

# **FOCUS ON LABOUR EXPLOITATION**

**10 years** working to end labour exploitation

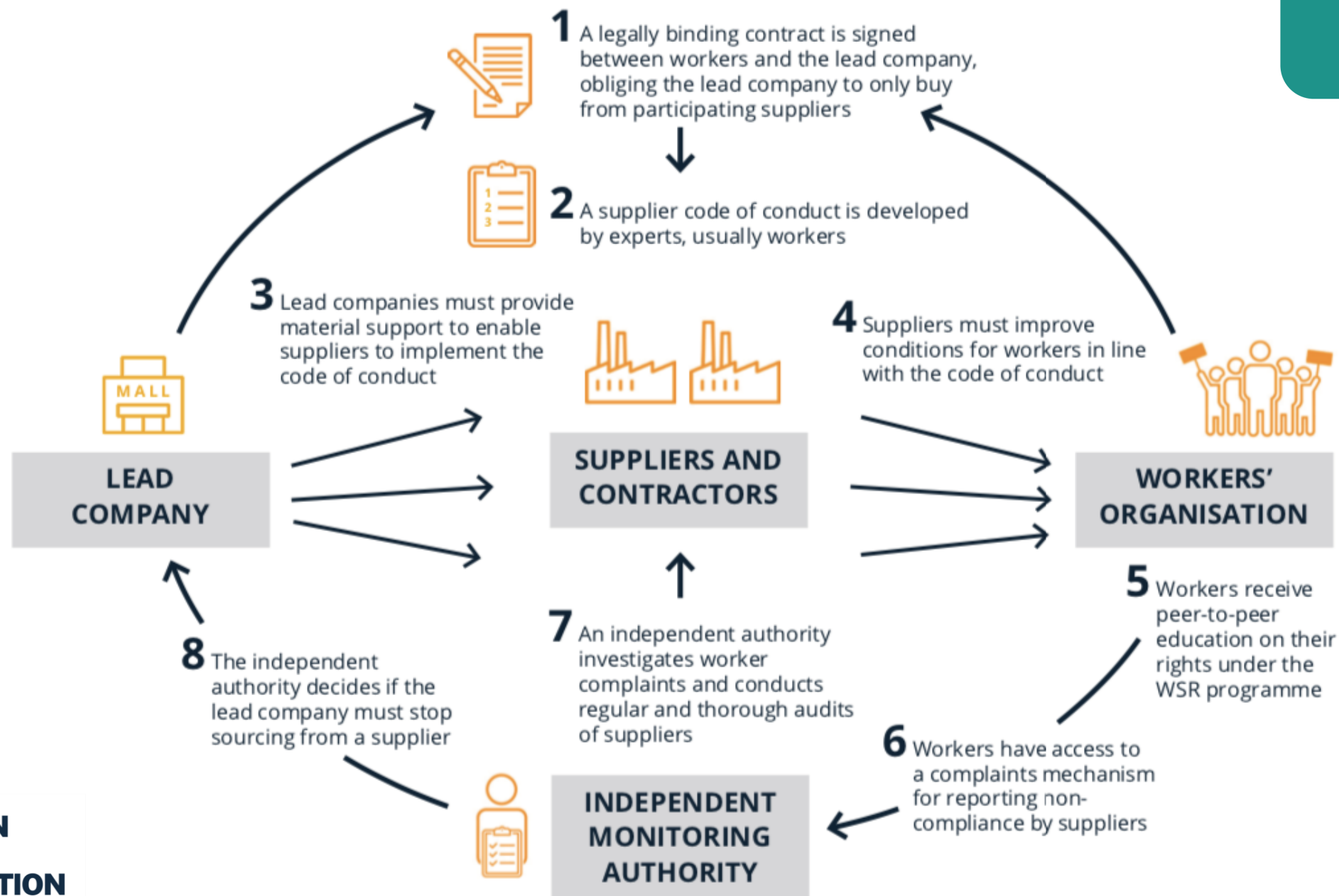


## **Worker-driven Social Responsibility**

Piloting WSR in UK Fishing (TBC)

FLEX - March 2024

# Background



**FOCUS ON  
LABOUR  
EXPLOITATION**

# Existing WSR programmes:

	Fair Food Programme	Milk with Dignity	Bangladesh Accord	Lesotho Gender Agreement
<b>Scale</b>	30,000 workers, 19 growers with multiple farms	<b>300 workers</b> , 70 farms	<b>2 million workers</b> , 1,600 factories	10,000 workers, 5 factories
<b>Scope</b>	Forced labour; child labour; violence; sexual assault; wages, hours; payment practices; sexual harassment; discrimination; hiring; education and training; health and safety.	Wages; hours; holidays; rest time; housing; health and safety; sick pay; training.	Fire and building safety; freedom of association related to advancing safety.	Gender-based violence; freedom of association; counselling and support.
<b>Length</b>	Evergreen	Evergreen	2013-2018; 2018-2021	2 years
<b>Consumers</b>	Domestic	Domestic	International	International

# UK Fishing

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## A growing industry

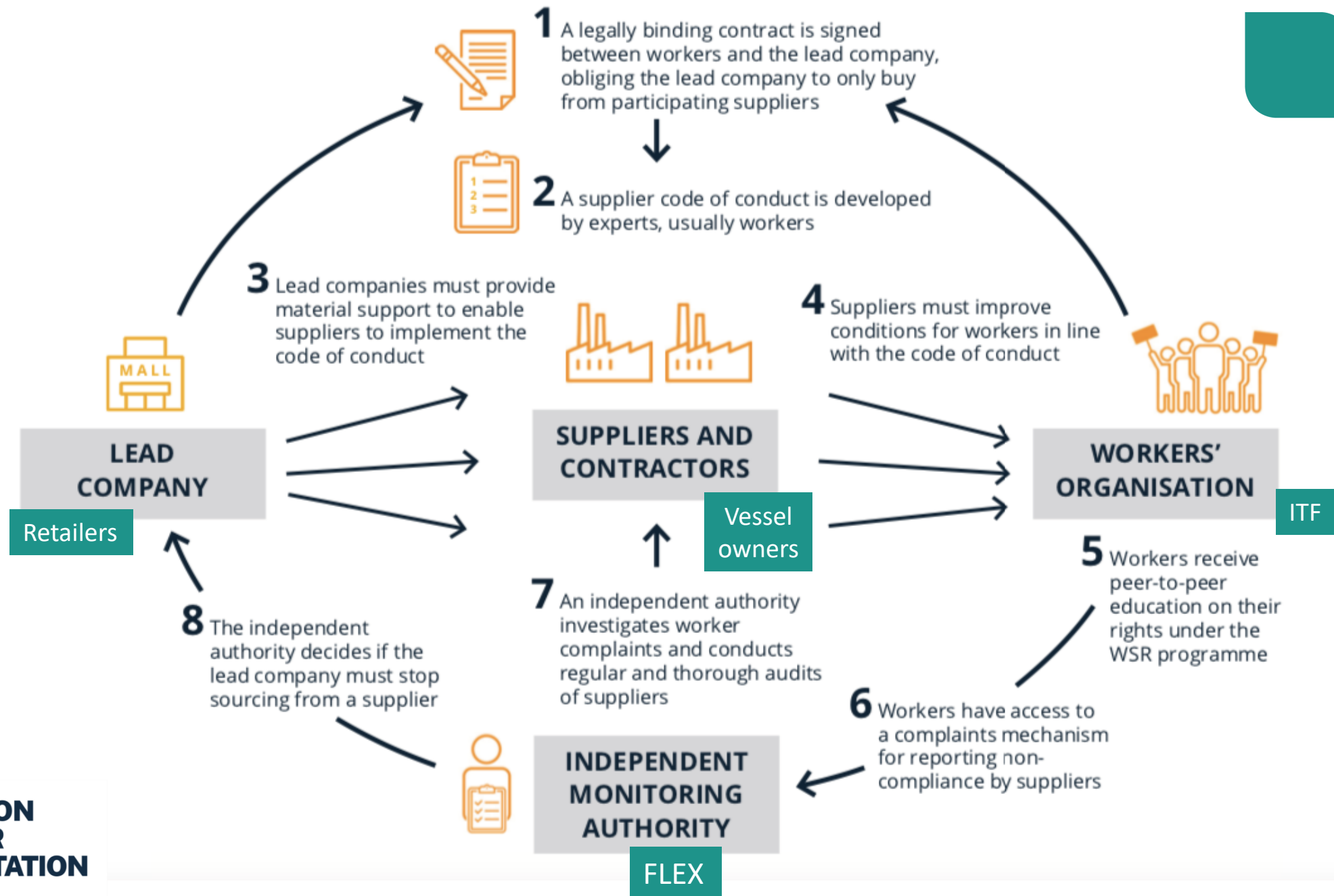
- Increasing number of migrant fishers in UK vessels.
- Nationalities: Philippines, Ghana, and Indonesia with fewer numbers from Latvia, Lithuania, Romania, Poland, India, and Sri Lanka.

## 2021 survey:

- ‘In transit’ visas: 12 nautical miles away, no legal authority to “enter” the UK when in port → forced to live onboard the vessels (multiple dependencies).
- 18% forced to work on a vessel not named in their contract.
- Working excessive hours.
- Earnings from £400 to £1,500 per month (few on catch-based cash bonuses).
- Average amount of debt in recruitment was £2000.
- 35% reported experiencing regular physical violence

University of Nottingham Rights Lab, led by Dr Jess Sparks, and supported by the International Transport Workers’ Federation (ITF) and The Seafarers’ Charity

# WSR pilot programme



# Phase 1: planning (completed)

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- Partnership:
  - International Transport Federation
  - Coalition of Immokalee Workers
  - Fair Food Standards Council
  - TUFTs University, Dr. Jess Sparks
- Phase 1 outcomes:
  - First draft Code of Conduct
  - Blueprint for the implementation of a WSR programme in UK fishing
  - Identified region and two ports in North East Scotland
  - Dialogue with retailers and vessel owners



# Phase 2: implementation

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- Partnership:
  - International Transport Federation
  - **Focus on Labour Exploitation**
  - Coalition of Immokalee Workers
  - Fair Food Standards Council
  - TUFTs University, Dr. Jess Sparks
- Other key stakeholders:
  - Scottish With Fish Producers Association (SWFPA)
  - Retailers and other buyers
  - Industry groups and networks
  - Local networks supporting migrant fishers

# Next steps

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1. Conduct outreach to migrant fishers in NE Scotland
  - Finalise Code of Conduct
  - Complaint mechanism and audit protocols
  - Worker-to-Worker educational component
2. Standards Council for fishing as an independent legal entity
3. Work with industry to consult and sense-check outputs with industry

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