sharing of good practices in an international context;
- Creation of a network: how to build it starting from the definition of the subjects;
- Network management and coordination of activities: tools and strategies.



Source: <u>www.pexels.com</u>



Annexes

Annex 1 - Research guidelines and methodology

Annex 2 - Questionnaire Subgroup 1a: Fishery workers

Annex 3 - Questionnaire Subgroup 1b: Aquaculture workers

Annex 4 - Structured interview questionnaire of Target

group 2: Employees in Municipalities dealing with environmental issues



Source: Aegean Rebreath

