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Norwegian Union of Marine Engineers - NUME

Norwegian Union of Marine Engineers (NUME) was founded in 1902 as a politically independent trade union for technical maritime professionals in shipping, oil and gas industry, technical, competence trainers, rescue & firefighters' personnel employed onshore – supporting its members throughout their career.

NUME's umbrella organisation is [Unio](#).

To ensure and achieve the Congress goal that the human factor is always at the top of the agenda, NUME has engaged to:

- **promote the professional identity of its members;**
- **contribute to a timely and technologically correct vocational training;**
- **acquire a strong safety and manning culture;**
- **ensure that the shipping framework aims to recruit, create, and maintain jobs**

NUME - affiliates with trade Unions world-wide, being a member of International Transport Workers' Federation (ITF), European Transport Workers' Federation (ETF), Nordic Transport Workers' Federation (NTF), Nordiska Maskinförbundet (NMF), Nautilus Federation (NF) and participates in International Maritime Organization (IMO) and International Labor Organization (ILO), and

- proactively participates in several national and international forums as you can read about here:

➤ **International Participation Forums:**



United Nations Convention on the Law of the Sea - UNCLOS

Lays down a comprehensive regime of law and order in the world's oceans and seas establishing rules governing all uses of the oceans and their resources. It expresses the notion that all problems of ocean space are closely interrelated and need to be addressed as a whole.

The connection between UNCLOS with IMO Instruments (90% of the world's goods are transported by sea) – in other words, on matters relating to international shipping, UNCLOS outlines the rights and obligations of State members that carry out marine activities in various maritime zones that must be exercised and fulfilled through implementation instruments under the auspices of IMO according to the role they play as flag State, port State and coastal State.

UNCLOS functions as the “constitution convention” that establishes a legal framework for States and competent international organizations.



[International Maritime Organization - IMO](#)

IMO - the international maritime organization – is a specialized agency of the United Nations since 1958, a global standard-setting authority, that is responsible for measures to improve the safety and security of international shipping and to prevent marine pollution from ships.

Its main role is to create a regulatory framework for the global shipping industry that is fair and effective, universally adopted and universally implemented to create a level playing-field so that financial issues do not impair enhancing safety, security and environmental soundness by simply cutting corners and compromising aforementioned pillars.

The IMO governance structure consists of an Assembly, a Council (consist of member States) and five main technical committees:

- Maritime Safety Committee (MSC),
- Marine Environment Protection Committee (MEPC),
- Legal Committee (LEG),
- Technical Cooperation Committee (TCC) and
- Facilitation Committee (FAL),

together with seven Sub-Committees supporting the work of the main technical committees.

IMO is operating as a Secretariat organization for the member Flag States and is the technical arm of the UN; All amendments to the regulations are made by a joint venture working groups delegates of the Flag States

IMO has currently 174 member countries = the Assembly, the IMO's highest governing body

- The Assembly meets once every two years under normal circumstances and is the plenary forum for all Members to make decisions on matters within the mandate of IMO

The Assembly elects 10 Flag States to be part of the Congress every 2 years, usually those Flags can be re-elected, that have the highest rank in tonnage in the shipping industry; Norway is one of the top 10 Flag States that is taking part in the Congress

ITF + ICS are the only 2 NGOs that are part of the Assembly (have the right to speak in the plenary during committees and sub-committees and fight for the goals they are aiming)

The Council – 40 member states elected by the Assembly who performs all the functions of the Assembly except making recommendations to Member States on maritime safety and pollution prevention, as that is reserved for the Assembly.

In electing the Members of the Council, the Assembly shall observe the following criteria:

- 10 shall be States with the largest interest in providing international shipping services;
- 10 shall be other States with the largest interest in international seaborne trade;
- 20 shall be other States that have special interests in maritime transport or navigation, and whose election to the Council will ensure the representation of all major geographic areas of the world.

The Council coordinates the work of the various committees and organs, considers matters within their work scope and transmits its own comments and recommendations to the Assembly.

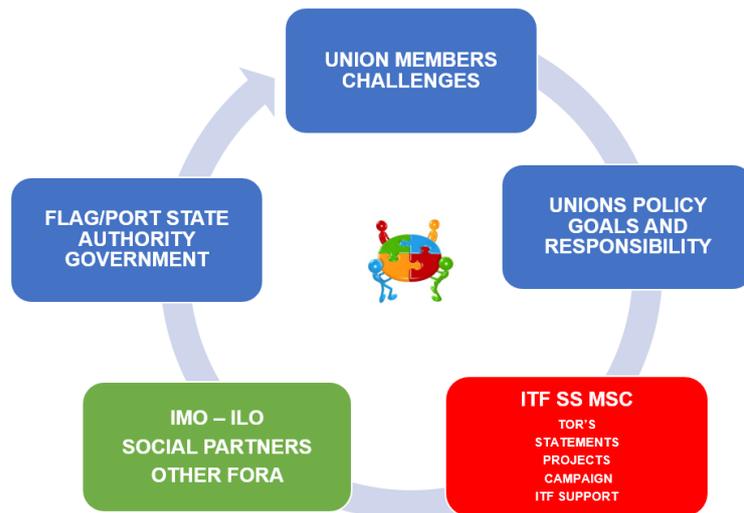
IMO Instruments are the regulations and codes that have been developed inside this organization with participation of all Flag States: Codes: ISPS, ISM + Conventions: MARPOL, STCW, SOLAS, FAL, Load Line, Salvage

IMO, ITF as well as NUME share the same vision, principles and goals when addressing to the [Human Element](#). (Click here for more relevant info)

Within IMO, the human element is recognized as a key element of the safety of life on board ships and a contributing factor to most of the casualties in the shipping sector. Maritime safety and safety of navigation can be enhanced by strengthening the focus on the human element.

The core principle of the ITF is that human element is the centre of all development.

NUME's policy mandate is to ensure that the human element is at the top of the agenda at all times.





International Labour Organization - ILO

ILO – the international labour organization – is a specialized agency of the UN, works as a tripartite, which facilitates the development of labour standards and policies, promoting decent work opportunities for all among the governments, employers and workers representatives of its 187 [member States](#).

With the main aims of promoting workers' rights, encouraging decent employment opportunities, enhancing social protection and strengthen dialogue on work-related issues, the ILO provides equal say and input to workers, employers and governments to shape policies that closely reflect each party's view.

MLC, 2006's umbrella organization is **ILO**.

Today the **MLC** (Maritime Labour Convention) stands as [the fourth pillar of international maritime law](#), building on the three other key IMO Conventions (SOLAS, MARPOL and the STCW) and further promoting and supporting maritime safety and environmental protection.





International Transport Workers' Federation - ITF

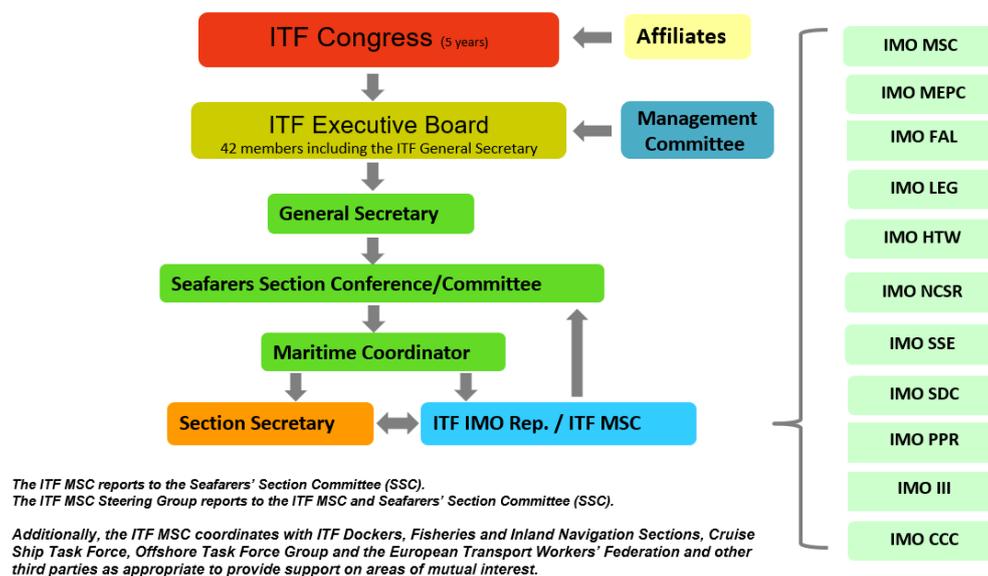
The International Transport Workers' Federation (ITF) is a democratic, affiliate-led federation recognized as the world's leading transport authority. ITF fight passionately to improve working lives, connecting nearly 700 affiliated trade unions from 150 countries that may otherwise be isolated and helping their members to secure rights, equality and justice. We are the voice for nearly 20 million working men and women across the world.

ITF headquarters is located in London with offices in Amman, Brussels, Nairobi, New Delhi, Ouagadougou, Rio de Janeiro, Singapore, Sydney and Tokyo.

Every 5th year, on the ITF Congress, the affiliates propose and vote for the ITF Policy.

In the main policy (the [Mexico City Policy](#)) you can find statements related to FOC vessels, Cabotage and Manning.

ITF PROCESS OF IMO WORK



ITF in the IMO

ITF is making a substantial contribution to the work of IMO by providing technical expertise and advice.

ITF, as a social partner, has been appreciated by diverse UN agencies. In the sphere of IMO, a regulatory body in the maritime, the ITF obtained its consultative status in 1961. ITF speaks on behalf of more than 1 million international maritime workers by advocating maritime humans' safety regardless of one's geographical location. ITF does acknowledge the profound roles and responsibilities assigned to the organization and have been striving to

excel to ensure safety and security of maritime human are fully considered at high regulatory level.

ITF delegates to the IMO come from all around the world, various backgrounds, gender and age groups. Such truly international and democratic attributes prove global maritime labour representation and ensure that transport workers voices are heard in the high-level legislation.

The ITF delegation attends to all IMO bodies and actively participate five Committees and seven Sub-committees throughout the year. According to expertise of each delegate, Working, Drafting and Technical Groups under each Committee/Sub-Committee are covered. The ITF delegates' hard work also includes continuous contribution to Correspondence Groups, Experts Groups and Editorial & Technical Groups.

[ITF Seafarers](#)

The ITF Seafarers is a part of ITF portal addressed only to seafarers and seafarers' working conditions and acknowledging the issues faced at sea

The key issues that ITF Seafarers is currently addressing are:

- ❖ Abandonment
- ❖ Cabotage
- ❖ Container Safety
- ❖ Criminalization
- ❖ Flags of Convenience
- ❖ Ship Automation

[ITF Seafarer Section Committee](#)

Seafarers' section committee members are elected during the ITF Congress, every 5th year. The members of the committee led by affiliated unions representatives and supported by the ITF inspectors who work in ports, inspecting ships

[ITF Maritime Safety Committee](#)

Is a technical body of the Seafarers' Section, established to represent seafarers' interests within relevant maritime fora to promote ITF policies and secure the protection or enhancement of Seafarers' rights and working and living environment within the scope of IMO and other relevant fora.

The Committee prioritises projects to streamline the visions of the ITF and enhance seafarers' safety and rights. Guidance principles to streamline the representation of the Committee are:

- ❖ Human Element
- ❖ Manning and Training
- ❖ Ships automation (MAAS)
- ❖ STCW and STCW-F; and
- ❖ Environment and issues affecting seafarer safety
- ❖ Energy sources

[ITF - Maritime Safety Committee Steering group](#)

Its decision-making powers are delegated by the Committee. The Group is established to handle interim guidance and decisions, with the ITF Accredited Representative to the IMO to

formulate strategies and provide recommendations to the Committee to be approved by the Seafarers' Section on all issues under the abovementioned guiding principles

[ITF - Beyond the Limit](#)

WHEN CRISIS MANAGEMENT BECOMES CRISIS EXPLOITATION, WE MUST SPEAK UP

[ITF - Sustainable Shipping Policy](#)

Widespread and systemic change is needed to speed up the maritime industry's transition to a zero-carbon future.

Seafarers are already seeing the dangers of climate change. We are on the front line of the climate emergency. It's often seafarers who are the ones pulling people from floodwaters. It's seafarers rescuing climate refugees from our oceans in growing numbers, who may be fleeing climate change-driven droughts, famines, fires and rising sea levels.

[ITF - Seafarers' Section Automation Working Group \(SSAWG\)](#)

The mission of this group is to follow up closely and help building up the regulation's framework for the autonomous vessels.

[Working Groups ITF/IMO](#)

- ✓ Carriage of more than 12 Industrial Personnel on board Vessels engaged on International Voyages
- ✓ Black Carbon Emissions
- ✓ Fire Protection
- ✓ Requirements for onboard lifting appliances and anchor handling winches - OLAW
- ✓ Revision of the Code of safety for diving systems
- ✓ Safety measures for non-SOLAS ships operating in polar waters
- ✓ Energy Efficiency Design Index (EEDI)
- ✓ Development of Technical Provisions for the Safety of Ships using Low-flashpoint Fuels (**IGF Code**)
- ✓ Comprehensive Review of the STCW Convention and Code
- ✓ Ballast water
- ✓ Diving Code
- ✓ Chemical
- ✓ Fuel Oil Safety
- ✓ Maritime Training
- ✓ MASS

[ITF - Support](#)

Is a tool for seafarers where a shortcut to news, updates, searching engine for relevant topics can be easily followed up.

[ITF - Seafarers Trust](#)

The Seafarers' Trust vision is to be the leader in promoting and improving the wellbeing of seafarers worldwide. The goal is building a world where all seafarers are healthy, happy and have decent work conditions.

[A culture of adjustment](#)



European Transport Workers' Federation - ETF

NUME is an affiliated member of ETF which includes several areas in the transport workers field in Europe. The ETF Maritime Transport brings together 70 union organisations for seafarers in 33 countries and provides a European voice for more than 272 000 seafarers.

The ETF strategic priorities are set by a Steering Committee, whose members are selected to ensure geographical balance and an equal representation of officers' and ratings' unions.

The fundamental goal of the ETF maritime transport section is to contribute to a strong European maritime transport industry. A strong, sustainable maritime sector means an industry without social dumping and unfair competition, with decent and safe employment, high-quality training and certification standards, and with an enabling environment for the recruitment and retention of European seafarers including a greater participation of female and young seafarers.

NUME collaborates with and is regularly attending the ETF Ordinary Congress to support ETF in different campaigns for seafarers' issues to show unity and solidarity.

The ETF Congress is a forum to express their democratic, inclusive, anti-populist trade union message – a concrete example of the inclusive power of trade unionism.

The EU has some of the world's largest maritime clusters. However, all the ships that carry those goods and passengers depend on seafarers, a group of transport workers who face rather unique conditions. ETF works closely with EU Commission in establishing the regulations framework in EU waters.

- <https://www.etf-europe.org/resource/etf-constitution/>

Projects:

SkillSea

The SkillSea project aims to ensure that Europe's maritime professionals possess key digital, green and soft management skills for the rapidly-changing maritime labour market. It seeks to not only produce a sustainable skills strategy, but also to increase the number of these professionals - enhancing the safety and efficiency of this vital sector.

WG ETF-ECSA, WESS project

Contributing to an Attractive, Smart and Sustainable Working Environment in the Shipping Sector

Stowaways

Cyber Security

Remote Control



[Nautilus Federation](#)

It runs as a federation of maritime professionals established in UK and is a group of likeminded trade unions in shipping and inland waterways transport who have come together to improve and expand the services they offer to their members.

NUME is member of Nautilus Federation especially because of the 24/7 worldwide support service as follows:

- A 24/7 all year-round support service – [Nautilus 24/7](#) which provides a point of contact for urgent queries by seafarers on Federation organized ships and vessels
- A Joint Assistance and Support Network ([JASON](#)) to provide support to members facing criminalization to ensure that your human rights are protected in accordance with the IMO/ILO Fair Treatment Guidelines and the IMO Casualty Investigation Code.

[Telegraph](#)

This is the newspaper hosted by Nautilus International where also NUME is posting frequently articles with technical content regarding the major activities happening in the maritime industry.

[EU Commission](#)

NUME follows up with the European Commission recommendations regarding Education and Training opportunities, Employment and working conditions of seafarers, in general the social agenda for the maritime transport. NUME cooperates with UNIO and ETF in this matter.

[SAFEMODE project EU](#)

Strengthening synergies between Aviation and maritime in the area of human Factors towards achieving more Efficient and resilient MODE of transportation

[The World Maritime University - WMU](#)

WMU was founded in 1983 in Malmo, Sweden as a global Centre of excellence recognized by the International Maritime Organization (IMO) and the United Nations General Assembly, plays a significant role in maritime and ocean education, research, capacity-building and economic development while promoting the roles of women in the maritime and ocean sectors

NUME is collaborating with WMU for workshops, research studies, technical support, helping in building up reports where the data is later on presented to different local organization such as SDIR or international to IMO representatives for further analysis or action points.

[ETF/WMU Mapping exercise on EU based seafarers' social security rights](#)

➤ National Participation Forums / Organizations

The Norwegian Maritime Authority - NMA

The Norwegian Maritime Authority is an administrative body under the Ministry of Trade and Industry and the Ministry of Climate and Environmental Protection. The Norwegian Maritime Authority is the administrative and supervisory authority for the work with safety for life, health, environment and material values on vessels with the Norwegian flag and foreign vessels in Norwegian waters. The Authority is also responsible for ensuring legal protection for Norwegian-registered ships and their rights. The activities are determined by national and international regulations, agreements and political decisions.

NUME represented by ORM (technical department) is collaborating with NMA in many projects involving certification, education, human element, safety and security and environmental protection in adjusting the regulations framework having in mind the best interest of seafarers by sharing experiences from life at sea, best practices in order to mitigate the risks of their day-to-day work and improve the quality of life at sea.

As well NUME is involved as a decision maker for the changes that need to be done, fill the gaps, constantly improvement in the already existent regulations, proposing suggestions/campaigns to promote a safety culture and the necessity of seafarers as key workers in the maritime sector.

NUME is also participating in the pre-meetings with NMA prior to the IMO official meetings from the different committees where the agenda is discussed accordingly with the challenges that need to be solved both regional and international. NMA Flag has a strong position and power of statement in the IMO.

Maritimt Samarbeids Forum

The purpose of the Maritime Advisory Council is that Organizations, Institutions and Authorities operate as a tripartite consulting forum open for discussion and cooperation on all matters concerning maritime working life at sea; It is represented by the NMA, the social partners, professional, maritime organizations and maritime education and was established in December 2021. The tripartite forum has three main annual meetings.

Based on the Regulation, Norway has since early in the 80's one Council for IMO matters and one for ILO matters where NUME has been a proactive participant in both.

However, the last 10 years both IMO and ILO Regulations have done significant changes and the Council was not considering a tripartite appropriate. In January 2001 NUME suggested to merge those two Councils in one with personnel participation on decision level and arranging more frequent meetings, working groups and distribute information further.

Based on the pillars, Competence (STCW/STCW-F, MARPOL), Safety (SOLAS-ISM), Security (MLC,2006) the working group of Maritime Advisory Council shall advise on inquiries and have specially focus on: interpretation and changes in the rules, regulations or previous practices, hours of rest and manning, preventive health environment and safety measures, learning from previous incidents, education plans, rules for maritime assessment, health and welfare.

[Fagnemda for sjømenn som er forhyringsnektet av helseomsyn](#)

The professional committee who deals with Seafarers Health Certificate Exemptions has three members and consists of a doctor who is the professional committee's leader, a representative from a trade union, and a representative from the Norwegian Maritime Authority, cf. [regulations on health examinations on ships § 13](#).

The website is only in Norwegian language; the member of the committee from NUME is Odd Rune Malterud (orm@dnmf.no)

[Samarbeid for Sikkerhet, Styringsgruppen - SfS](#)

SfS (Cooperation for Safety) is among the most comprehensive cooperation projects that have been implemented within health, safety and environment (HSE) in the energy and shipping sector; it was started in 2001 and is organized as a non-profit forum with 3-party cooperation.

Specifically, the goal of SfS is to contribute to:

- Improve safety through reduced risk of personal injury and adverse events
- Better health and safety through reduced risk of work-related illnesses
- Strengthen trust and cooperation between the actors

The forum is administratively located under [Offshore Norge](#), which represents both operators and supplier companies in the energy sector. Together with [Norsk Industri](#) and the Norwegian Shipowners' Association, they finance the activities of SfS.

[Safety Recommendations](#), [Safety movies](#) produced by SfS you can find here both in English and Norwegian.

[SfS Forum for Maritime Operasjoner - FMO](#)

Cooperation for Safety (SfS) Forum for Maritime Operations (FMO) is a permanently project for shipping directly working and reporting to the board of SfS.

The goal of this forum is to establish and further develop common guidelines and recommended practice for safer maritime operations related to the petroleum activities including emergency preparedness, anchor handling/rig relocation operations, supply/logistics, new technology and competence needs.

[Regelverksforum](#)

The Regulatory Forum is a tripartite arena for companies, unions and government concerned with the development and maintenance of the HSE regulations for Norway's petroleum sector.

Established in 1986, this forum is chaired by the Petroleum Safety Authority Norway (PSA) and provides a meeting place for employees, employers and government representatives.

It gives these parties the opportunity to keep continuously abreast of work on the regulations and to make their views known on important proposals along the way. That leads in turn to a stronger ownership of and consensus on final proposals for regulatory development.

In addition, the forum contributes to clarifying differences and similarities between operations on land and offshore.

[Sikkerhetsforum](#)

The Safety Forum is the central arena for tripartite collaboration and debate between companies, unions and government on important HSE challenges in the petroleum sector. Established in the autumn of 2000, this body includes employees, employers and government representatives.

The forum is chaired by the PSA.

[Stiftelsen Sjømannshjelpen](#)

The Seafarer's Aid Fund for Norway was formally established in London on 28 April 1941. The purpose was to build up a fund that could provide help to seafarers and their families who could get into financial trouble after the II world war.

The Foundation is managed by a board consisting of representatives from the Norwegian Maritime Officers' Association (NMOA), the Norwegian Union of Marine Engineers (NUME), the Norwegian Seafarers' Union (NSU) and the Norwegian Shipowners' Association (NSA). The foundation has its own employed general manager and offer:

- Provide benefits or loans during maritime education
- Subsidy for self-payment for stay / finishing in connection with rehabilitation.
- Provide benefits to institutions or the like that take care of or fall under the foundation's purpose.

[Norsk Forum for Autonome Skip - NFAS](#)

The Norwegian Forum for Autonomous Ships (NFAS) is an interest group for persons or organizations that are interested in the subject of autonomous ships. Membership in NFAS is open to individuals and organizations established in Norway.

The initiative to establish the forum was taken by the Norwegian Maritime Administration, The Norwegian Coastal Administration, the Federation of Norwegian Industries and MARINTEK (now SINTEF Ocean) in the early part of 2016.

NUME participates in the main forum as well as the working groups of IMO regulation and human factors.

[Nordiska Maskinbefälsfederationen - NMF](#)

The Nordic Engineer Officer Federation (NMF) was founded 21 February 1919, and represents approx. 30,000 engineer officers in Denmark, Sweden, Norway, Finland, Iceland and the Faroe Islands.

NMF cooperates in a number of areas with common challenges in the Nordic countries. Especially in the fields of energy and environmental technology, IT and management, engineers face exciting challenges for being the technical leaders in society in the future that help the Nordic countries remain among the world's leading countries in the field of management and technology.

[Direktoratet for høye utdanning og kompetanse - DIKU](#)

The Directorate for Higher Education and Skills is a result of the merger of the Norwegian Agency for International Cooperation and Quality Enhancement in Higher Education (Diku), Skills Norway, and Universell, as well as parts of Unit and the Norwegian Centre for

Research Data (NSD) in 2021. The directorate has also been taking over selected tasks for the Norwegian Agency for Quality Assurance in Education (NOKUT).

The Directorate is the executive agency for the Ministry of Education and Research, has an overall, national responsibility for administrative tasks within higher education, higher professional education, national skills, implementation policy and advise the Minister of Education.

[NHO Sjøfart](#)

NHO Sjøfart is a combined employers' and industry association dealing with the interests of the [NOR](#) flagged inland waters member shipping companies vis-à-vis the unions, the authorities and other organizations.

NHO Sjøfart conducts collective bargaining negotiations with the seafarers' organizations on behalf of the member shipping companies. The collective agreements include wages and working conditions for the employees who serve on the members' ships. Furthermore, they work to ensure that members have framework conditions and development opportunities that strengthen their competitiveness and profitability.

[Norwegian Shipowners' Association - NSA](#)

The Norwegian Shipowners' Association is a trade and employment organisation for Norwegian controlled companies within the shipping and offshore industry. The primary fields are national and international industry policies, employer issues, competence and recruitment, environmental issues and innovation in addition to safety at sea.

NSA's members employ about 50,000 seafarers and offshore workers from nearly 50 different nations.

NSA is responsible for collective bargaining and the establishment of collective agreements for Norwegian and foreign seafarers on a ship in the Norwegian International Ship Register (NIS) and the Norwegian Ordinary Ship Register (NOR), and for offshore activities. The association protects the members' employer relationship also through the contact and the influence of Norwegian and foreign authorities, and participate in international organizations like the EU, ILO and IMO.

Norwegian Shipowner's Association is an affiliated member of [ICS](#) and [ECSA](#)

[Kystrederiene](#)

The Norwegian Coastal Shipowners Association is an employment organisation for different shipping sectors which operates in Norwegian waters. The primary fields are national industry policies, employer issues, environmental issues and innovation in addition to safety at sea.

NUME negotiates and establishes several collective and individual bargaining agreements to ensure the safety, security and living conditions are met for our members serving on passenger's ships, tankers, aquaculture service ships, general cargo and container ships.

Hurtigbåt forbundet

The Norwegian High-Speed Craft Shipowners Association is an employment organisation for those type of ships that operate in Norwegian waters. The primary fields are national industry policies, employer issues, environmental issues.

NUME negotiates and establishes several collective and individual bargaining agreements to ensure the safety, security, manning and living conditions are met for our members serving on this type of ship.

Fiskebåt

Fiskebåt is an interest and employer organization for the Norwegian sea-going fishing fleet who represents the majority of the sea-going fishing vessels.

The organization was founded in 1946 under the name Fiskebåtredernes Forbund. In 2013, the name was changed to Fiskebåt. Fishing boat consists of three regional teams, Fishing boat north, Fishing boat west and Fishing boat south.

NUME negotiates and establishes several collective and individual bargaining agreements to ensure the safety, security, manning and living conditions are met for our members serving on this type of ship. Norwegian government has decided to use STCW certification on this type of ships and they have implemented ILO 188 and the Cape Town Agreement which gave us the opportunity to have a tripartite cooperation and safety inspection.

Norges Fiskarlag

Norges Fiskarlag is a profession and business organization for Norwegian commercial fishermen.

NUME negotiates and establishes several collective and individual bargaining agreements to ensure the safety, security and living conditions are met for our members serving on this type of ship.