

FISH Standard for Crew

Fairness, Integrity, Safety, and Health

Seafish Issues Groups

Standards and At-sea Labour Practices

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STANDARD FOR CREW

FISH Standard for Crew

Discussion outline

FISH overview and background

Why third-party certification for wild harvest vessels?

What does FISH cover – what is included in the FISH Standard and Framework

FISH scope and business model

FISH Standard for Crew

Summary

Deliver a global program for credible, third-party certification for crew harvesting wild caught seafood

Enable responsible harvesters, and those who purchase and sell their seafood, assure stakeholders the seafood harvested comes from responsible sources with respect to crew treatment, compensation, and conditions.

Developed with input from the full seafood supply chain, from large and small harvesters to processors to retailer and restaurant groups to create a global program

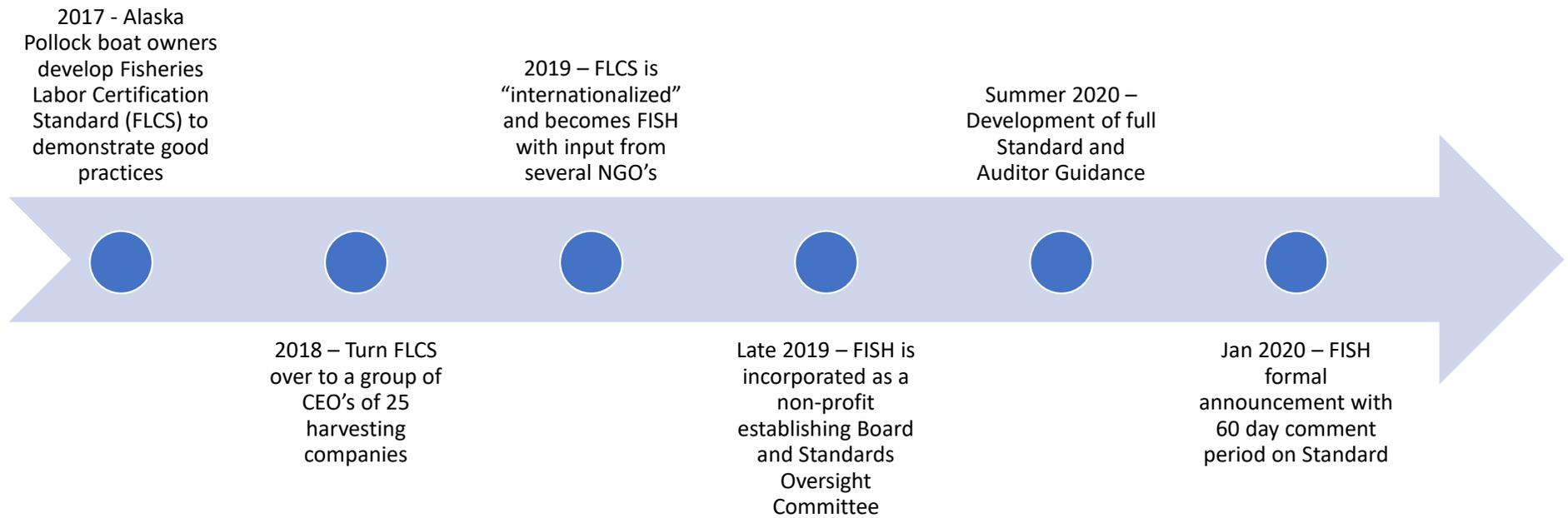
Align with Sustainable Supply Chain Initiative-Global Seafood Sustainability Initiative benchmark program

Focus on the mission of third-party certification of labor on vessels, serve as complement to existing programs on sustainability, food safety, land-based social audits



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FISH background and its path to a certification standard



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Why stakeholders will expect third party validation

While most vessels operate in legal framework protective of labor rights, some vessels have failed and abused workers

Foundations, NGOs, and media focusing on, and highlighting, labor issues on fishing vessels

Governments are reacting with their actions not just focused on where abuse is occurring, but on actors throughout the seafood supply chain from harvest through retail

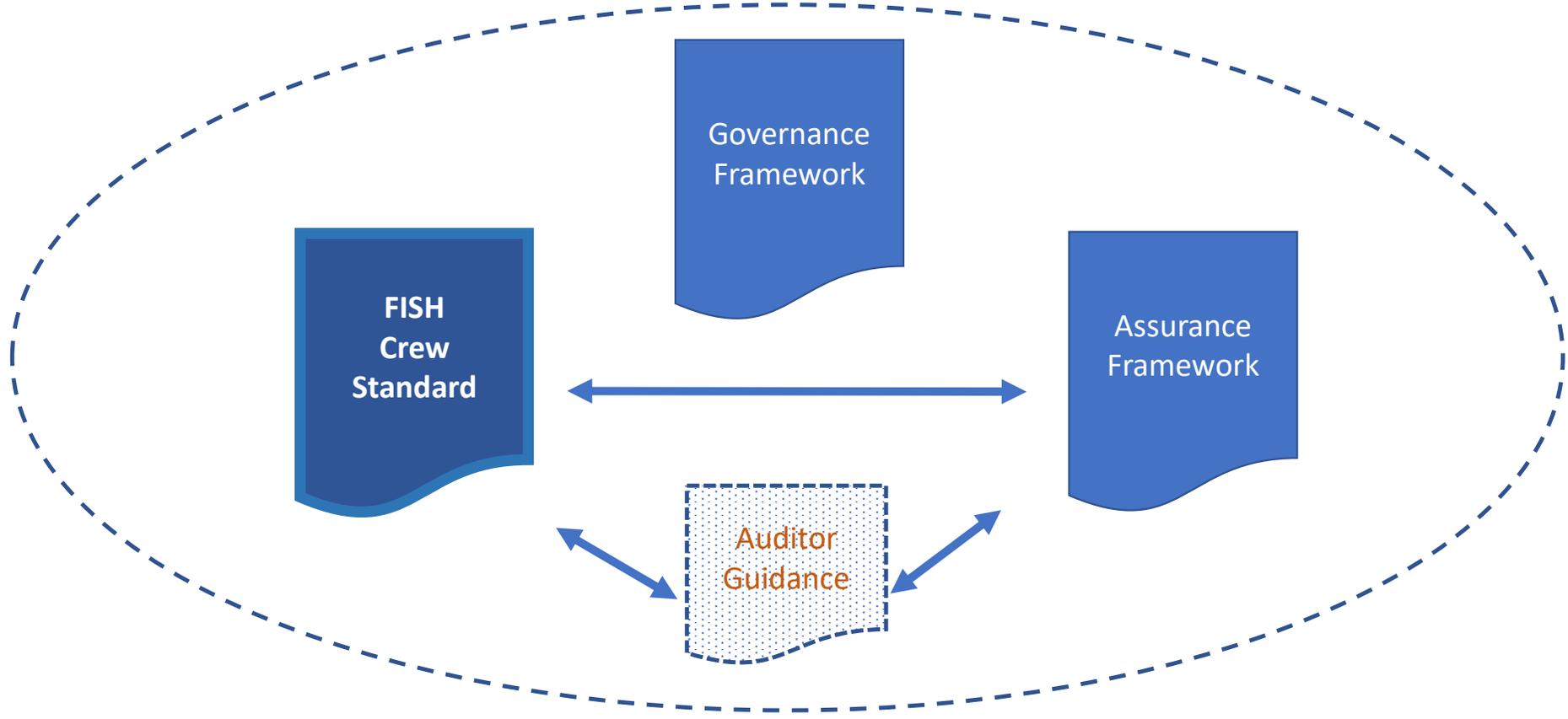
Retailers and food service operators are acting or seeking solutions throughout the supply chain – despite the development of some government programs, history has shown that in areas such as seafood sustainability, food safety and facility health and safety, that the marketplace has wanted third party certification programs.

Consumers more easily grasp and are more emotionally connected to social issues than to often more complex fisheries management or sustainability issues

Companies seek efficient, effective, and global solutions, and to avoid duplication and competing demands

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What is included in FISH Standard



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What is included in FISH Standard

4 Principles

28 Criteria

100+ Indicators

<u>Principles</u>	<u>Criterion</u>
1. Emphasize Socially Responsible Labor Practices and Ethical Behaviours	1.1 - No Child Labor 1.2 - No Forced Labor 1.3 - Crew List 1.4 - Respect the Dignity of Fishers 1.5 - Protect Migrant Fishers 1.6 - Fair Recruitment and Placement of Fishers 1.7 - Provisions for Repatriation
2. Establish Fair Conditions of Service for All Fishers	2.1 - Fisher Work Agreement 2.2 – Fair Remuneration 2.3 - Freedom of Association and Collective Bargaining 2.4 - Non-discrimination in Employment 2.5 - Social Security 2.6 – Health Protection and Medical Care 2.7 – Fisher’s Compensation System 2.8 – Grievances
3. Ensure the Safety and Health of All Fishers	3.1 – Defined Roles and Accountability 3.2 - Occupational Safety and Health 3.3 - Safety Orientation and Training 3.4 - Rest Periods and Hours of Work 3.5 – Fitness Standards and Medical Exams 3.6 – Medical Treatment
4. Provide Decent Accommodations, Water and Food	4.1 – A Framework for Oversight 4.2 - Accommodations are Appropriate 4.3 - Spaces are Well Maintained 4.4 - Spaces are Comfortable and Safe 4.5 - Sanitary Facilities are Provided 4.6 - Food and Potable Water 4.7 – Galley and Other Facilities



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What is included in FISH Standard

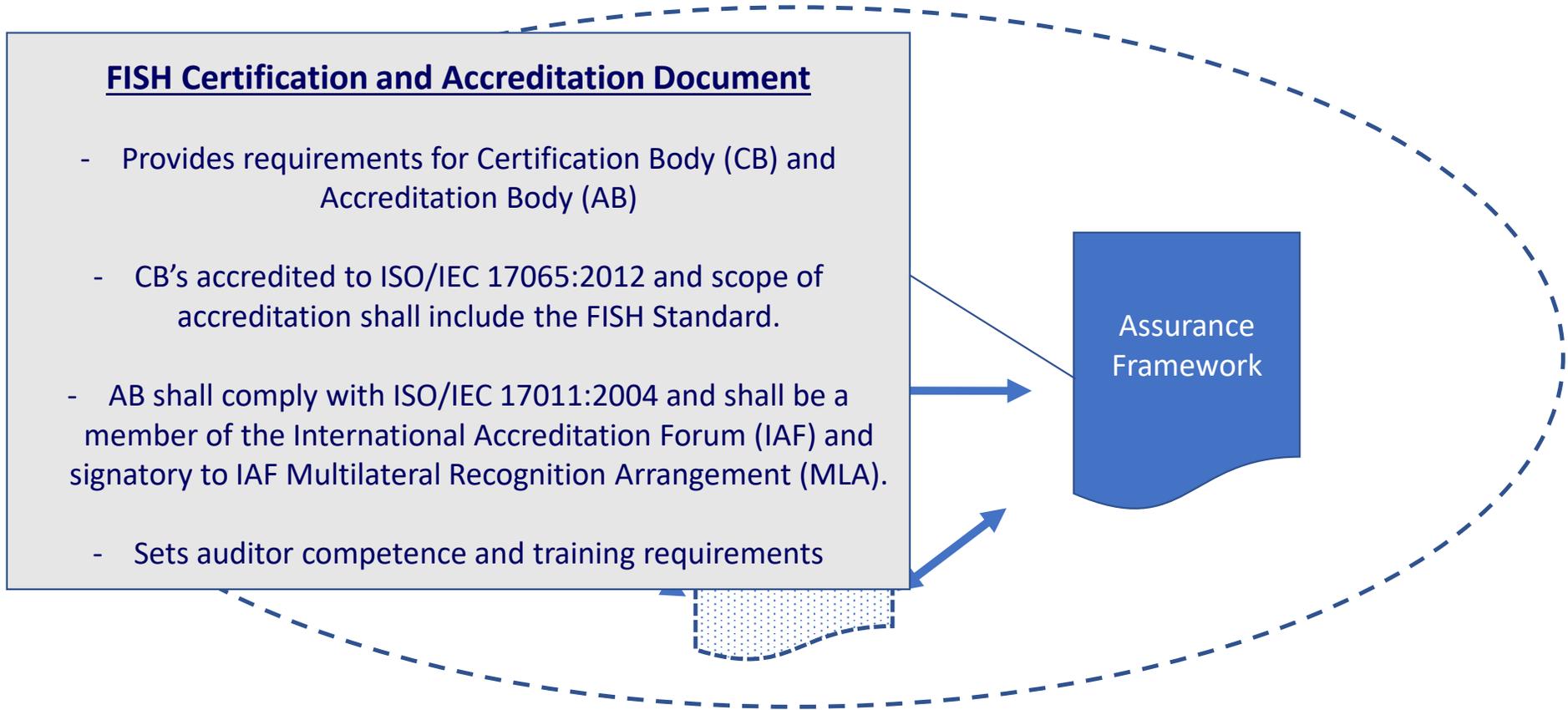
FISH Standard is based primarily on ILO Work in Fishing Convention 188 (C188) and related Guidance. FISH' intent is a practical interpretation of C188 and covers most core ILO areas.

FISH Standard covers some areas not specifically addressed by C188 but that are covered in other ILO conventions or Universal Declaration of Human Rights articles.

There are a few areas where FISH consciously deviates from, or partially aligns with, C188 – in these cases all terms are defined in accordance with best practice.

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What is included in FISH Standard



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Alignment with SSCI-GSSI process



Sustainability

GSSI

RFM, MSC

Food safety

GFSI

BRC, SQF, Dutch HACCP

GFSI

BRC, SQF

Labor

SSCI-GSSI

Expected 2021

SSCI

SA 8000, SMETA

SSCI

SA 8000, BSCI

Examples



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Business model

Scope for fisheries

Developed fisheries

Developed and some developing countries

Company fleets and in-shore and family-owned vessels (option for group certification)

NOT addressing plants nor aquaculture production

Scope for issues

Focused on labor issues on board fishing vessels

Serve as a complement to other systems that address environmental, food safety, and quality - no need to duplicate existing systems



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Business model

Business-to-business tool to provide assurances that a vessel has been audited thru credible system



Not a consumer-facing logo

Not a revenue-generating scheme have enough resources to get job done, but not generate excess revenue to start drifting into unrelated areas. Do the job and do it well.

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Thank you for the opportunity to introduce the FISH Standard for Crew

Questions?

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