

# Employment in the hake deep-sea trawl fishery

Approximately 6 600 South Africans are employed by the hake deep-sea trawling industry, either on fishing vessels, at land-based processing plants or in a range of management, administrative or supportive roles.



Photo courtesy of Sea Harvest

**5 400**  
permanent  
employees

Total  
employment =  
**6 600**  
employees



Photo courtesy of I&J

**1 200**  
seasonal  
employees

The fishery is responsible for over 2 114 jobs (1 816 permanent and 298 seasonal) in non-metropolitan areas such as Gansbaai, Mossel Bay, Saldanha Bay and St Helena Bay.

## Wage bill

The total wage bill for permanent employees is R1.4 billion per year. Wages are considerably higher than the national minimum wage:

- Sea-going employees earn R22 000 per month
- Processing employees earn R9 000 per month.



## Conditions of employment

The full spectrum of South African labour law protects workers in the hake deep-sea trawl fishery and a unique labour relations framework has been established for sea-going workers. A Bargaining Council was established in 2001 and a Collective Agreement, that sets out basic conditions of employment – such as set daily wages for each category of worker, set hours of work and regulated rest and leave periods – has been in effect since 2 May 2003.

