

Achieving Fairness in Fishing

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The Seafarers' Charity

Supporting the welfare & safety of all who work at sea

- £2m+ per year in grant funding:
 - The Fishermen's Mission
 - Fishing Animation Project
 - Fishing Into the Future
 - UK Women in Fishing
 - Fathom Podcast
 - NFFO Safety Officer (50%)
 - Clyde Fishermen's Trust
 - South Devon & Channel Shell Fishermen
- Grant funding to support solutions
- Research to understand issues




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Fairness in Fishing

- Fishing Without a Safety Net (2019) = personal financial vulnerability
- Structural issues = financial precariousness
- March 2021: Fairness in Fishing project group:
 - University of Nottingham Rights Lab &
 - International Transport Workers Federation
- June 2021: Supported Nottingham Research Survey
 - aimed to explore crews' perspective on working conditions post implementation of ILO C188
- Most striking findings related to migrant workers



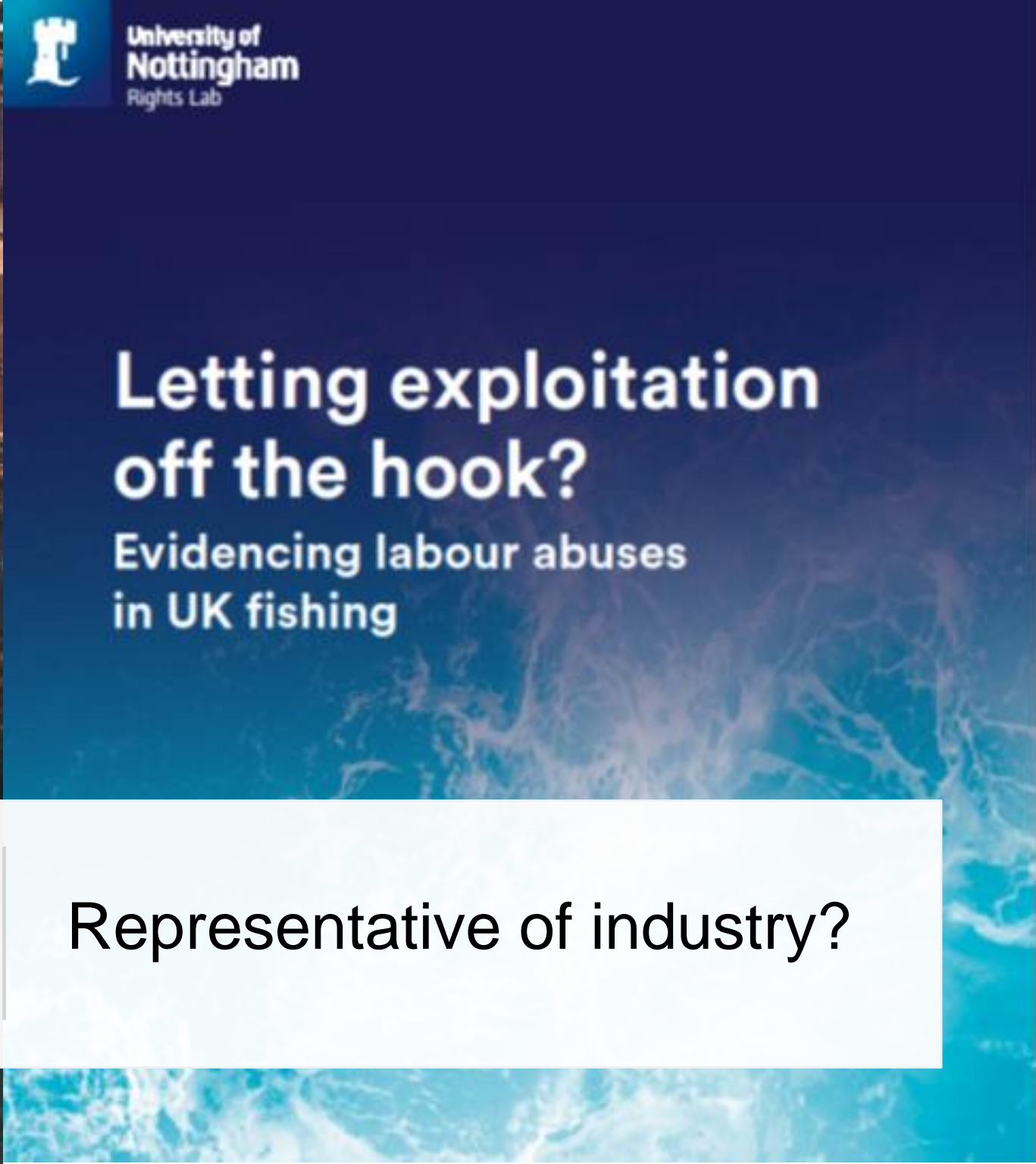
BRIEFING PAPER

A ONE WAY TICKET TO LABOUR EXPLOITATION

HOW TRANSIT VISA LOOPHOLES ARE
BEING USED TO EXPLOIT MIGRANT
FISHERS ON UK FISHING VESSELS



University of
Nottingham
Rights Lab



Letting exploitation off the hook?

Evidencing labour abuses
in UK fishing

Agreement: transit visas
problem in UK fishing

Representative of industry?



Next: Achieving Fairness in Fishing

- Using our voice to support vulnerable
 - Proposing recommendations for change
 - Aim: to achieve Fairness in Fishing
-
- Change is needed: practices & law
 - Prevent bad practice becoming normalised
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- Consultation necessary to identify solutions
 - Can use our grant funding to support solutions



Recommendations to Achieve Fairness in Fishing

- Recruitment
- Employment
- Payment
- Enforcement
- Engagement & Support

Short Term	=	less than 1 year
Medium Term	=	1-3 years
Long Term	=	3-5 years

Recruitment

Tackle Transit Visas

- Transit visas should not be used in UK fishing industry = unambiguous
- Establish Skilled Worker Visa as only legal route
- Language proficiency = 2 week paid safety training

Reform Crewing Agencies

- What can be done to establish standards?
- Require compliance with ILO C188
- Prevent debt payments for placements

Employment

Establish data

- Lack of centralised data
- Government funding for Seafish to conduct baseline census

Re-set labour practices

- Government to establish and promote comprehensive programme on labour standards
- Supported by Seafish & Industry

Grievance Mechanism

- Impartial, trusted and not linked to visa system
- Supports victims and affords protection against retaliation
- More detail in Fisherman's Work Agreement – how to access

Skills & Training

- Seafish – 2 week safety training course for migrant crew
- And ILO 188 Crew Management & Human Rights for owners / skippers



Payment

Reform two-tier payment system: share v contracted salary

- consultation & discussion

Principle of equal pay for equal work

- exception is length of experience

National Minimum Wage is a legal requirement for all UK businesses

- not paying NMW undermines legal operators

Enforcement

Improved inspection of living & working conditions: ILO 188 compliance

Government inter-agency taskforce to address enforcement gaps

- Legislative change required?
- Resource commitment and new ways of working
- Pressing need for change to prevent labour abuses and implementation of ILO C188

GLAA/Single Labour Enforcement Body – remit should include fishing

Enforcement: MCA

Uphold Regulations

- Uphold and effectively enforce all ILO C188 provisions
- MCA resourced to fulfil regulatory responsibilities

Inspections

- Risk based approach to target poor operators and ports – random
- Working hours & rest breaks – priority as link to fatigue and safety

Surveyor's Skills & Training

- Labour abuse & human rights, FWAs, signs & indicators of modern slavery

Engagement & Support: for Migrant Workers

- Charity Fishers Group – co-operation & welfare needs of migrants
- Pre-departure education & awareness of rights
 - ITF ShipBeSure adapted to fishing
 - Stella Maris & ITF films on labour rights & sources of support
- Support engagement with local resident migrant groups
- Skilled Worker Visa – bank account requirement = support and Commsave CU

Engagement & Support: for UK Fishing Industry

- The Seafarers' Charity Fairness in Fishing Campaign
 - Long term behavioural change to influence culture
- Research to understand work expectations & barriers for new recruits
- Support for apprenticeships
- Maritime Welfare Charities:
 - Tools and resources
 - Promote good practice – crew & labour practices



Fairness In Fishing

Engagement: Port Welfare

- **Promotion of Fairness in Fishing at port welfare committees**
- **Training needs assessment for port welfare staff**
- **Encourage reporting of ILO C188 incidents to MCA**

**Fishing
industry is
at a
crossroads**



**Low wage, poor labour
practices, illegal operators,
unsafe & unattractive**

V

**Fair pay, safe and decent work -
an attractive career opportunity
for young people in coastal
communities**