

# Achieving Fairness in Fishing

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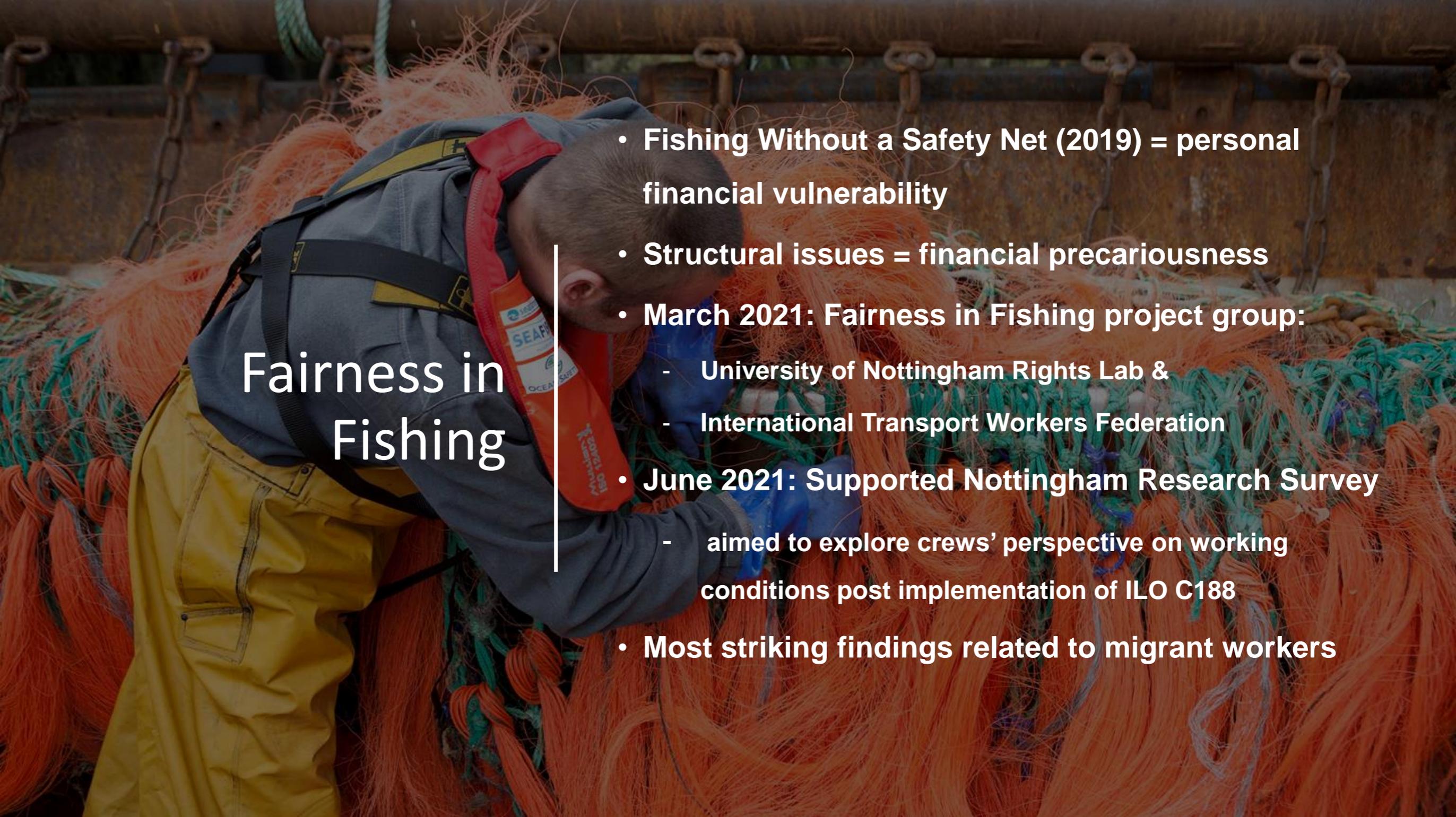


# The Seafarers' Charity

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





# 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

## Letting exploitation off the hook?

Evidencing labour abuses  
in UK fishing

Agreement: transit visas  
problem in UK fishing

Representative of industry?



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## **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**
  
- **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**