SEAFISH

QUAY ISSUES

2017 pilot survey of employment in the UK fishing fleet

SEAFISH

2017 Pilot Survey of Employment in the UK Fishing Fleet

October 2017

AUTHORS
Arina Motova
Marta Moran Quintana
Hazel Curtis

Table of Contents

1. Executive Summary

This report presents an overview and discussion of the methods and data collected during the 2017 pilot survey of employment in the UK fishing fleet, conducted by Seafish. The information presented here focuses on the sample collected and does not represent a complete picture of employment throughout the UK fishing fleet.

The 2017 pilot survey was conducted on behalf of the Marine Management Organisation (MMO) and Marine Scotland to test the data collection methodology ahead of the full employment surveys that are due to run from 2018, as required under the EU's Data Collection Framework (DCF). The survey collected data on the gender, age, education level, nationality and employment status of people working in the UK catching sector. Seafish collected the data via face-to-face interviews with vessel owners and skippers in ports across the UK.

The 2017 pilot survey gathered data on 313 UK fishing vessels and 914 jobs. These figures represent 7% of active vessels and 7% of jobs in the UK fishing fleet in 2016.

Nearly all the jobs in the sample were filled by male workers. Overall, female workers occupied 2% of the total jobs but 46% of the onshore jobs in the sample.

More than three quarters of the jobs in the sample were filled by UK citizens. Non-UK workers in the sample occupied mainly deckhand and engineer jobs, representing 31% of all engineers and 39% of all deckhands.

The average age of all workers in the sample was 42 years. The age profile of workers in the sample varied by job position, with younger people working predominantly as deckhands, while skipper and owner positions were filled mainly by workers in older age groups.

The highest professional qualification of just over half of workers in the sample (53%) was Basic Safety Training.

The majority (71%) of jobs in the sample were full-time, all year round roles. This pattern is true for all positions except onshore jobs, which were mainly part-time positions. Approximately 20% of the engineer and deckhand positions in the sample were seasonal / shifting roles.

Workers in most jobs in the sample (74%) were paid by the method of crew share. A further 10% of roles were remunerated via fixed wage and 11% via a crew agency. By job position, average gross crew shares in the sample ranged from £1,060 per month for onshore workers to £4,131 per month for mates.

2. Introduction

According to the EU Data Collection Framework (DCF), EU Member States are obliged to collect social data on their fishing fleet every third year, starting in 2018. Member States could choose to carry out a pilot survey in 2017 to trial and develop a robust methodology for future data collection exercises.

The MMO and Marine Scotland contracted Seafish to carry out a pilot survey of employment in the UK fishing fleet in 2017. Seafish carries out an annual economic data collection survey of the UK fishing fleet on behalf of the MMO and Marine Scotland, and in 2013 and 2015 conducted employment surveys of the Scottish fishing fleet on behalf of Marine Scotland.

The main purpose of the 2017 pilot survey was to test the methodology of the data collection and questionnaire design. The pilot survey also aimed to ensure that the data collected is comparable with other EU Member States and follows the methodological requirements agreed at the Planning Group on Economic Issues (PGECON) Workshop on Social Data Collection[1].

Once the full social survey of the UK fishing fleet is under way in 2018, the socio-economic data collected will be used to assess the impact of several aspects of the Common Fisheries Policy or UK policy, as appropriate. These aspects include the gender distribution, age profile, qualification and migration of the workforce. The data will also be used to evaluate the impacts of an EU exit on the UK fishing industry, e.g. the possible influence of changes in migration policy.

2.1 Purpose of the report

The purpose of this report is to present a discussion of the methods, outcome and lessons learned from the 2017 pilot survey of employment in the UK fishing fleet.

All the data presented in this report focus only on the sample data collected during the pilot. The sample is based on the availability of people in the port during the survey and their willingness to take part in the survey. Therefore, the sample is not random and cannot be extrapolated or used to represent a full picture of employment in the UK fishing fleet. The report provides an indication of the type of information that will result from future fleet employment surveys. Data from the full employment surveys starting in 2018 will be analysed using statistical methods to estimate totals for all UK fleet sector employment.

2.2 Structure of the report

The report is structured in the following sections:

- Section 1 presents an Executive Summary
- Section 2 presents an introduction to the report
- Section 3 describes the data collection
- Section 4 describes the survey coverage
- Section 5 presents the pilot survey results
- Appendix 1 discusses the methods used during the pilot survey data collection and analysis
- Appendix 2 includes the survey form used during the pilot survey

---

[1] https://datacollection.jrc.ec.europa.eu/documents/10213/1060339/PGECON+WS+Social+Data+Collection.pdf

3. Data collection

The pilot survey took place between 15th May and 23rd June 2017. Four Seafish researchers conducted face-to-face interviews with vessel owners and skippers across the UK to gather information on their vessels and crew members.

Participation in the pilot survey was voluntary. Researchers conducted a systematic survey in regions across the UK to ensure comprehensive coverage of the UK fleet, visiting the four home nations (including the Scottish islands).

All the information collected during the pilot survey was obtained from interviewees (skippers and / or owners of UK fishing vessels). The data provided was not checked against vessel financial records or other any other administrative records. Such checks could improve the reliability of the data collected and enable researchers to verify data provided, but at the expense of cost efficiency.

A full description of the data collection exercise can be found in Appendix 1: Methods.
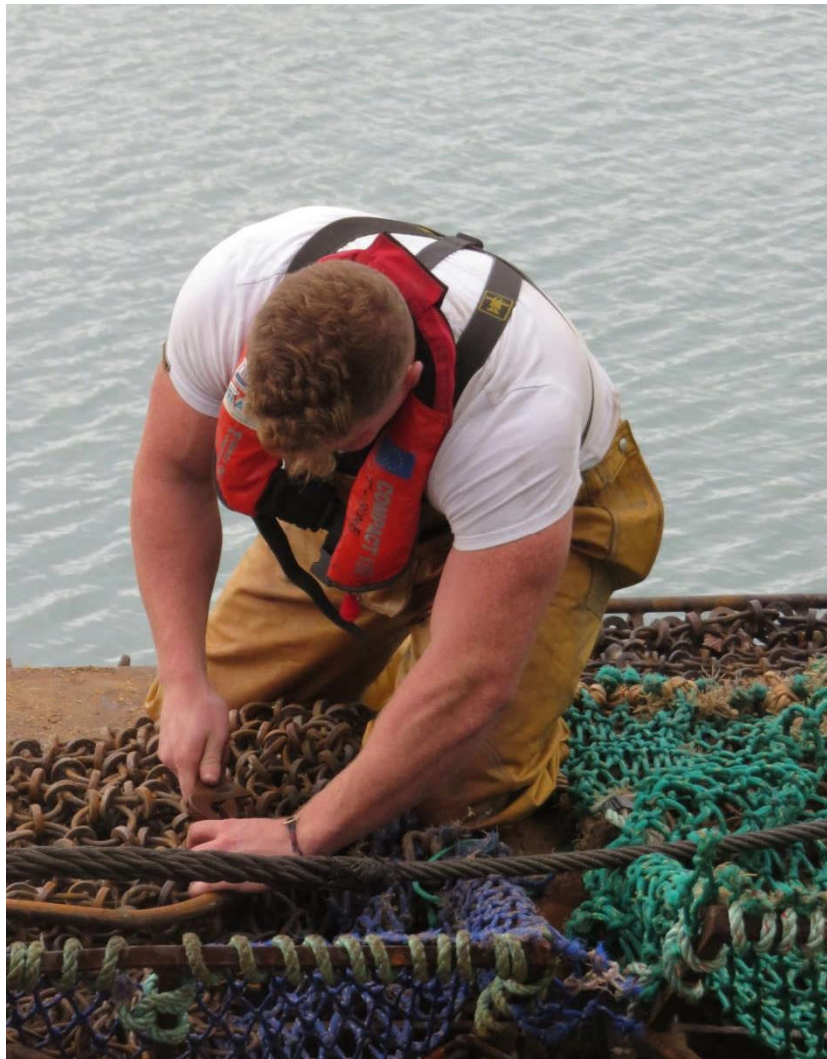
4. Pilot survey coverage

The pilot survey gathered data on 313 UK fishing vessels and 914 jobs. The survey identified 27 workers who filled more than one job (working on more than one vessel), resulting in a total number of 864 individual workers in the sample. For the purposes of this report, results are presented and discussed based on the number of jobs sampled (914).

Table 4.1 and Table 4.2 illustrate the sample size in terms of numbers of vessels and jobs by position, home nation of the vessel and fleet segment.

Table 4.1: Pilot survey sample size by position

	Skipper	Mate	Engineer	Deckhand	Owner (onshore)	Other onshore	Other onboard
Number of jobs in sample	325	18	79	433	21	35	3
% of jobs in sample	35.6%	2.0%	8.6%	47.4%	2.3%	3.8%	0.3%

Table 4.2: Pilot survey sample size by vessel home nation

	England	Scotland	Northern Ireland	Wales	Islands and NA*
Number of vessels in sample	128	133	22	19	11
% of vessels in sample	40.9%	42.5%	7.0%	6.1%	3.5%
Number of jobs in sample	270	424	89	39	92
% of jobs in sample	29.5%	46.4%	9.7%	4.3%	10.1%

* Jersey, Guernsey, and Isle of Man; NA = not allocated

The survey was not stratified in fleet segments, but based on sample results, and for the purpose of this report, all vessels were grouped into six major groups (Table 4.3 and Table 4.4). A full description of the segmentation procedures applied to this report can be found in Appendix 1: Methods.

Table 4.3: Pilot survey sample size by fleet segment

	Demersal trawls <18m	Demersal trawls >18m	Nephrops trawl	Scallop dredgers	Passive gears	Others*
Number of vessels in sample	23	18	32	37	101	102
% of vessels in sample	7.3%	5.8%	10.2%	11.8%	32.3%	32.6%
Number of jobs in sample	41	142	149	125	228	229
% of jobs in the sample	4.5%	15.5%	16.3%	13.7%	14.9%	25.1%

* Includes pelagic trawls and seines, beam trawls, miscellaneous and identified gears, and low activity/inactive vessels

Table 4.4: Pilot survey sample size by fleet segment and vessel home nation

Numbers of vessels	Demersal trawls <18m	Demersal trawls >18m	Nephrops trawl	Scallop dredgers	Passive gears	Others
England	17	1	2	13	46	49
Scotland	2	17	17	17	45	35
Northern Ireland	4	0	13	5	0	0
Wales	0	0	0	1	10	8
Islands and NA*	0	0	0	1	0	10

* Jersey, Guernsey, and Isle of Man; NA = not allocated

The pilot survey coverage as a fraction of the size of the UK fishing fleet is presented in Table 4.5 to Table 4.7. The reference data used to estimate coverage of each parameter is indicated in the tables. The survey sample size by home nation and fleet segment broadly match the composition of the UK fishing fleet, although sample coverage was slightly higher in Scotland and Northern Ireland (see Table 4.6).

Table 4.5: Overall survey coverage

	UK fishing fleet	Pilot survey sample size	Pilot survey sample as % of UK fleet
Number of vessels (MMO, 2016)	4,607*	313	6.8%
Weight of landings ('000 tonnes, MMO 2016)	697	57	8.1%
Value of landings (£ million, MMO 2016)	919	88	9.5%
Number of jobs (Seafish, 2015)	12,107	914	7.4%
Full Time Equivalent (FTE) (Seafish, 2015)	8,108	738	9.1%

* Excludes inactive vessels

Table 4.6: Survey coverage by vessel home nation

	England	Scotland	Northern Ireland	Wales	Islands***
Number of vessels in sample*	128	133	22	19	1
Number of vessels in home nation fleet**	2,288	1,670	258	298	58
Coverage as % of home nation fleet					
Number of vessels (MMO, 2016)	5.6%	8.0%	8.5%	6.4%	1.7%
Weight of landings ('000 tonnes, MMO 2016)	3.3%	10.8%	6.3%	4.3%	4.0%
Value of landings (million £, MMO 2016)	5.1%	12.2%	9.9%	4.0%	6.1%
Number of jobs (Seafish, 2015)	5.0%	8.4%	10.1%	6.6%	1.9%
Full Time Equivalent (FTE) (Seafish, 2015)	6.0%	11.2%	11.3%	4.5%	5.4%

* Excludes 10 vessels not allocated to a home nation

** Excludes 35 vessels not allocated to a home nation in 2016

*** Jersey, Guernsey, and Isle of Man

Table 4.7: Survey coverage by fleet segment

	Demersal trawls <18m	Demersal trawls >18m	Nephrops trawls	Scallop dredgers	Passive gears	Others
Number of vessels in sample	23	18	32	37	101	102
Number of vessels in UK fishing fleet	268	138	320	271	1,782	3,597
Coverage as % of fleet segment						
Number of vessels (MMO, 2016)	8.6%	13.0%	10.0%	13.7%	5.7%	2.8%
Weight of landings ('000 tonnes, MMO 2016)	6.2%	14.9%	9.7%	15.3%	6.6%	5.8%
Value of landings (million £, MMO 2016)	7.1%	14.9%	10.2%	15.8%	6.6%	6.5%
Number of jobs (Seafish, 2015)	5.8%	11.2%	10.0%	11.6%	5.6%	6.6%
Full Time Equivalent (FTE) (Seafish, 2015)	6.5%	12.8%	10.6%	14.1%	6.8%	4.2%

5. Sample data collected

5.1 Overview

This section presents an overview of the data collected during the 2017 pilot survey of employment in the UK fishing fleet. The report presents only sample data; the results have not been extrapolated to estimate UK totals.

Sample data were collected based on the main variables of the DCF and results show the number of jobs in the sample according to the job holder's:

- Gender
- Nationality
- Highest job-related qualification
- Work pattern
- Remuneration

For each variable, the report shows the number and proportion of jobs according to:

- Position (job title)
- Vessel home nation
- Fleet segment

The sample size is not consistent across all variables due to missing responses for individual questions on the survey form. Missing responses were due to lack of knowledge or willingness to share the data with researchers. **Each graph and table in the report indicates the sample size used in the analysis.** Further information and a discussion on survey response rates are in Appendix 1: Methods.

5.2 Gender

There was no missing gender data in the sample. The survey data covered workers in all jobs in the sample (n = 914). The vast majority of jobs in the sample were filled by male workers (896, or 98% of all jobs in the sample). Female workers filled 18 jobs, or 2% of the sample.
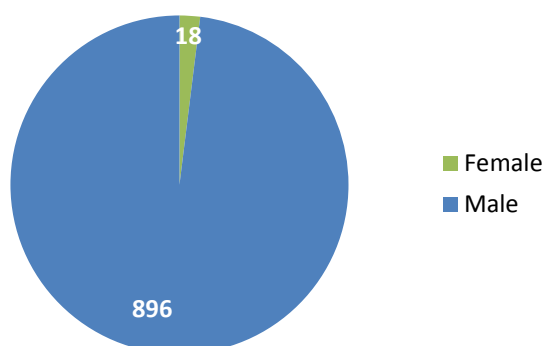

Figure 5.1: Distribution of jobs in the sample by gender of worker (n = 914)

5.2.1 By position

The majority of jobs filled by female workers in the sample were onshore positions (16, or 89% of all jobs filled by women in the sample). The two remaining jobs filled by women in the sample were deckhand positions. Women filled 2% of the jobs in the sample, but represented approximately 46% of the onshore jobs.
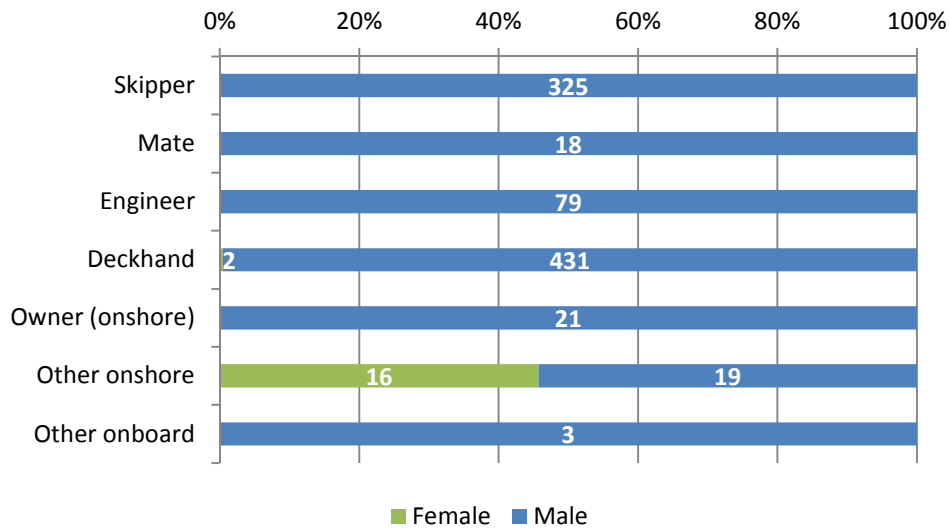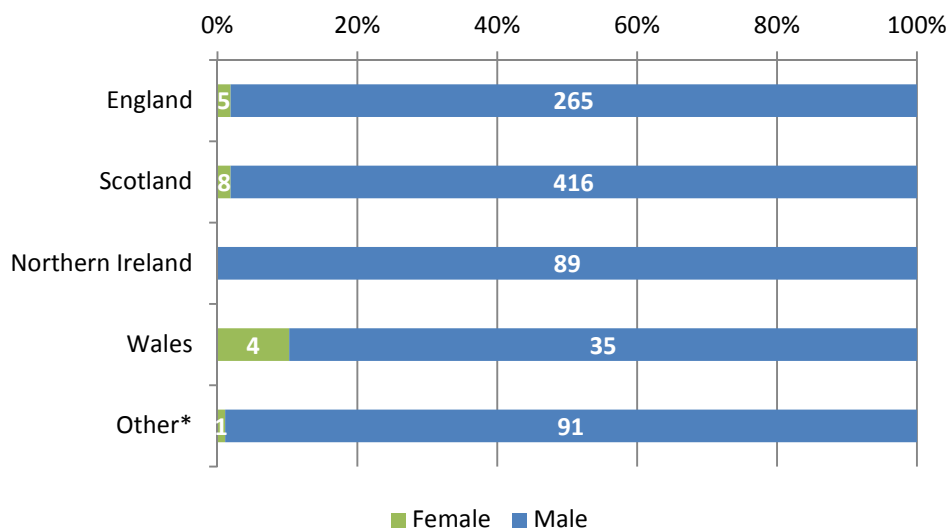

Figure 5.2: Distribution of jobs in the sample by gender of worker and position (n = 914)

5.2.2 By vessel home nation

Welsh-registered vessels in the sample had the highest proportion of jobs filled by women (10% of all jobs on Welsh-registered vessels). In other home nations, jobs filled by women represented between 1% and 2% of all jobs in the sample (with the exception of Northern Ireland where no female workers were found in the sample).

* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation

Figure 5.3: Distribution of jobs in the sample by gender of worker and vessel home nation (n = 914)

5.2.3 By fleet segment

The survey found female workers in three fleet segments: demersal trawls under 18m, passive gears and other gears. In these segments, women filled between 2% and 4% of the jobs per segment. In the remaining segments, all workers in the sample were male.
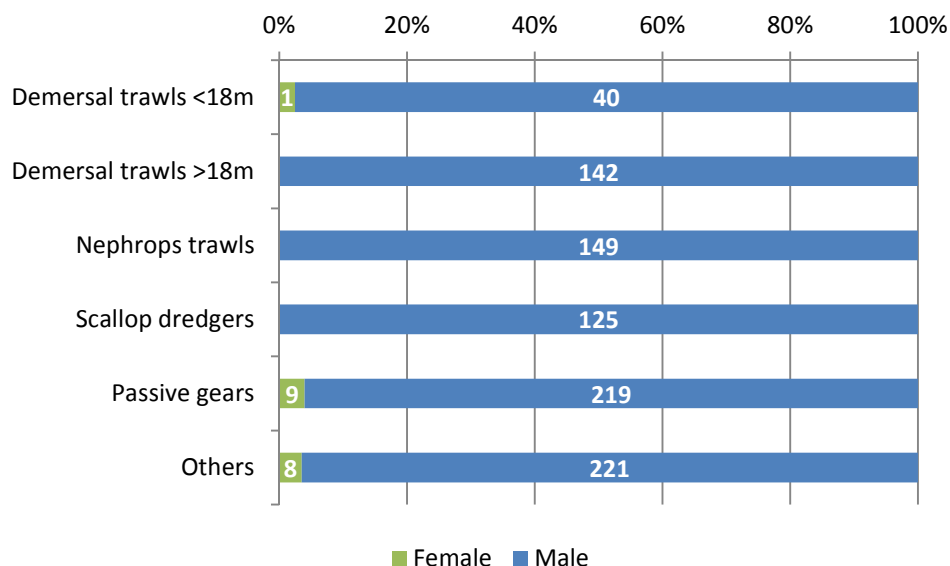

Figure 5.4: Distribution of jobs in the sample by gender of worker and fleet segment (n = 914)

5.3 Nationality

The survey collected data on the nationality of workers in all jobs in the sample (n = 914). Information on the nationality of workers was provided by the skipper or owner of the vessel and was not checked against any supporting documentation.

More than three quarters of the jobs in the sample were filled by UK citizens (77% of all jobs). A further 10% of jobs were filled by citizens of other EU/EEA countries and 13% were filled by citizens of non-EEA countries.
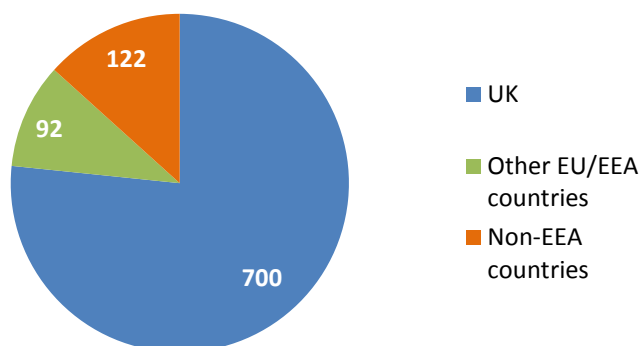

Figure 5.5: Distribution of jobs in the sample by worker nationality (n = 914)

5.3.1 By position

The majority of workers in all positions were UK citizens. This was particularly evident among skippers and onshore owners. Only 2% of skipper positions in the sample were filled by other EU/EEA citizens and there were no skipper positions filled by citizens of non-EEA countries. All the onshore based vessel owners in the sample were UK citizens.

Most of the non-UK personnel in the sample filled deckhand and engineer positions. Other EU/EEA citizens filled 15% of all engineer positions and 16% of all deckhand positions in the sample. Non-EEA citizens filled 16% of all engineer positions and 24% of all deckhand positions in the sample.
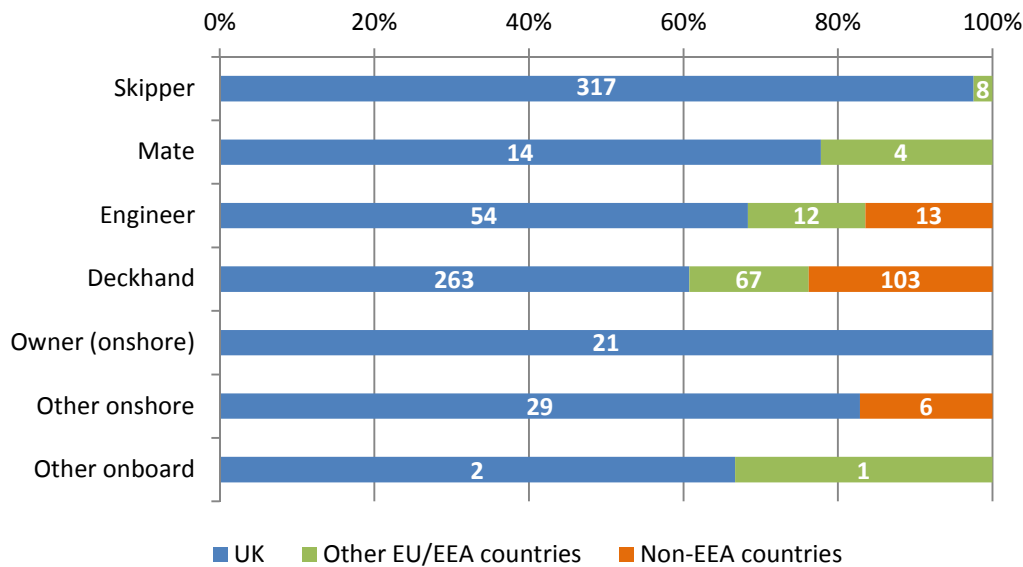
Figure 5.6: Distribution of jobs in the sample by worker nationality and position (n = 914)

There were workers from eight other EU countries in the sample (see Table 5.1). Workers from Latvia were the most numerous (39, or 42% of all jobs filled by other EU nationals in the sample). Non-EEA workers in the sample came from six countries, the vast majority from the Philippines (103, or 84% of all jobs filled by non-EEA nationals in the sample).

Table 5.1: Number of jobs in the sample by worker nationality and position (n = 914)

	Skipper	Mate	Engineer	Deckhand	Owner (onshore)	Other onshore	Other onboard	Total
UK nationals	317	14	54	263	21	29	2	700
Other EU nationals	8	4	12	67	-	-	1	92
Latvia	2	2	8	27	-	-	-	39
Romania	1	1	4	10	-	-	1	17
Poland	2	-	-	13	-	-	-	15
Lithuania	-	-	-	12	-	-	-	12
Ireland	3	1	-	2	-	-	-	6
Croatia	-	-	-	1	-	-	-	1
Denmark	-	-	-	1	-	-	-	1
Portugal	-	-	-	1	-	-	-	1
Non EEA nationals	-	-	13	103	-	6	-	122
Philippines	-	-	13	85	-	5	-	103
Ghana	-	-	-	11	-	-	-	11
India	-	-	-	4	-	-	-	4
Canada	-	-	-	1	-	1	-	2
Belarus	-	-	-	1	-	-	-	1
Sri Lanka	-	-	-	1	-	-	-	1
Grand Total	325	18	79	433	21	35	3	914

5.3.2 By home nation

Of the home nations, Northern Irish-registered vessels in the sample had the highest proportion of non-UK workers. Just over half (53%) of all jobs for Northern Irish-registered vessels were filled by non-UK citizens. In other home nations, non-UK workers filled 31% of the jobs for Scottish-registered vessels, 6% for English-registered vessels and 3% for Welsh-registered vessels.
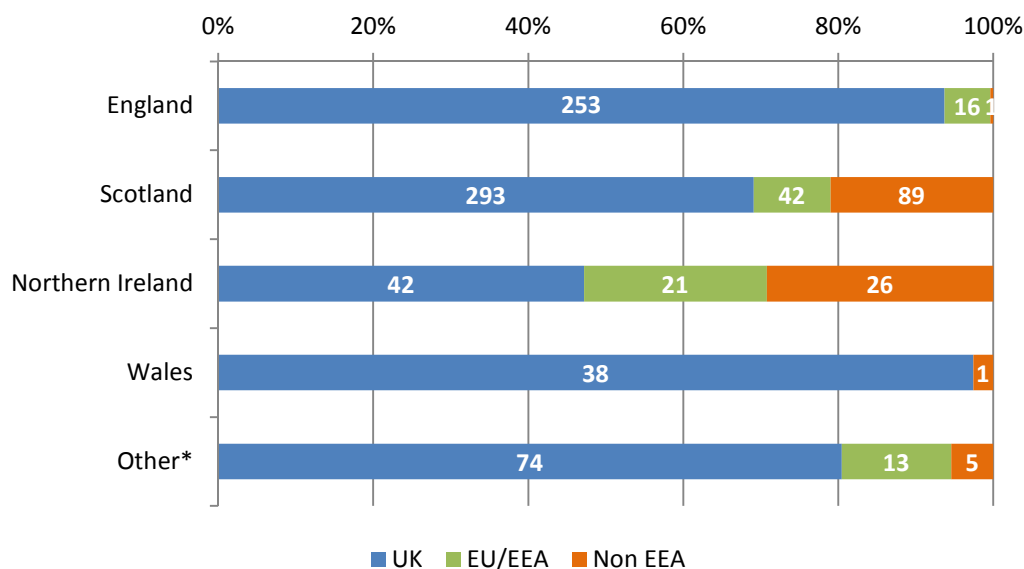
* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation

Figure 5.7: Distribution of jobs in the sample by worker nationality and vessel home nation (n = 914)

5.3.3 By fleet segment

Nephrops trawl and demersal trawl vessels over 18m in the sample had the highest proportion of jobs filled by non-UK workers. Non-UK workers filled 54% of jobs for Nephrops trawl vessels and 36% of roles for demersal trawl vessels over 18m. As detailed in Table 4.4, the majority of Nephrops trawl and demersal trawl vessels over 18m in the sample were registered in Northern Ireland or Scotland (94% of demersal trawl vessels over 18m were registered in Scotland; 53% of Nephrops trawl vessels were registered in Scotland and 41% in Northern Ireland). Vessels registered in these two nations had the highest proportions of non-UK workers in the sample, as seen in Section 5.3.2.

The lowest proportion of non-UK workers occurred on demersal trawl vessels under 18m and vessels using passive gears. Non-UK workers filled, respectively, 5% and 11% of jobs for these segments.
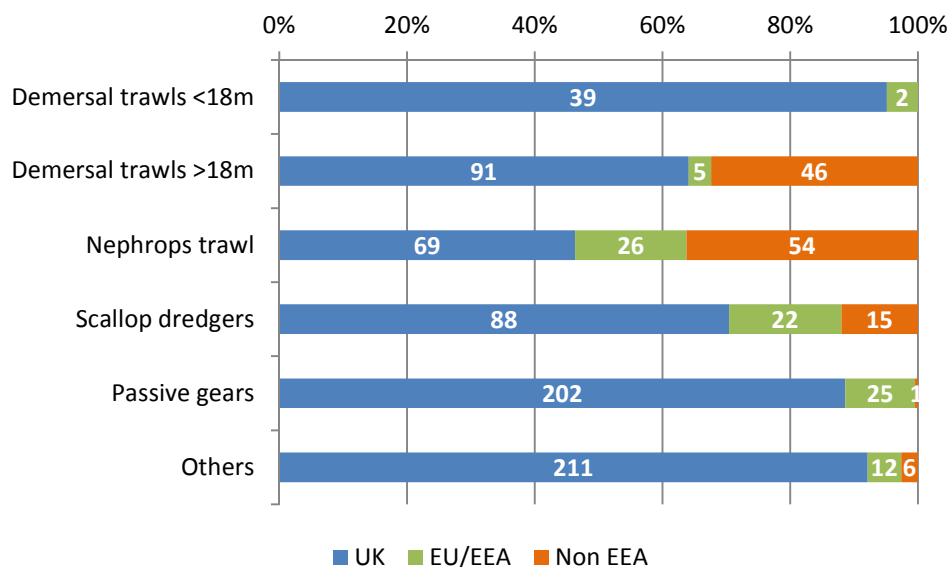
Figure 5.8: Distribution of jobs in the sample by worker nationality and fleet segment (n = 914)

5.4 Age

The survey collected data on the age of workers in 877 jobs (96% of jobs in the sample). The missing data is due to interviewees (the owner or skipper of the vessel) not being able to provide the age of some or all workers on the vessel.

The average age of workers in the sample is 42 years. Around half of the workers in the sample are in the 30-39 and 40-49 age bands.

Figure 5.9: Distribution of jobs in the sample by age band of workers (n = 877)

There are large differences between the age distribution of the survey sample and of the overall UK agriculture, forestry and fishing sector, based on Office for National Statistics (ONS) data[2]. The survey sample shows a higher proportion of workers in the under 30, 30-39 and 40-49 age bands, and a smaller proportion of workers in th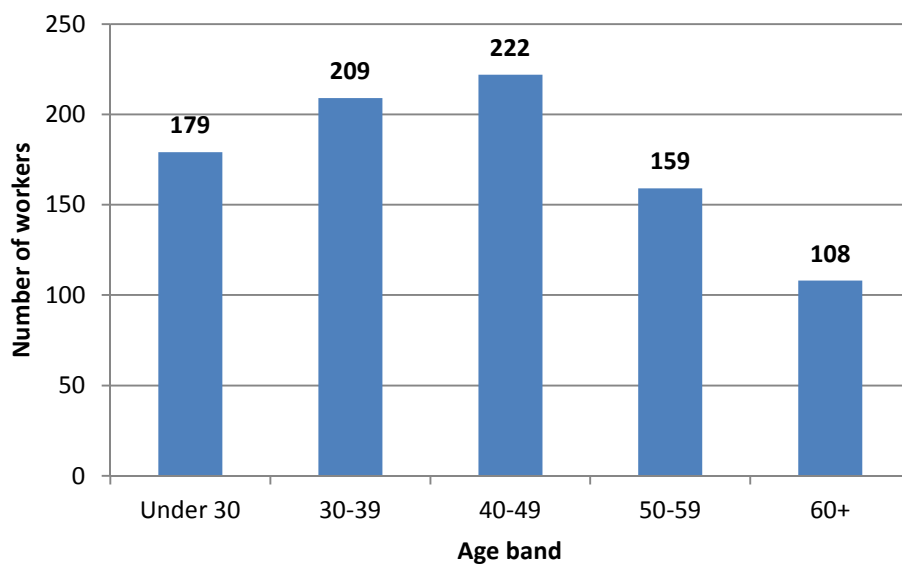e 50-59 and 60+ age bands. However, it should be noted that the ONS data combines data on several industries (agriculture and forestry) in addition to fishing. Furthermore, ONS data, based on the Annual Population Survey and Labour Force Survey, do not guarantee adequate coverage of a particular industry as the survey is not stratified by industry[3].

The survey sample shows a similar age distribution to the overall UK workforce based on ONS data. There are a smaller proportion of workers in the under 30 and 50-59 age bands in the sample than in the UK workforce, and a higher proportion of workers in the 40-49 and 60+ age bands.
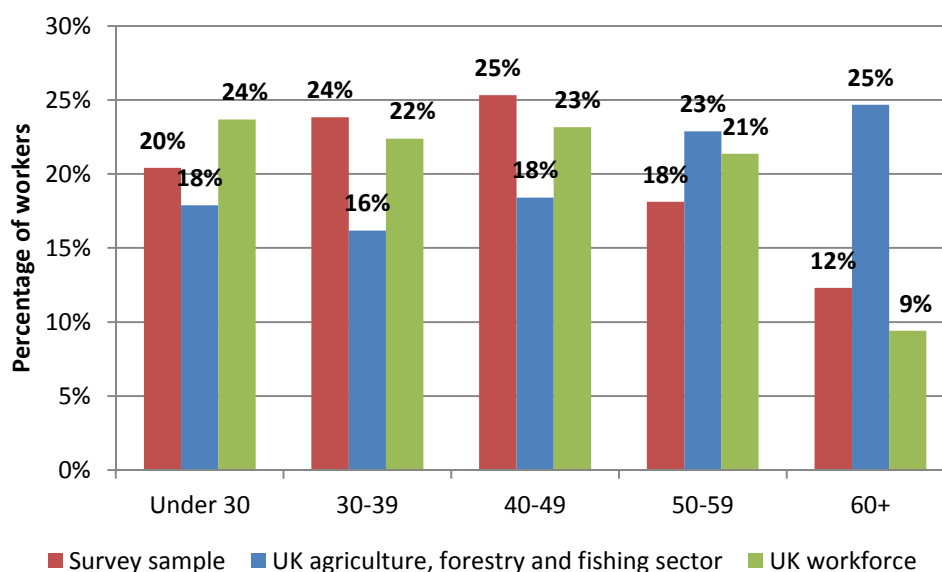

Figure 5.10: Distribution of jobs in the sample by age band of workers (n = 877); in the UK agriculture, forestry and fishing sector and in the UK overall workforce (source: ONS)

5.4.1 By position

Deckhand positions in the sample were filled mainly by younger workers, while skipper positions were filled mainly by older workers. More than three quarters of job positions filled by under-30 year olds were as deckhand (127, or 71% of all workers in this age band), while nearly half the skipper positions in the sample (47%) were filled by over-50 year olds. A similar pattern is seen for boat owners, with all owner positions in the sample being filled by over-40 year olds.

Mate and engineer positions in the sample were filled predominantly by people in the 30-39 to 50-59 age bands. The number of mates and engineers in the youngest and oldest age bands is lower than in the middle age bands.

---

[2]https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/adhocs/007070peopleinemploymentineachindustrybrokendownby5yearagebandsperiodsjulytojune200620112015andjantodec2016
[3] http://webarchive.nationalarchives.gov.uk/20160105205327/http://www.ons.gov.uk/ons/guide-method/method-quality/quality/quality-information/labour-market/index.html

Figure 5.11: Distribution of jobs in the sample by age band of workers and position (n = 877)

5.4.2 By vessel home nation

For Northern Irish-registered vessels in the sample, nearly half (48%) of jobs were filled by workers 40-49 years old. This percentage is around double the figure for other home nations and might be affected by sample representativeness. Workers over 60 years old filled approximately 20% of the jobs for English- and Welsh-registered vessels in the sample, but only 10% of jobs for Scottish-registered vessels and 2% of roles for Northern Irish-registered vessels. Under-30 year old workers filled between 14% and 24% of the jobs in the sample across the four home nations.
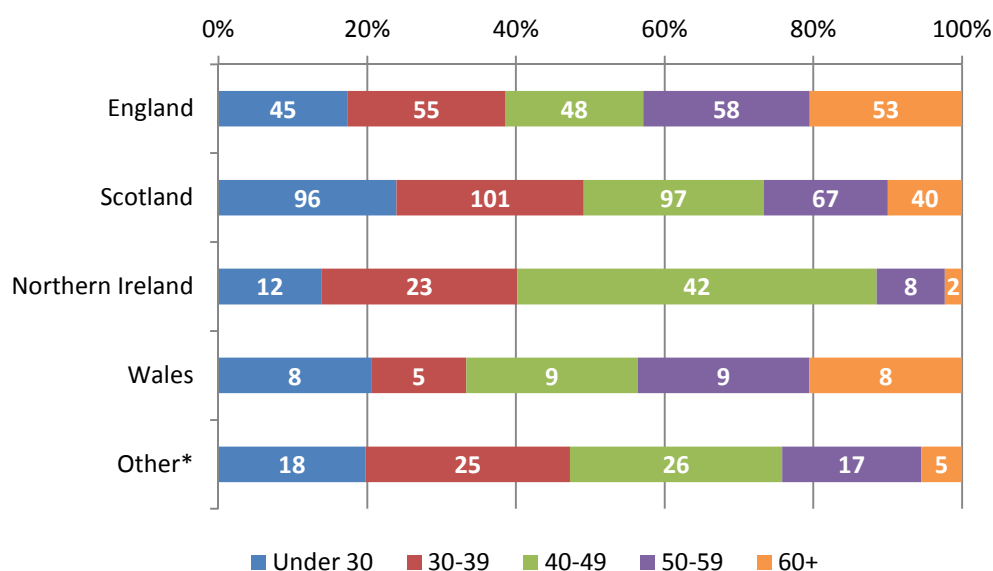
* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation
Figure 5.12: Distribution of jobs in the sample by age band of workers and vessel home nation (n = 877)

5.4.3 By fleet segment

Older workers in the sample worked predominantly in two fleet segments: vessels using other gears and passive gears. 81% of jobs filled by workers over 60 years old and 52% of jobs filled by workers between 50-59 years old were in these two segments.

Younger workers in the sample filled jobs mainly on vessels using passive gears, followed by vessels using other gears, demersal trawls over 18m and scallop dredgers. 30% of all jobs filled by workers under 30 years old were in vessels using passive gears, 20% were in vessels using other gears and 18% in demersal trawlers under 18m.

Between 54% and 68% of the jobs in demersal trawlers over 18m, nephrops vessels and scallop dredgers in the sample were filled by workers in the 30-49 age group.
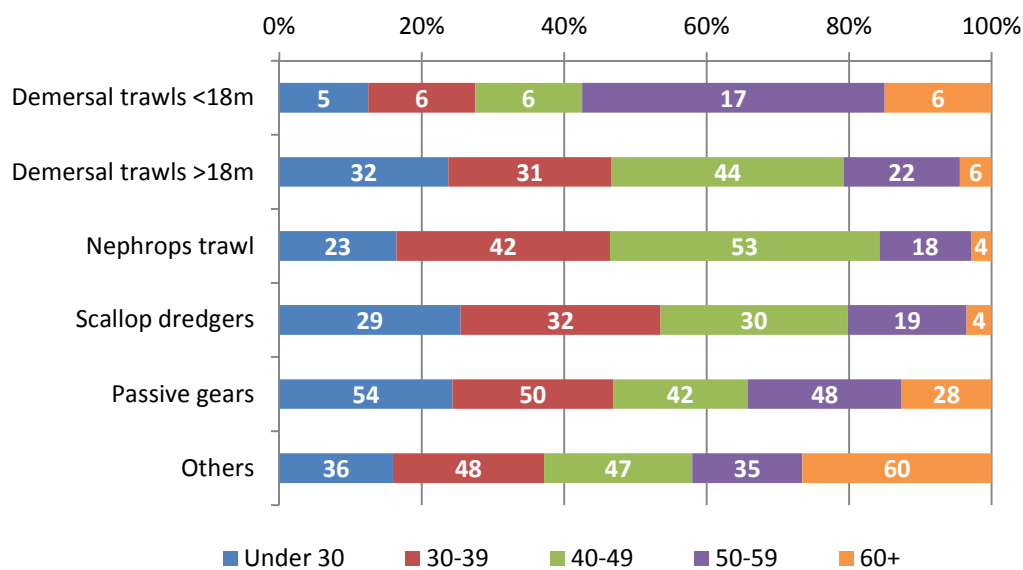
Figure 5.13: Distribution of jobs in the sample by age band of workers and fleet segment (n = 877)

5.5 Job-related qualification

The pilot survey collected data on the highest job-related qualification held by workers in 883 jobs (97% of the jobs in the sample). For the remaining jobs the answer was 'unknown', due to interviewees (the owner or skipper of the vessel) not being able to provide the professional qualifications of some or all the remaining workers associated to the vessel. Further discussion on this item is presented in Appendix 1: Methods.

Responses given were allocated to one of the following categories:

- None
- Basic Safety Training (minimum requirement for all crew working on a UK fishing vessel, not required for onshore personnel)
- MCA Boatmaster Licence (non-fishing qualification)
- RYA Yatchmaster Offshore (non-fishing skipper qualification)
- RYA Coastal Skipper (non-fishing skipper qualification)
- Engineer certificate (vessels less than 750kW)
- Engineer certificate (vessels 750kW and above)
- Skipper (vessels under 16.5m)
- Skipper (vessels 16.5m and above)

The majority of jobs in the sample were filled by workers with Basic Safety Training as their highest qualification (486, or 53% of the sample). The second most frequent highest job-related qualification was skipper (under and above 16.5m), with a total of 311 responses.
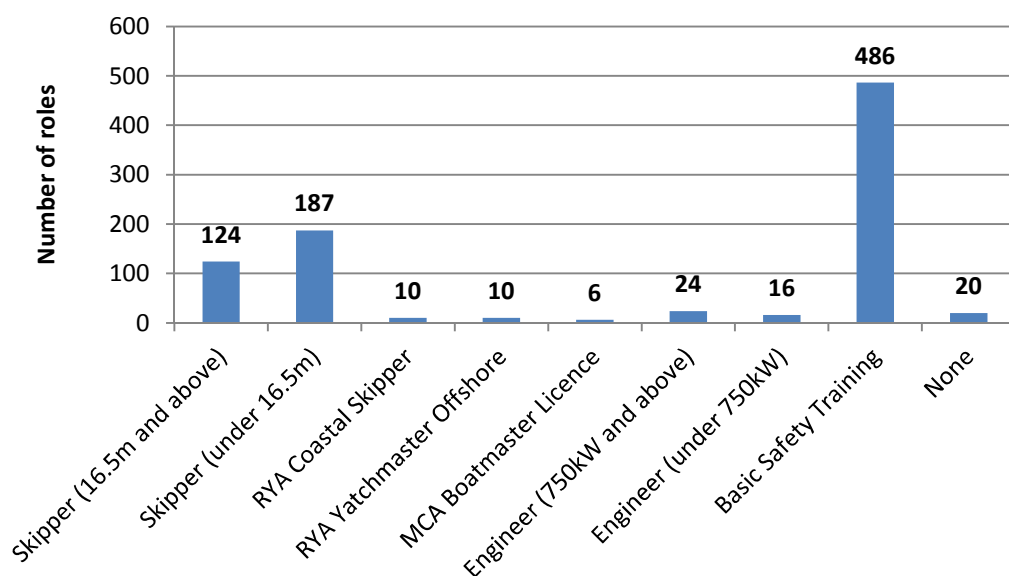
Figure 5.14: Number of jobs in the sample by highest job-related qualification of worker (n = 883)

5.5.1 By position

The majority of skipper positions in the sample were filled by workers holding a professional fishing skipper qualification (212, or 65% of skipper positions)[4]. A further 80 (25% of all skipper positions) were filled by workers holding Basic Safety Training as their highest job-related qualification.

Among engineer and deckhand positions, the most common job-related qualification held by workers was Basic Safety Training. This was the highest job-related qualification held by people in 51% of all engineer positions and 80% of all deckhand positions in the sample.

---

[4] N.B.: It is not a legal requirement for skippers of vessels under 16.5m to hold a skipper qualification.

Table 5.2: Number of jobs in the sample by highest job-related qualification of worker and position (n = 883)

	Skipper	Mate	Engineer	Deckhand	Owner (onshore)	Other onshore	Other onboard
Skipper (16.5m and above)	76	11	6	23	3	4	1
Skipper (under 16.5m)	136	1	8	33	4	4	1
RYA Coastal Skipper	8	-	-	2	-	-	-
RYA Yatchmaster Offshore	8	-	-	2	-	-	-
MCA Boatmaster Licence	1	-	2	3	-	-	-
Engineer (750kW and above)	10	-	9	3	1	1	-
Engineer (under 750kW)	2	-	9	5	-	-	-
Basic Safety Training	80	4	40	348	8	5	1
None	-	-	-	-	2	18	-

5.5.2 By vessel home nation

Across all home nations, the most frequent highest job-related qualification of workers in the sample was Basic Safety Training. The proportion of jobs filled by workers holding Basic Safety Training as their highest qualification ranged from 47% of all workers on English-registered vessels to 70% of all workers on Northern Irish-registered vessels in the sample.

Table 5.3. Number of workers in the sample by highest job-related qualification and vessel home nation (n = 883)

	England	Scotland	Northern Ireland	Wales	Other*
Skipper (16.5m and above)	21	75	10	-	18
Skipper (under 16.5m)	80	60	16	6	25
RYA Coastal Skipper	6	3	-	-	1
RYA Yatchmaster Offshore	7	-	-	1	2
MCA Boatmaster Licence	1	3	-	-	2
Engineer (750kW and above)	7	15	-	-	2
Engineer (under 750kW)	4	9	1	-	2
Basic Safety Training	126	240	62	23	35
None**	8	6	-	4	2

* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation
** Onshore workers (no qualification required)

5.5.3 By fleet segment

Across all fleet segments, the majority of jobs were filled by workers with Basic Safety Training as their highest qualification. The proportion of jobs filled by workers holding Basic Safety Training as their highest qualification ranged from 35% of all jobs on vessels using other gears to 68% of all jobs on Nephrops trawl vessels.

Table 5.4: Number of workers in the sample by highest job-related qualification and fleet segment (n = 883)

	Demersal trawls <18m	Demersal trawls >18m	Nephrops trawl	Scallop dredgers	Passive gears	Others
Skipper (16.5m and above)	3	37	25	13	12	34
Skipper (under 16.5m)	12	4	12	27	65	67
RYA Coastal Skipper	1	-	1	-	2	6
RYA Yatchmaster Offshore	1	-	-	1	3	5
MCA Boatmaster Licence	-	-	-	1	1	4
Engineer (750kW and above)	-	7	1	1	3	12
Engineer (under 750kW)	1	3	5	4	-	3
Basic Safety Training	21	90	101	72	122	80
None*	1	-	-	-	11	8

* Onshore workers (no qualification required)

5.6 Work patterns

The survey collected data on the work patterns of workers. The survey questionnaire differentiated between full- or part -time work and annual or seasonal / shifting work. No official definition was given to respondents for the parameters 'full / part time work' and 'all year / seasonal / shifting work', hence responses to this item were subjective.

The survey coverage of these parameters varied:

- The survey gathered data on full / part time working patterns of all jobs in the sample;
- The survey gathered data on annual / seasonal working patterns of 903 jobs (99% of roles in the sample). The missing data is due to interviewees (the owner or skipper of the vessel) not being able to provide working patterns for some or all the workers associated to the vessel.

The majority of jobs in the sample were full time jobs, working all year round (651, or 71% of all jobs in the sample).
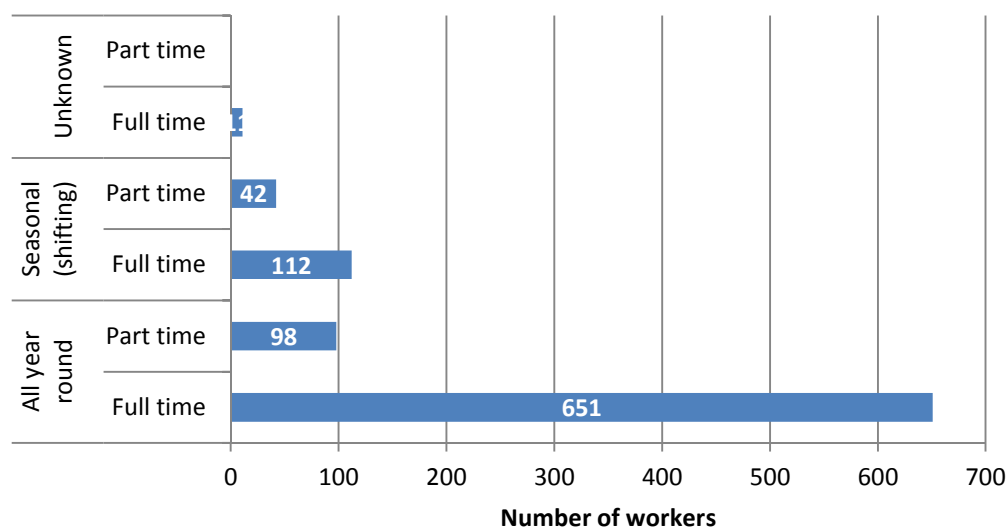
Figure 5.15: Number of jobs in the sample by work pattern (n = 914)

5.6.1 By position

The majority of on-board jobs in the sample were full-time positions, working all year round. Nearly a fifth of engineer and deckhand positions in the sample were filled by seasonal/shifting workers (22% and 20% respectively of jobs on those positions).

Just under half of onshore jobs were part-time, working all year round (49% of all onshore jobs in the sample).

Table 5.5: Number of jobs in the sample by work pattern and position (n = 914)

		Skipper	Mate	Engineer	Deckhand	Owner (onshore)	Other onshore	Other onboard
All year round	Full time	240	15	57	316	12	10	1
	Part time	45	-	3	23	9	17	1
Seasonal / shifting	Full time	12	1	15	78	-	5	1
	Part time	25	2	2	10	-	3	-
Unknown	Full time	3	-	2	6	-	-	-
	Part time	-	-	-	-	-	-	-

5.6.2 By vessel home nation

Across all home nations except Wales, the most frequent work pattern in the sample was full-time, all year round work. For Welsh-registered vessels in the sample, the most common work pattern was part-time, all year round work (18, or 46% of all jobs on Welsh-registered vessels in the sample).

Northern Irish-registered vessels in the sample had the highest proportion of full-time, all year round jobs (96% of all jobs on Northern Irish vessels). Scottish-registered vessels had the highest proportion of seasonal/shifting jobs (106, or 25% of all jobs on Scottish-registered vessels in the sample).

Table 5.6: Number of jobs in the sample by work pattern and vessel home nation (n = 914)

		England	Scotland	Northern Ireland	Wales	Other*
All year round	Full time	195	290	85	15	66
	Part time	51	21	3	18	5
Seasonal / shifting	Full time	11	89	1	2	9
	Part time	13	17	-	4	8
Unknown	Full time	-	7	-	-	4
	Part time	-	-	-	-	-

* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation

5.6.3 By fleet segment

The majority of jobs in the sample across all fleet segments were full time, all year round roles. Most of the full time seasonal/shifting crews in the sample worked on demersal trawl vessels over 18m, reflecting the working pattern of bigger boats with rotating crews.

Table 5.7: Number of jobs in the sample by work pattern and fleet segment (n = 914)

		Demersal trawls <18m	Demersal trawls >18m	Nephrops trawl	Scallop dredgers	Passive gears	Others
All year round	Full time	33	78	122	117	191	110
	Part time	7	1	3	1	28	58
Seasonal / shifting	Full time	-	56	24	7	2	23
	Part time	1	-	-	-	7	34
Unknown	Full time	-	-	-	-	-	4
	Part time	-	-	-	-	-	-

5.7 Remuneration

The survey collected data on the remuneration of workers in 471 jobs (52% of jobs in the sample). The missing data are due to interviewees opting not to provide data on remuneration. Hence, the survey coverage of this particular item of information is much lower than for other variables reported. Data on remuneration were taken from participants' recollection of average monthly gross income of workers. The data were not checked against financial accounts or vessel records.

The following responses were available as the remuneration method:

- **Crew share:** remuneration as a share of the value of fish landed after deducting operating costs;
- **Fixed wage:** remuneration as a fixed monthly amount, regardless of the value of landings;
- **Agency:** remuneration received by the worker from a crewing agency to which the worker is contracted. Monthly gross figures per person reported in this section represent the vessel owners' payments to the crewing agency, which will be higher than the workers' wages.

In addition to the above responses, a small number of participants reported unpaid work, or workers whose remuneration method was unknown. Unpaid work included hobby fishing, relatives or friends of owners and skippers providing part-time assistance with the business, and owners or skippers of vessels not running on a profit at the time but with expectations of future profits.

5.7.1 By position

Across all positions, the majority of jobs for which remuneration data were collected (346, or 74% of them) were filled by workers earning a crew share. A further 10% of jobs were filled by workers on a fixed wage and 11% of jobs were filled by agency workers. The remaining 5% of jobs were filled by unpaid workers, or workers whose remuneration method was not known.

Crew shares in the sample ranged from £1,060 per worker per month for onshore positions to £4,131 per worker per month for mate positions. Gross fixed wages in the sample range from £488 per worker per month for onshore positions to £3,250 per worker per month for engineer positions. As shown in Table 5.5, nearly half of the onshore positions in the sample were part-time jobs.

Agency workers in the sample filled predominantly deckhand positions (86% of all jobs by agency workers). The average payment to agency for deckhands in the sample was £1,776 per worker per month.

Table 5.8: Number of jobs in the sample by method of payment and position (n = 471)

	Crew share		Fixed wage		Agency		Unknown		Unpaid*
	Number of jobs	Average monthly crew share (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs	Cost to vessel (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs
Skipper	138	3,172	37	2,116	-	-	2	2,100	10
Mate	8	4,131	1	1,400	-	-	-	-	-
Engineer	35	2,828	1	3,250	6	1,338	1	3,500	1
Deckhand	154	2,900	6	2,650	43	1,776	2	3,500	1
Owner (onshore)	5	3,720	-	-	-	-	-	-	-
Other onshore	5	1,060	3	488	1	1,800	-	-	9
Other onboard	1	2,500	-	-	-	-	-	-	1

* Includes hobby fishermen and relatives and friends of owners.

5.7.2 By home nation

Across all home nations the majority of jobs for which remuneration data were collected were filled by workers earning a crew share. The proportion of jobs filled by workers on a crew share ranged from 67% of jobs for Scottish-registered vessels to 96% of jobs for Northern Irish-registered vessels in the sample.

Gross crew shares in the sample ranged from £1,805 per worker per month on Welsh-registered vessels to £3,388 per worker per month on Scottish-registered vessels.

Almost all agency workers in the sample (45, or 90% of all agency jobs in the sample) work for Scottish-registered vessels. The average payment to agencies for jobs on Scottish-registered vessels was £1,725 per worker per month.

Table 5.9: Number of jobs in the sample by method of payment and vessel home nation (n = 471)

	Crew share		Fixed wage		Agency		Unknown		Unpaid**
	Number of jobs	Average monthly gross crew share (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs	Cost to vessel (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs
England	100	2,576	17	1,454	3	1,680	4	3,675	7
Scotland	157	3,388	25	2,566	45	1,725	-	-	9
Northern Ireland	26	2,913	1	1,200	-	-	-	-	-
Wales	22	1,805	1	3,000	-	-	-	-	2
Other*	41	4,051	4	1,808	2	1,750	1	-	4

* Includes Islands (Jersey, Guernsey and Isle of Man) and vessels not allocated to a home nation
** Includes hobby fishermen and relatives and friends of owners.

5.7.3 By fleet segment

Across all fleet segments, the majority of jobs for which remuneration data was collected (on average 73%) were filled by workers earning a crew share. Average gross crew shares in the sample ranged between £2,321 per worker per month on vessels using passive gears to £5,161 per worker per month on demersal trawl vessels over 18m.

The majority of jobs filled by workers receiving a fixed wage (75% of all jobs earning a fixed wage) were on vessels using passive or other gears. Average wages in the sample varied from £1,482 per worker per month on vessels using other gears to £2,498 per worker per month on vessels using passive gears.

Almost all agency workers in the sample (40, or 80% of all agency jobs in the sample) worked on demersal trawl vessels over 18m and Nephrops trawl vessels. The majority of vessels in these segments in the sample were registered in Scotland (94% of demersal trawlers over 18m and 53% of Nephrops trawlers). As seen in Section 5.7.2, nearly all agency workers found in the sample were on Scottish-registered vessels. The numbers of agency workers found on demersal trawl vessels over 18m may account for these vessels having the highest proportion of seasonal/shifting jobs across all fleet segments, as seen in Table 5.7.

Average payments to agencies in the sample ranged from £1,092 per worker per month on Nephrops trawl vessels to £2,546 per worker per month on demersal trawl vessels over 18m.

Table 5.10: Number of jobs in the sample by method of payment and fleet segment (n = 471)

	Crew share		Fixed wage		Agency		Unknown		Unpaid*
	Number of jobs	Average monthly crew share (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs	Cost to vessel (£)	Number of jobs	Average monthly gross wage (£)	Number of jobs
Demersal trawls <18m	13	2,435	4	1,213	-	-	-	-	-
Demersal trawls >18m	46	5,161	-	-	18	2,546	-	-	-
Nephrops trawls	54	3,246	4	1,038	22	1,092	-	-	-
Scallop dredgers	45	2,811	4	2,469	8	1,605	4	3,675	-
Passive gears	106	2,321	24	2,498	-	-	-	-	6
Others	82	2,886	12	1,482	2	1,750	1	-	16

* Includes hobby fishermen and relatives and friends of owners.

Appendix 1: Methods

1. Survey design and methods

1.1 Target sample rates

The target population for the pilot survey included all catching sector employees working on UK-registered fishing vessels or onshore.

The planned target sample rate was 2% of the total population of UK catching sector employees, equivalent to about 240 individual people[5]. The results of the pilot survey will be used to define future stratification and sample targets.

1.2 Survey form

The pilot survey aimed to collect data on the main social variables defined in DCF: the gender, age, education level, nationality and employment status of people working in the catching sector. The detailed list of variables is shown below.

Social variables for the fishing and aquaculture sectors

Variable	Unit
Employment by gender	Number
FTE by gender	Number
Unpaid labour by gender	Number
Employment by age	Number
Employment by education level	Number per education level
Employment by nationality	Number from EU, EEA and Non-EU/EEA
Employment by employment status	Number
FTE National	Number

Figure 1. Social variables required for DCF data submission

In addition to the DCF variables, the 2017 pilot survey also collected additional information on work pattern, estimates of hours worked per task and remuneration to support other analyses of interest for the UK fishing fleet.

To collect this data, Seafish developed a survey questionnaire based on the survey form used in the 2015 Marine Scotland Employment Survey.

The survey form used in the 2017 pilot survey contained two sheets. The front covered general information about the interviewee, the vessel and its activities: name and contact details, ports used, trip duration, other income earning activities and time spent on different tasks, as well as anticipated impacts on those times as a result of the landing obligation. The back sheet covered

---

[5] Figures based on 2015 estimates of crew numbers found in the UK Sea Fisheries Statistics 2015 report.

demographic information about the crew: number of crew, nationality, qualifications, age, type of employment, length of service, earnings, recruitment method and additional jobs.

Appendix 2 contains the survey form used during the 2017 fleet employment survey.

1.3 Field work

The pilot survey took place between 15th May and 23rd June 2017. Four Seafish researchers conducted face-to-face interviews with vessel owners and skippers across the UK to gather information on their vessels and crew. Seafish office and regional staff provided each researcher with a database of contacts on each region visited. It was not possible to raise awareness of the survey via Twitter and local media due to the pilot survey taking place during the purdah period for the 2016 UK General Election.

Participation in the pilot survey was voluntary. Researchers informed participants of the nature and purpose of the survey and guaranteed the confidentiality of the data collected. Once the participants gave consent, researchers proceeded with the interviews. To encourage participation in the survey, interviewees were given the chance to take part in a prize draw in exchange for filling in the survey form.

The researchers conducted a systematic survey of regions across the UK to ensure a comprehensive coverage of the UK fleet. The researchers visited the four home nations (including the Scottish islands). Researchers visited each location only once.

The researchers entered the data collected in paper survey forms, which they delivered to the Seafish office at the end of their working week.

1.4 Data entry and preparation

Seafish office staff collected and digitised the paper survey forms delivered by field researchers. The data were entered into an Excel database consisting of two separate datasets, one for each part of the survey form.

Two staff carried out the digitising of the data entry. Each of them cross-checked a random 10% of the survey forms entered by the other to ensure data quality. Once the data entry and quality check process was complete, the final dataset was delivered to the relevant Seafish staff for analysis.

1.5 Data analysis

1.5.1 Fleet segmentation

The results of the survey were merged with the 2016 Seafish fleet economic performance data set[6]. The merge enabled vessels in the sample to be attributed to specific fleet segments and grouped based on their characteristics, such as vessel length, gear type and main species landed. As vessel activity data and UK fleet segmentation were not available for 2017, when the survey took place, the 2016 data set was used for this purpose.

---

[6] http://www.seafish.org/research-economics/industry-economics/seafish-fleet-economic-performance-data

An 18 m length category was used to separate the larger demersal trawlers from smaller ones. This size threshold distributed the demersal trawlers in the sample in two even groups, and as such it was deemed more appropriate than the 12 m or 24 m size limits used for DCF segmentation.

The following six fleet segments were created and used for this analysis (Table 1.1).

Table 1.1: Fleet segmentation used in report

Fleet segment	Main gear by number of days at sea	Main species landed by value	Vessel length
Demersal trawl vessels under 18m	Demersal trawls and seines	Not Nephrops	Under 18m
Demersal trawl vessels over 18m	Demersal trawls and seines	Not Nephrops	18m or over
Nephrops trawl vessels	Demersal trawls and seines	Nephrops	
Scallop dredgers	Dredges	Scallops, queen scallops, cockles	
Vessels using passive gears	Drift nets and fixed nets, longliners, hooks, pots and traps		
Others	Miscellaneous or unidentified gears, pelagic trawls and seines, beam trawls, low activity (annual fishing income under £10k), inactive		

The results of the pilot survey will be used to define segmentation in future surveys, therefore the segmentation described above will be reviewed and further developed in future data collection.

1.5.2 Home nation analysis

Vessels in the sample were allocated to a home nation based on their port of administration[7]. It was not possible to allocate ten (10) vessels as this information was not available at the time of writing, possibly due to these vessels having joined the fleet after the latest vessel register became available.

1.5.3 Position

Jobs in the sample were allocated to one of the following positions:

- **Skipper:** in charge of the operation of the vessel. Skippers may also be owners of the vessel, in which case they were categorised as skippers/owners. This report does not distinguish between skippers and skippers/owners
- **Mate:** in charge of the running of the vessel, reporting to the skipper
- **Engineer**: in charge of the running of the vessel equipment
- **Deckhand**: workers on deck that operate the fishing gear, sort and process the catch
- **Other onboard workers:** other workers on board the vessel that do not fit into the above categories
- **Owner (onshore):** the vessel owner, working exclusively onshore (excludes skippers/owners)
- **Other onshore workers:** working exclusively onshore: accountants, administrators and similar

---

[7] The office responsible for issuing the vessel's fishing licence.

2. Pilot survey evaluation

2.1 Time resources

Seafish carries out an annual survey of the UK fishing fleet to collect costs and earnings data. This survey is undertaken every summer by conducting face-to-face interviews with vessel owners. It was not deemed possible to run the fleet economic and pilot surveys at the same time, hence it was decided to undertake the fleet employment survey in May-June 2017. The fleet economic survey was pushed back to August in an attempt to avoid survey fatigue among vessel owners and skippers.

Unlike the fleet economic survey, there was no need to follow up the results of the 2017 pilot survey with owners, skippers or accountants to gather further data. Therefore, it was deemed possible to produce a report on findings of the pilot survey during the same year of the data collection exercise (2017).

The proposed timeline for the undertaking of the 2017 pilot survey and findings reporting is shown below. The survey stayed within the estimated timeframes.

Table 1. Proposed timeline for the 2017 pilot survey of employment in the UK fishing fleet

	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Project initiation	■								
Hire field researcher team		■	■						
Design form and database for survey phase		■	■						
Field researcher training				■					
Field work				■	■				
Data entry				■	■	■			
Field researcher focus group and feedback						■			
Data quality checks and analysis							■		
Reporting								■	■

2.2 Staff resources

The 2017 pilot survey involved a total of ten staff, four field researchers and six office staff.

2.2.1 Field researchers

Seafish hired a team of four researchers to conduct the field interviews. The field researchers spent a total of five weeks working on the survey, including seven days of office based and field training. Field researchers received training on fundamentals of the UK fishing fleet, fishing methods and Seafish codes of practice before working on the field.

Researchers spent a combined total of 85 days in the field and collected 313 survey forms, which corresponds to an average of 3.7 forms collected per researcher per day.

2.2.2 Office based staff

Seafish office based staff conducted the researchers' training and offered support and guidance to researchers during the data collection phase.

Seafish hired one temporary office staff member working part-time to support the field researchers with travel and accommodation reservations and general enquiries. This person also assisted with the data entry process.

At the conclusion of the project, actual staff days worked were within planned estimates.

2.3 Successful outcomes

The pilot survey significantly exceeded the planned target in terms of number of crew surveyed. The survey captured data from 313 different vessels accounting for 914 jobs or 864 individual workers (some workers filled in more than one job role by working on multiple vessels). The 864 individual workers sampled represented 624 more than the set target of 240 workers to sample.

Seafish field researchers reported that most fishermen interviewed expressed interest in the outcome of the pilot survey.

2.4 Challenges experienced

2.4.1 Refusal to participate

Researchers were not asked to formally record the numbers of people that refused to participate in the pilot survey, but provided an estimate figure. On average, researchers reported a 10% refusal rate. The main reason given for refusing to take part in the survey was lack of time. Other reasons given were negative attitudes to Seafish and regulatory bodies, and survey fatigue.

2.4.2 Item response rates

Response rates to individual items in the survey form varied depending on the question formulated. The lowest item response rate achieved (52%) was for the item on monthly remuneration. For those items with missing responses, the achieved item response rate and a discussion of reasons are provided below.

DCF variables

- **Age (response rate 96%) and nationality (response rate 97%):** the reason given by interviewees for not providing an answer was not being able to remember the age or nationality of some of their workers.

- **Professional qualification (response rate 96%):** the reason given by interviewees for not providing an answer was not being able to remember the highest job-related qualification of some of their workers. All UK fishermen are required to have a Basic Safety training certificate as their minimum professional qualification. Therefore, it is of particular importance to achieve a 100% response rate on this variable to ensure the minimum legal requirements are being met.

- **Academic qualification (response rate 60%):** the reason given by interviewees for not providing an answer was not being able to remember their academic qualification. Researchers reported this being a sensitive question for some interviewees, resulting in them being reluctant to share this information.

Non-DCF variables

- **Average monthly remuneration (response rate 52%):** a significant number of interviewees refused to share this information, or reported not knowing the monthly remuneration of some of their workers.

- **Estimated hours spent by task (response rate 78%):** a significant number of interviewees refused to provide this information, or provided unreliable information which could not be used in the analysis. Many expressed difficulties in answering the question due to overlapping of tasks. When a task was carried out onshore (handling gear or catch for example), many interviewees did not consider it part of their overall trip duration, resulting in inconsistencies with the answer provided on trip duration. Most fishermen reported they did not expect the Landing Obligation to impact them, in some cases because they target non-quota species.

Overall, researchers found that the willingness of skippers to engage with the survey depended on their perceptions of the industry. Skippers who perceived the fishing industry as in decline and felt pessimistic about the future were more reluctant to spend time on the survey, or refused to answer some of the questions (in particular estimated hours per task).

2.4.3 Workers on multiple vessels

The pilot survey identified several people working on more than one vessel. Typically, this occurred when one person owned more than one boat; or on companies operating multiple vessels with rotating crew.

The survey did not collect names of individual workers. Hence, unless interviewees explicitly highlighted this occurrence, it cannot be ruled out that a person may be sampled more than once as separate individuals if he/she works for more than one vessel. There is also the possibility that the survey failed to identify people working on multiple vessels if interviewees were unaware of their crew working on other vessels.

2.4.4 Other considerations

All the information collected during the pilot survey was obtained from interviewees (skippers and / or vessel owners). The data provided was not checked against vessel financial records or other documentation.

3. Conclusions and recommendations

The 2017 pilot survey of employment in the UK fishing fleet allowed Seafish to trial the survey methods for future surveys starting in 2018. Overall, the pilot survey proved a success, exceeding its target of workers sampled by 624 people (nearly three times the set target). The following recommendations are proposed to address both the encountered and expected challenges.

3.1 Field work

Collecting detailed data on refusal rates in future surveys will help monitor the attitude of participants to the survey once it is running on a regular basis.

Survey fatigue may be an issue in years when the fleet employment survey and the economic survey are scheduled. Future employment surveys will run every three years, possibly two in the UK. Consideration should be given to running both surveys simultaneously on the years both are set to take place, and developing a combined survey form.

Future survey questionnaires will need to include provisions to avoid double sampling of people working for more than one vessel. A possible solution is to raise the matter upfront with interviewees to capture workers for multiple vessels as accurately as possible.

3.2 Survey form

3.2.1 DCF variables

Asking participants about their academic qualifications proved a sensitive issue. Future survey questionnaires may need to consider how to reword this question.

It is essential to achieve a 100% response rate when questioning about professional qualifications to ensure all crew sampled comply with the minimum legal requirements on training. Any 'unknown' answers should be investigated in further detail immediately by the researcher conducting the interview, or followed up by office staff during the data entry process using the contact details provided in the survey form.

3.2.2 Non-DCF variables

Questions 3 and 5 (collecting information on trip duration and estimated number of hours spent per task) proved problematic for participants. Should these questions be kept in future surveys, consideration should be given to approaching them in a different manner (for example, asking participants to describe a typical working day and allocate durations to each task based on answers).

A significant number of participants refused to share information on their monthly remuneration. Emphasising the confidentiality of the data collected and showing the type of analysis done with the data collected in 2017 may help reassure participants and improve response rates.

Appendix 2: Survey form

SEAFISH

FISHING FLEET EMPLOYMENT SURVEY

Fisheries departments and industry organisations require data to inform policy decisions which contribute to fisheries management. To provide essential social information, Seafish is conducting a survey of individuals working in the UK fishing industry. Your information will be used **anonymously**, for Seafish reports and in contribution to fisheries economic working groups in Europe and the UK. We only ever publish averages and other aggregated figures and no individual vessel will be identified in any of our outputs.
Seafish is not a regulatory body and the purpose of this survey is not to record illegal activity, however as an arm's length government body, we are required to pass any notice of illegal activity to the relevant bodies.

VESSEL AND INTERVIEWEE DETAILS

Interviewee Name: _____   Interviewee Tel: _____

Vessel Name: _____   Vessel PLN: _____

VESSEL ACTIVITIES

1. Where is this vessel based?
_____

2. a) Where do you usually land/restock and change your crew? (list the ports most frequently used)

_____

2. b) Why do you choose to use those ports?

_____

3. a) What is your **average** trip duration? _____   3. b) How many landings do you normally make per trip? _____

3. c) When landing, is the vessel (i.e. fish room/hold) normally at full capacity?   **Y / N**

4. Is this vessel involved in activities other than fishing?   **Y / N**   (If yes, complete days, season & crew below)

In 2016	Oil/Guarding	Renewables	Aquaculture	Tourism	Other: (____)
Days per year:	_____	_____	_____	_____	_____
Season/months:	_____	_____	_____	_____	_____
Crew used (number):	_____	_____	_____	_____	_____

5. During a normal fishing trip, how long does your **average** crew member spend on the following tasks daily? (hrs)

Resting/Steaming	Handling Gear	Resting/Towing	Fish Handling	Landing/Loading	Cleaning	Other (____)
_____	_____	_____	_____	_____	_____	_____

6. Do you expect your average trip duration to change as a result of the landing obligation?   **Y / N** (if yes how?)
_____

7. In 2019, when the landing obligation is fully implemented, how many hours do you expect your **average** crew member will spend on the following tasks daily? (hrs)

Resting/Steaming	Handling Gear	Resting/Towing	Fish Handling	Landing/Loading	Cleaning	Other (____)
_____	_____	_____	_____	_____	_____	_____

Extra Notes (continue on separate sheet if necessary):

_____

_____

_____

Position	Gender (M/F/U)	Age (yrs)	Nationality	Residence	Qualifications Job related (max level)	Qualifications Academic (max level)	Employee type F/T OR P/T	Employee type Season/ shifting OR All Year	Length of shift/season (shifting / seasonal only)	Remuneration Crew share	Remuneration Salary	Remuneration Agency	Average pay per month pre-tax etc (£)	Length service onto this vessel (yrs)	Method recruited onto this vessel	Additional job(s) – list industry / sector	Previous career(s) – list industry / sector	Expect to be crewing in 1 yr (Y/N)
Skipper Also owner? **Y / N**																		
Engineer																		
Deckhand																		
Deckhand																		
Deckhand																		
Deckhand																		
Deckhand																		
Deckhand																		
Onshore worker(s) (_____)																		
Other (_____)																		

NOTE: Before completing prompt interviewee about occasional and / or unpaid workers

SEAFISH

Our Mission: supporting a profitable, sustainable and socially responsible future for the seafood industry