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Investigation on Chinese enterprises benefice and their operations in Mauritania: Case study of HONGDONG International Fishery Development Company

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Abstract

Natural resources of Africa have attracted without hesitation many countries including China. The fastest development of China's economy gave room to many Chinese enterprises to invest in Africa with a backdrop of intensifying the economic interaction. These Chinese enterprises operations raised critics through paying low wages, having precarious working conditions, and providing little training or no transfer of technology or competence, not respecting employees, not taking into consideration employees' complaints. Addressing these issues, this article first examines the reality of Hongdong International Fishery Development Company in Mauritania. The paper argues that the aspect for measuring the benefits of employment is diverse and related to comprehensive social background. Efforts for improvement need to take also socio-cultural domain into account. It is through mutual learning and the convergence hiring practices and respect of international labor law as well as Mauritanian labor code can benefit both Chinese and Mauritians.

Keywords: Mauritania; Benefice; Chinese enterprises.

1. Introduction

Chinese enterprises have been rapidly extending their business footprints in Mauritania. In 2019, the bilateral import and Export volume reached 1.957 billion US dollars, China's investment in Mauritania was 31.87 million US dollars, and the cumulative stock of various investments in Mauritania was about 320 million US dollars¹. China has long been Mauritania's main trading partner. It has been found out that there are more than 22 Chinese enterprises operating in Mauritania².

The rapid growth of Chinese companies in Africa in general Mauritania in particular has been met with a cacophony of criticism and a lot of negative discourses on China's role in Africa. On the one hand, African governments have welcomed Chinese investment to create jobs, generate additional income and provide opportunities for infrastructure development. On the other hand, they cannot easily dismiss concerns about reported cases of unfair labour practices and appalling working conditions in Chinese conditions in Chinese companies. In this regard, the International Labour Organisation (ILO) defines "working conditions" as including "pay remuneration, contracts and human resources, occupational health and safety, and working time"³. The transparency, the environmental and labor conditions and practices of Chinese companies have been at the centre of these concerns. For example, research has highlighted the unsafe working conditions in Chinese-run copper mining companies in Zambia and abusive labour practices among Chinese companies in several other African fisheries in Mauritania at Hongdong. The research used a variety of methods for data collection. In-depth individual interviews and focus group discussions were conducted using a semi-structured interview guide to understand the experiences of Mauritanian employees

¹ http://mr.china-embassy.gov.cn/fra/sbgx/202008/t20200804_5954706.htm

² <https://m.maigoo.com/news/627964.htm>

³ K Pike et S Godfrey, Corporate social responsibility, and the worker stakeholder: Lesotho clothing workers' perceptions of what makes better work, OIT, 2012, p. 4.

working for a Chinese company Hongdong. Employees complained in particular, wages, especially for low-skilled workers, remain low, sometimes below the industry minimum wage. In some cases, employers do not compensate workers for all hours worked. Concerns have also been expressed about the lack hygiene legislation and procedures. Most labour disputes involve the unfair dismissal of employees without following of employees disciplinary and dismissal procedure.

This study is structured as follows: it provides first an overview of Chinese investment in Mauritania and summarizes the current literature on labor practices at Hongdong. Besides, it examines cross-cutting issues related to labor practices and conditions in Mauritania. Finally proposes recommendations.

2. Literature review

China and Mauritania established diplomatic relations on 19 July 1965. Up to 2017, China has implemented 99 aid projects in Mauritania, of which 88 have been completed, including ports, hospitals, roads, urban planning, stadiums and office buildings. In addition, China has provided more than 5.4 billion Yuan (Chinese currency) of financial aid in various forms to Mauritania.⁴ Mauritania being one of the richest countries in Africa in natural resources, Chinese Foreign Minister Wang Yi when visiting the country did not hesitate to come up with the initiative through a trade and investment agreement signed in May 2017. The agreement has allowed 13 Chinese companies to set up operations in Mauritania that year. The companies, which range in size from small, medium and large, operate in a variety of sectors, from food processing and construction to the service industry, such as banking.

The exploitation of fisheries resources represents a strategic issue for the Mauritanian economy: as the main provider of foreign currency after mining, the fisheries sector represents 10% of the country's GDP, between 35% and 50% of exports and nearly 36% of jobs⁵. With the need to preserve the potential of this sector, the Mauritanian government has adopted a "Fisheries and Aquaculture Sector Management Strategy 2008-2012" intended to "ensure, within the framework of sustainable management of fisheries resources, the optimization of the socio-economic benefits derived from the sector, in terms of budgetary revenue, income of private operators, employment, food security and poverty reduction"

However, the contracts concluded in the fisheries sector by the Mauritanian government are very significantly different from this strategy. Indeed, the terms of the agreement between Mauritania and the Chinese company HONGDONG international Mauritania fishery development are a particularly glaring example. Signed on 7 June 2010, this contract provides that, in return for a simple investment of USD 100 million in kind via the

construction and operation of a fish processing plant in Nouadhibou, the Chinese company will benefit from fishing rights for a period of 25 years under extremely advantageous fiscal and commercial conditions. At a time when Mauritania's fisheries resources are under serious threat, Sherpa and Sea Shepherd⁶ are surprised that no restrictions on fishing methods are included in this agreement. This unlimited right to fish results in the plundering of fisheries resources by the Chinese company, aggravated by a general context of illegal and undeclared catches. This overexploitation of fisheries resources results in irreversible damage to the environment and the ecosystem, which is de facto "ecological damage".⁷

3. The historical patent of Hongdong International Fishery Development Company

Hongdong International Fishery Co. is a Chinese company affiliated to POLY GROUP CORP, which operates in the field of military engineering. It signed an agreement with the Mauritanian Minister of Economic Affairs and Development on 7 June 2010. Under this agreement, the Chinese entity has obtained exceptional maritime and land concessions: dozens of fishing vessels flying the Mauritanian flag and have access to fishery resources in an economic zone that had the reputation of being among the fishiest waters in the world. On land, it has obtained permission to occupy an area of 60,000 m² on the Mauritanian coast, a few hundred meters from the quay of the Autonomous Port of Nouadhibou. The company operates its own wharf, which overlooks its mostly unidentified facilities, including a fishmeal and fish oil factory, an industry that constitutes an environmental hazard and a threat to the sustainability of living marine resources. The Chinese investor has extraordinary tax and customs privileges. Even the personal belongings and food of expatriate employees are exempt from duty! The Convention provides for the creation of 2,463 permanent jobs for Mauritania, although during the first five years, expatriate employees could make up 30% of the workforce. After more than ten years, no evaluation of the social and economic impact of the Chinese company's activity has been made public. Not even statistics on the number of Mauritanian employees in the controversial project. The Parliamentary Commission of Inquiry concluded: "The examination of this agreement and its protocols shows that the Mauritanian party does not carry out regular and rigorous monitoring of the activities of the HONDONG company. It has not put in place the necessary means to ensure that this company properly fulfills its contractual obligations.

In addition, a study implemented by the African Labour Research Network, entitled "Chinese Investments in Africa: A Labour Perspective", examined the conditions and labour relations in Chinese companies. Many people in this

⁴ http://mr.china-embassy.gov.cn/fra/jmwl/201709/t20170930_5954767.htm

⁵ La convention d'établissement signée le 07 juin 2010 présente la société chinoise POLY-HONDONE PELAGIC FISHERY CO. LTD. Comme « l'investisseur ». Pour autant, dès le préambule de cette même convention, le nom de cette société disparaît au profit de celui de la société POLY TECHNOLOGIES INC, avec laquelle le gouvernement de Mauritanie avait conclu le 14 mars 2010 un accord d'investissement en vue de la signature de ladite convention.

⁶ Voir sur ce point l'opération « SUNU

GAAL » : <http://www.seashepherd.fr/news-and-media/news20140109-fr-01.html>

⁷ Source : Presentation Du Projet De Strategie De Gestion Du Secteur Des Peches ET DE L'aquaculture 2008 -2012, Annexe 1 ; Rapport de l'étude du diagnostic de la situation social du travail et de l'emploi dans le secteur de la pêche en Mauritanie (septembre 2008)

<http://www.ilo.org/public/spanish/region/eurpro/madrid/download/diagnosmaurit.pdf>

company raised problems of low wages, lack of hygiene legislation, Lack of Training or transfer of technology.

4. Research objectives

The main objective of this present paper is to investigate on the labour practices of Chinese companies, including employment patterns, wage agreements and working conditions. It also looks up the benefice of this company on Mauritanian lives in general and Hongdong employees in particular. The study focuses on a specific sector on fisheries in Mauritania, Hongdong Company.

5. Research method

In order to highlight workers' voices and raise awareness of Chinese labor practices in Mauritania in general, Hongdong company workers in particular, this study is based on field research, of Chinese labor practices at HONGDONG Company. In-depth individual interviews and focus group discussions were conducted using a semi-structured interview guide to understand the experiences of this enterprise employees, as well as their perceptions. In particular, this exploratory study aimed to examine the employment patterns and labor practices.

The participants (20 in total, of which 15 were men and 5 women) included administrators, trade unionists, as well as employers were interviewed in the Company. In order to ensure construct validity, several sources of evidence were collected using a qualitative method.

6. Findings

People in Mauritania face major socio-economic challenges, including the inability to create employment opportunities and high rates of poverty. Their labor markets are fragmented, consisting of urban, industrial and public sector workers. It is obvious that there is inequality in terms of opportunities in this country. One of a correspondent in Canada radio declares that: We work in fishing because the other sectors are controlled by the [Moors]⁸. Economic stagnation and lack of opportunities in the formal sector have increased the percentage of workers employed in the informal sector⁹. As a result, non-standard employees, driven into the informal economy by their desire to work at any cost, are often exploited and unprotected by labor legislation

6.1 The lack of application of Mauritanian labor code and the collective agreement represents a challenge for the protection of workers

According to the international labor organization, work in the informal economy is often characterized by small or undefined workplaces unsafe and unhealthy working conditions, low levels of skills and productivity, low or irregular income, long working hours and lack of access to information, markets, finance, training and technology¹⁰. The international labor organization has made

remarkable efforts to develop labor standards and conventions dealing with non-standard employment. Mauritania since 1961 was member and has adopted labor laws in line with international standards¹¹. However, even where workers are protected by the labor code and the collective agreement¹², there is a risk of inadequate resources, lack of organizational capacity, and endemic corruption hamper effective labor protection. This section highlights the main features of Chinese labor practices and conditions in Mauritania, Hongdong fishery company in particular. The findings are organized into different cross-cutting themes, including contracts and wages, remuneration, health and safety, labor disputes and union relations. Despite the different experiences between countries and economic sectors, the overall employment conditions for Mauritanian workers were described as precarious and low wages, obligatory overtime and unsafe and unhealthy working environments.

6.1.2 Employment conditions were described as precarious and are characterized by wage disparities between local and Chinese employees

Information on wages varies by companies in Mauritania, but here in Hongdong fishery company, many respondents said that wages, especially for low-skilled workers were still too low, even below the living wage. This is one of the respondents complaining:

“When I compare [what I earn] to other companies I've worked for Spanish Fishery Company, the salary paid by the Chinese here at Hongdong is very low. However, based on my own experience, my previous treatment was better than today. When I was working with the Spanish, I earned a bit more but I left because of the working conditions; we were treated like slaves. It was exploitative, we were working very late at night without it being counted as overtime”

The survey found dissatisfaction among local workers with wage difference and huge gap, particularly on workers without qualifications, unfair treatment towards black skinned. Some respondents said that white skinned women occupy high position in Chinese companies unlike black employees, but it does not mean that they have better qualifications or really fit the position in terms of their competence, rather the color of their skins play an extraordinary role to be placed whatever they want with a higher salary. This problem of inequality that employees from Hongdong Fishery company are denouncing based on good jobs and better positions that most of times belong to white skinned citizens are creating an atmosphere of hatred and division between local people and Chinese expatriates. However, the same negative atmosphere prevails between local employees and Chinese people. Many Mauritians complained about the problem of inequality of salary between them and Chinese occupying the same position, two of them even testify being the ones that trained a group of Chinese people even though they cannot speak Mandarin.

⁸ <https://ici.radio-canada.ca/nouvelles/special/2017/10/mauritanie-afrique-tradition-modernite-societe-portraits/index.html>

⁹ Situation de l'emploi et du secteur informel en Mauritanie en 2017

¹⁰ OIT, Résolution concernant le travail décent et l'économie informelle, Document de réunion, 1er juin 2002,

www.ilo.org/asia/info/WCMS_098314/lang--fr/index.htm

¹¹ https://www.ilo.org/dyn/normlex/fr/f?p=1000:11110:0::NO:1110:P11110_COUNTRY_ID:103075

¹² <http://fxhoss.idcmatrix.com/flzx/lawdb/afria/mr/act/trav.pdf>

Generally, in Chinese factories, especially at Hongdong one Mauritanian supervisor is appointed for Mauritians working in the factory and one Chinese supervisor. The evidence from the literature shows Mauritanian supervisors are appointed without formal promotion procedures, often as a result of favoritism and corruption. The absence of a formal hiring procedure can affect relations between workers and create a gap between employees. In some cases, appointed supervisors lack technical, managerial and community skills. Chinese supervisors are generally responsible for the technical aspects of the work, and Mauritanian supervisors are responsible for motivating the workers. But in terms of salary, the Chinese responsible is well paid than Mauritians. This is the case of a Chinese who was trained by a Mauritians and was promoted to the position of responsible of the factory. When he joined us he knew nothing, but now after his training and promotion, nothing was done to me who have trained him. Said a Chinese-French translator. Also, the study found that most of Chinese companies operate day and night, employees could work more than 10 hours a day. It should be noted treating fish being standing up requires a lot of physical strength that can lead to sicknesses, but at the end, they are not well paid.

6.1.3 There is relative dissatisfaction among local workers with regard to Work contract and human resource management

The recruitment process is an important tool to ensure equal opportunities for all job opportunities for all employable people and thus avoid social discrimination (e.g. on the basis of gender discrimination (e.g. based on gender, religion, physical disability) an environment where formal jobs are scarce and difficult to access job opportunities are often not advertised by Chinese employers, and information is passed on by word of mouth, circulating among people connected to Chinese networks. Interpreters who facilitate the interactions of Chinese investors with locals play a key role in this regard. The Chinese employers tend to favor casual or daily employment. All of the factory workers interviewed, were recruited without a formal recruitment process. As a result, new people connected to the network are coming to management sites every day in the hope of getting a job. As some of the participants pointed out, the lack of a structured recruitment process can encourage corruption in the form of bribes, as well as sexual favors in exchange for employment.

Employees admit that Chinese employers gave them short term contracts and permanent contracts and strictly adhere to standard working hours, not exceeding eight hours a day or 45 hours a week. Staff are entitled to a one-hour break. Whereas, mandatory overtime is applied but remains underpaid. Although it is acknowledged that Chinese employers respect working hours compared to other expatriate companies, such as Indian and Lebanese companies, workers feel that wages are not commensurate with the work done. The respondents stated that: Chinese companies, they don't respect rules in Africa. In the very beginning, they seem to abide by the laws by giving employees a permanent contract and short-term contracts, as time goes by, they start changing things without even letting labor inspection know. Many respondents complained about the refusal of their work leave and have

been threatened to be fired out if they insist or go by force despite the labor code that says the worker shall have the right to demand his leave at the end of the period of actual service fixed by Article 178. In most cases, there is a refusal of employees leave in Chinese companies, especially for unskilled workers. Besides, Respondents thought that legally resolving labour disputes were ineffective. One of the challenges faced by workers is that of unfair dismissals without following the disciplinary and dismissal procedure. They undoubtedly misunderstand and exaggerate on the article 110: Disciplinary penalties: When disciplinary sanctions are not mentioned in the internal rules or collective agreement, the head of the company may, depending on the seriousness of the misconduct, issue a warning, a reprimand, a lay-off of up to eight days, dismissal with or without notice. Based on this, many employees were even fired out without being compensated because ignorance of their laws.

Although workers expressed positive views on the respect of their rights by Chinese employers, particularly in comparison to other expatriate companies, workers acknowledged that employers often shouted at them in the workplace. Some understood this approach as an incentive to get the job done, but others felt very uncomfortable being insulted or blamed in public which they felt was not acceptable for adults who are parents and heads of and heads of household. Almost all the interviewees agreed that that physical violence does not generally occur in the sector Hongdong Fishery development company like many Chinese enterprises in Africa, has difficulties to establish strong human relations. Despite the fact that this company has in almost every department a French-Chinese translator, but this problem of management has undoubtedly something to do with the Chinese culture. Many respondents have complained about the lack of communication and certain change happening inside the company without even notifying the Mauritanian human resource department nor the labor inspection. This is the case for instance of the reduction of working mission fees, it was after some respondents returned from working mission that they were aware and informed about the change when receiving the so-called mission fees yet there is no language barrier between the local employees and Chinese employers where there are translators. As asserted by Human Rights Programme Director Afrewatch Richard Ilunga Mukena that actually, it is cultural for Chinese people to hide and miscommunicate things by taking advantage on African people. It is clear that the fact that they do not make things formally, give advantage to the company that has the power over an individual.

6.1.4 Employment conditions were described as precarious and are characterized by unsanitary conditions and lack of transfer technology

Critics always are attributed to Chinese people in general in not being hygienic. This is the case in 2019 during Covid 19 breakout, we assisted and watched on TV people from America accusing Chinese for being responsible for the pandemic simply because of their lack of hygiene. Besides, during the last forty years of reform and opening up in China, the Chinese food industry has developed and constantly sought to meet the public's demands by satisfying their daily subsistence needs. That is why, many Chinese enterprises run in Africa for some reasons to

contributing and meet the Chinese needs. But at Hongdong Fishery development company, respondents complained about the lack of good hygiene in treating fish could harm people health. Despite unceasingly control that syndicalist and inspection members are supposed to carry, but it is obvious that there is a certain complicity between the Chinese employers and the Mauritanian authority in non-application of the law. Many Chinese enterprises have bad reputation on this aspect even the government itself. This is the case of Sanlu milk, despite numerous complaints from Chinese citizens about childhood illnesses resulting from illnesses resulting from the ingestion of Sanlu milk, nothing was done until the problem "burst onto the international scene". The late intervention of the government, the high number of Chinese processors involved and the repeated scandals have turned Chinese consumers away from local dairy products. This consumer distrust has been coupled with an attraction for imported products, which Chinese consumers consider to be safe. Thus, the Sanlu infant formula scandal of 2008, which harmed hundreds of thousands of consumers across the country, had a profound effect on the Chinese dairy industry, the consequences of which are still visible¹³. Standardizing health safety standards, streamlining government oversight, and increasing penalties for non-compliance are responses to the need to improve the safety of food. Mauritanian government should oversight and increase penalties for non-compliance to the situation.

Another aspect is the lack of special hygiene service in charge of cleaning up the machines and the tools used to treat the fish. Respondents complained about the use and duration of the same plates, basins, work clothes and even some bad smell around the treatment site.

As far as transfer technology is concerned, Chinese enterprises operating in Africa in general, Mauritania in particular are supposed to be replaced by skilled local workers. For that, these companies should launch programs to train African employees in daily operation. However, factory employees and even technician employees that I have interviewed said not understanding the use of some Chinese machines that most of the time are written in Chinese language. Besides, there are some sectors where we could not find any local worker for instance in the installation and control of fish freezing tunnel.

6.2 Contribution of Chinese investments to the economic development of local communities

Respondents agreed that Chinese investment in Mauritania has a positive impact on job creation and spillover effects of generating additional tax revenues and infrastructure development opportunities. A representative of Mauritians at Hongdong Fishery company asserts this: "Chinese investors came here to open businesses that most of us Mauritians could not have opened because of lack of capital and they have provided jobs for many locals [...] we are also obliged to provide the hospitality and good conditions of living for them to stay here and these, in the future will still be used by Mauritians if the Chinese leave"

A Syndicalist leader also noted the positive effects of the

investments, in terms of job creation and economic development: The positive aspect of the operation is that jobs are being created for a large number of young men and women as well as for young people who are not in the labor market. young men and women as well as for young people who come from training institutions; due to the lack of jobs in the country, they go to the factories to keep, themselves busy while they continue to look for better also, because of these factory workers, vendors have set up shop near the factories to sell their products. also, because of Hongdong company, vendors have set up shops inside the enterprise to open food stalls and to sell them food. The transport sector is also stimulated by workers using transport to get home and shopping centres at the end of the month are also boosted by workers using transport to get home and the economy is somewhat more dynamic

7. Discussion

The presence of Chinese enterprises in Africa in general and Mauritania in particular will remain eternal if Chinese employers do not transfer their competence to the Mauritians. The goal of the Mauritanian government to permit the Chinese fishery company, Hongdong to come and operate in Mauritania is firstly for creation of opportunities and then transmission of the technology so that after the expiration time of the contract, the local people can take over. That is why, with Hongdong, the agreement was that the Chinese expatriates should manage it in a period of 10 years and allow the Mauritians to keep on. There supposed to be a radical shift of Chinese to Mauritians. But, this study discovered that in terms of transfer of technology, nothing is being doing till now. The question is why the government aware of poor conditions of Mauritians is not obliging the Chinese to train the local people? Doesn't he want the company to be managed by his people? Or the priority of the government is not making Mauritanian people entrepreneurial leaders? It is true that China is a remarkable success story in the world history development, but the transplantation of its model Mauritania seems to be problematic. This is time of globalization in developed countries as well as in under developed countries, workers based on the daily basis needs enjoy high welfare and rigid labor protection. Mauritians as many other people around the world have their traditional life attitudes, value system and social habits and it is clear that many of them have trouble shifting to the Chinese companies 'criteria of employment practices. Besides, without consensus or agreement between Chinese and Mauritians on what should be good hiring practices, employers and employees cannot work together efficiently towards the same goal. As a result, the cooperation will bring no benefit to either partner. By contrast, when both sides are trying to accommodate each other to make cooperation possible, there is at least the possibility of providing mutual benefits to the related parties. Through cooperation, coordination of different criteria and goals is more fundamental and beneficial than implementation of any unilateral standards.

This paper has discovered that the learning and convergence of various perspectives must continue its course. It shows that different aspect of benefits can indeed be altered through mutual understanding. Consequently, two scenarios can characterize Chinese employment practices in Mauritania in general, Hongdong Fishery

¹³ <https://ensv-fvi.fr/wp-content/uploads/2021/05/ROBERT-M%C3%A9moire-PAGERS-S%C3%A9curit%C3%A9-sanitaire-Syst%C3%A8me-chinois.pdf>

Development Company in particular. One is that each side sticks to its pre-determined condition of benefits and is not willing to change its position. This will inevitably lead to the failure of cooperation. The other is that both sides are willing to listen to each other and adjust their perspectives so that cooperation can go on. The bilateral cooperation between Chinese companies and Mauritians does not only create economic advantages or benefits, also it consolidates both sides' competitiveness in the world market.

8. Conclusion and suggestions

8.1 suggestions

This study provides suggestions designed to advise Chinese companies, Member States and syndicalist. The suggestions summarized below apply to Chinese enterprises in Mauritania, particularly Hongdong Fishery company participating in the study:

1. Chinese companies should establish fair hiring policies that prohibit the exchange of any form of favor for employment, promote fairness, transparency and efficiency and, include the principles of non-discrimination and equal opportunity.
2. Chinese companies should ensure that working and employment conditions are clearly documented and communicated to employees and contract workers
3. Unskilled workers hired as casual workers should be provided with knowledge and skills transfer in the form of in-company training. This training would make them more likely to be hired as skilled workers after a reasonable period of time. An improved policy framework could give a large part of the population an economic advantage. A better policy framework could provide a significant economic benefit to a large part of the population in the medium and long term. In fact, wages should be compared to market rates. Unemployment rates should not be used as an excuse to underpay workers.
4. Chinese employers should provide workers with a transparent complaints mechanism that is transparent, well understood and deals promptly with concerns raised at the appropriate level of management. This mechanism should not delay or impede other remedies available by law or under existing arbitration procedures.
5. Employees should be regularly empowered to become more aware of their rights and obligations. These capacity-building interventions should be guided by the law and be part staff development that goes beyond, is not limited to the orientation of new staff members. Furthermore, Mauritanian government should explore the possibility of hiring an expert on China to advise you on all on all agreements with Chinese companies.
6. Mauritania's strategy for a successful partnership with China should be based on responsibility, transparency, labor relations and decent work

Many problems of non-compliance reported by workers suggest that despite strong labor legislation, national governments are failing to ensure compliance with governments with the standards set by the law. This is partly due to the fact that labor inspectors and other government institutions that enforce labor regulations, as well as trade unions, are ineffective due

to a lack of capacity, resources and training, or fall prey to corruption. For that, an independent monitoring body should be established to oversee the implementation of labor legislation and the compliance of Chinese companies involved in the fishing industry. This measure could help complement and monitor the practices of the General Labor Inspector as a labor law enforcement agent and to ensure that no one, regardless of political influence, is allowed to exploit workers.

7. All labels and signs on machinery, equipment and buildings must be translated into a language that local employees understand to avoid accidents.

8.2 Conclusion

The results of this study point to labor rights violation, fishing via Mauritanian people. Hongdong Fishery Development Company operating fishing was the case study. Workers and trade unions have expressed concerns about areas of non-compliance, including compensation (forced overtime, underpaid salary, employee benefits, etc.), contracts and wages. In addition, there is also, the lack of a fair hiring process for recruiting casual workers has negative implications for employees. Actually, this article has based its investigation on Hongdong Fishery Company; still the reality of this company may vary from others in the same sectors of other Chinese enterprises operating in mining, construction...

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