SEA ALLIANCE WORKPLAN TO DELIVER THE SEA ALLIANCE FRAMEWORK

SEA Alliance Vision – what we aim to achieve:

The SEA Alliance will aim to deliver best practice solutions to identified, defined, and prioritised, ethical and welfare seafood issues affecting the UK & Ireland seafood sectors, including international and domestic supply chains. The SEA Alliance will build on the experience of participants in order to generate positive action and appropriate advocacy to improve working environments for seafood workers.

Working Framework – how we plan to do this:

SEA Alliance participants will work collaboratively to provide assurance of legal and responsible practices in our supply chains, and where we perceive the need, we will actively seek to improve standards. We will do this in two ways: A). By improving our knowledge and assisting and advising in the development of supply chain tools; B). by advocating for improved workplace conditions and listening to the worker voice through our member activities. The workplan below aims to deliver these two goals by the following means:

Aim	Key Outcome	Actions: SEA Alliance WORKSTREAMS:	Actions: SEA Alliance will ADVOCATE FOR and SUPPORT other organisations to deliver:	draft timeline (tba)	Considerations
1. Information gathering: to build our collective understanding of governance and regulations, government monitoring and conformance with international standards (e.g. ILO) as a credible and authoritative baseline to contribute to risk assessment and inform advocacy priorities.	A common set of reference materials that SEA Alliance members (and their supply chains?) can use to better understand governance and regulations, and conformance to international human rights standards.		Undertake a desk-based review to collect information on applicable regulations, standards and levels of compliance in different parts of the fishing industry.		This could draw on information from the ILO, US State Department, NGOs etc. (much info out there, not organised in a manner specifically for SEA Alliance aims. E.g. Info can be by company, or country, or fishery (and will need compliance across all ultimately). We're trying to tackle human trafficking and forced labour through traditional social compliance methods like RFS - need to separate slavery issues from working conditions really (per Joe's paper) i.e. what is the best approach to identify and address human trafficking/labour abuse versus the right way to assess /address day to day working conditions.
		Agree a suite of key instruments (per above) that all SEA Alliance members should understand and work towards compliance with			Could use a SEA Alliance Code of Practice amongst those instruments (see below in 3.). Also note many nations not yet compliant to eg ILO189.
		Share this knowledge (desk-based review) and the materials with SEA Alliance members, supply chains and other interested parties.			1. outreach materials and methods need to be supply-chain-appropriate, may require expertise to develop. 2. FAO are developing a Code of Conduct for Responsible Labour practice in aquaculture and fisheries (also CGF SSCI/ GSSI benchmark development progressing) - is developing our own UK industry common approach possibly not right way to go? - could we feed into FAO perhaps ? Could we use FAO code?
2. Risk Analysis: to collaborate in the development and deployment of risk assessment tools – agreeing common frameworks for collecting supply chain information and engaging in joint research/analysis where possible (e.g. Human Rights Risk Assessments).	A UK-market-shared common means to mitigate human rights issues, including through common tools for outreach, education, advocacy, presentation, so that all supply chains see a "UK market common approach" to human rights		Review existing risk assessment tools (e.g. public, by specialist consultancies, and/or in house) and agree which of those will be useful to the SEA Alliance. include assessment of worker voice - what's available and what's effective		i. Important to include workers voice in risk analyses. Ii. Risk analysis data needs to produce common outcomes (anonymised if necessary to observe commercial IP /competition law).
		Where necessary, agree a common framework for collecting supply chain information (suitable to collate/identify common geographies/ fisheries/ issues).			
			Undertake risk-assessment to prioritise key issues/geographies and/or fisheries, where collaborative action is needed. Undertake specific Human Rights Impact Assessments where necessary.		
3. Engaging standards: to collaborate in the support, recognition and deployment of a suite of benchmarked independent standards, and where necessary offering developmental advice.	A common set of independent standards used by SEA Alliance members to 3rd party assess their supply chains' against human rights risks.		Identify relevant standards (existing or in development) that have social standards/human rights in scope.		There are a limited no. of standards in existence and some being developed that SEA Alliance may wish to support.
		Support the development/improvement of those standards to better address human rights risks.			
		Consider the development of a common Code of Practice, containing expectations for human rights standards in the fishing sector.			NB FAO Code of Conduct being developed as mentioned above

4. Promoting transparency and traceability: improving supply chain transparency through the acknowledgement and deployment of social KDEs.	Develop and utilise agreed set of social KDEs across SEA Alliance members' supply chains using them to identify risks, educate, promote improvements.	We see traceability as a physical recording system from sea to retailer which will be a paper/electronic data capture system. We could engage with the Global Dialogue on Seafood Traceability (GDST) to help inform the development of social Key Data Elements (KDEs).			
		Work towards building social KDEs into supply chain information systems.		
		Engage with other actors/initiatives promoting fisheries transparency e.g. SALT, EJF, WWF etc.			
5. Promoting positive change at a fishery level: working together to drive improved standards in priority source fisheries through engagement with suppliers, fishers and relevant NGOs/Unions.	A model for collaborative action at a fishery level akin to a Fishery Improvement Project (FIP).	Consider the development of a common Code of Practice, containing SEA Alliance interested parties' expectations for human rights standards in the fishing sector.			A common code supports the SEA Alliance aims to work collaboratively, use best practice solutions, and using common tools to communicate them
		Collaboratively review, recommend to and adopt appropriate materials that can help to engage suppliers/fishers.			
		Work with the supply chain to develop and implement an improvement plan (e.g. to improve recruitment practices or vessel standards). *And, where relevant, collaborate to support appropriate remediation* (see note in column F.			requires experts. Complexities in fishing that you don't find land-based e.g. if suspect criminality who to turn to when distant global waters? Quite complex. Interpol? Government agencies? Who are the right authorities and how to contact them, get the right advice, they much better placed to address than we are. remediation - huge work area What to do when issues arise incl issues of worker safety. Who provides and who funds? How to deal with corruption and criminality?
6. Influencing: recognising the limitations in how far corporate actions may have influence, SEA Alliance participants will also actively seek to influence national governments in the adoption and effective implementation of regulations for achieving and maintaining good labour standards.	Effective engagement with key Governments to overcome key governance/policy challenges.	Work with experts to identify key governance/policy challenges in SEA Alliance member supply chains.	Is their a tangible role for the SEA Alliance members, and the Steering Group in particular, becoming an expert collective voice for the seafood supply chain ie with the FWA; the RFS Oversight Board; FishWise; CGF/GSSI?		Understanding relevant governments' approaches - important - thorny issues - how do we hold governments to account? Who/which authority can/does?
		Identify priority issues to address through advocacy.			Capacity - possibly a big issue for SEA Alliance: Slavery/human rights = global scale, crucial issues, needs to be dealt with urgently. Is each of us doing a bit more in our day job necessarily going to do it justice? - work streams need inbuilt capacity plans
		Develop an advocacy strategy and action plan that reflects identified priorities.			One of the areas that requires quite experienced parties - understand the sensitivities - do we currently have this capacity in the SEA Alliance - who do we need to help us with this kind of work - some kind of human rights consultant?