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FISHERYPROGRESS.ORG

Human Rights and Social Responsibility Policy

REQUIREMENTS REFRESHER TRAINING

1.2 Vessel / Fisher Information

1.4 Grievance Mechanisms

June 2023

AGENDA

GOALS

HRSR Policy Overview

1.2 Vessel/Fisher information

1.4 Grievance Mechanism

Q&A

GOALS



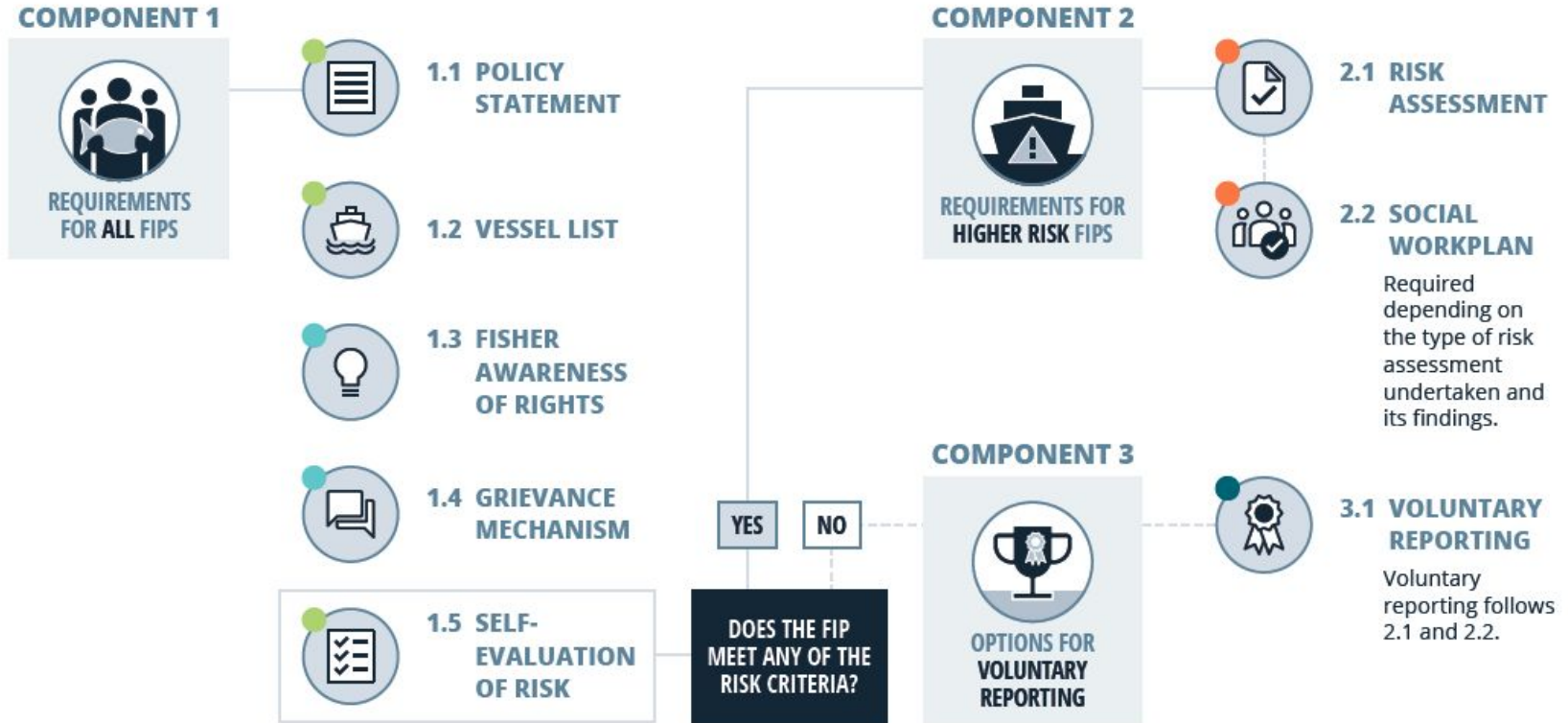
Ensure you understand our expectations for meeting requirements and how to report on them



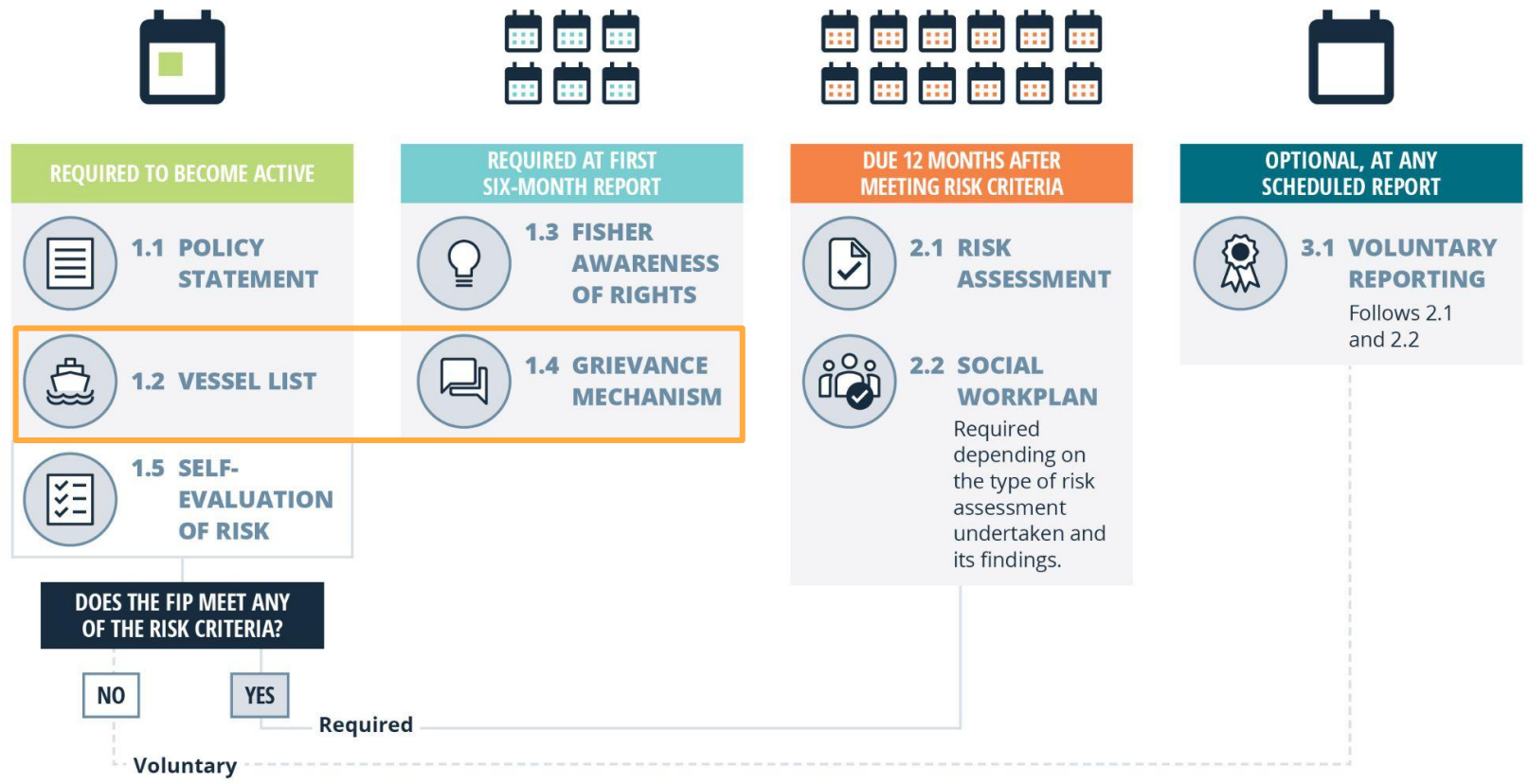
Ensure you understand how to complete requirements meaningfully and effectively, and understand why they are important

Overview | HRSR Policy

- Required to become active on FisheryProgress
- Required at first six-month report
- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report



Overview | HRSR Policy



REQUIREMENT 1.2

Vessel/Fisher Information

- Overview: Why do we ask for vessel/fisher information?
- What are our minimum requirements?
- When do updates on vessel/fisher info need to be provided?

1.2 Vessel List and/or Fisher Info | WHY?

Need to know who is participating to accurately monitor working conditions and remediate any abuses

To educate FIP fishers about the policy statement, ensure adequate grievance mechanism and conduct a risk assessment (if applicable)

Vessel Name*	Vessel Size*	Vessel/Gear Type*	Vessel Flag*	Landing Site***	Owner Name*	Operator Name*
BYP 50	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 51	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 55	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 58	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 59	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.



SOCIEDAD COOPERATIVA DE PRODUCCION PESQUERA
"BUZOS Y PESCADORES DE LA BAJA CALIFORNIA", S. C. L.
 AV. FCO. GONZALEZ BOCANEGRA No. 1842, COL. HIDALGO ENSENADA, B. C.
 TELS. Y FAX (646) 177-9304 Y 05 E-mail: buzospescadores@prodigy.net.mx

Isla Natividad, Baja California Sur.

10 de agosto de 2022

Mecanismo de resolución de inconformidades y/o conflictos presentados en la pesquería de Blanco del Pacífico (*Caulolatilus princeps*)

Declaración del código de conducta sobre el mecanismo de resolución de conflictos

COMPONENT 1



REQUIREMENTS
FOR ALL FIS



1.2 VESSEL AND/OR FISHER INFO

Requirements vary by vessel size and type of fishing activity.

REQUIRED DOCUMENTATION:



FisheryProgress
Vessel and/or Fisher
Information template

PROGRESS REPORTING:



Update at annual
report as needed



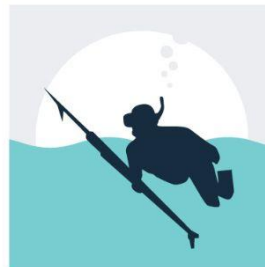
**Large vessels* or
vessels outside EEZ**

Vessel list



Small Vessels

Vessel list **or**
fleet description



No Vessels

Description of fishers



Mixed Vessel Size

Follows requirements
according to vessel
size

*Those which weigh 10 GT or more or are 12 meters or longer

OVERVIEW | Template

Vessel and Fisher Information Template Instructions

Template Version 1.2, December 2022

FISHERYPROGRESS.ORG

Fishery Improvement Project
Progress Tracking Database & Tools

FIP Directory Resources for FIPs Resources for Buyers Social Responsibility

FIP Tools

Create a FIP Profile

FIP Templates

Find a Qualified Consultant

Resources for

Update a FIP Profile

Create a FIP P

Three-Year Audits for Comprehensive FIPs

FIP Templates

FIP Review Guidelines

Find a Qualified Consultant

Communicating About Your FIP

Update a FIP P

General Resources

Three-Year Audits for

Starting November 1, 2021, all FIPs are required to submit

[Fishery improvement project name]	
FIP ID Number <i>Your FIP ID number is located at the bottom of the "FIP Leads" section on the right side of the FIP Overview page.</i>	
Date Completed/Last Updated month and year	
Completed By <i>Please Enter the name of the individual or organization who compiled the vessel/fisher information.</i>	
Relationship to the FIP <i>Please explain the relationship of the individual(s) who completed the assessment to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).</i>	
Sources	
<i>This section should describe how the vessel information was obtained. Describe your sources, for example this may be primary data collection, a national registry, an RFMO registry, a list provided by buyers, etc. Sources that are publicly accessible should include a hyperlink to the website where the source can be found. Where the source varies by vessel/fisher type/size, please indicate which source applies to which information.</i>	
Additional Information (Optional)	
<i>Provide additional information as helpful to understand the vessels and fishers in the fleet. This includes:</i> <ul style="list-style-type: none">- FIPs with small vessels that provide only a description of the fleet should provide an explanation.- A description and explanation of changes to the vessel list when updates are made.- Explanation regarding joint vessel ownership/operation where applicable.- Link to vessel data on Global Fishing Watch Vessel Monitoring System (VMS).	
<i>By writing my name below, I confirm the information provided in this template reflects the full scope of the FIP and is complete and accurate to the best of my knowledge.</i>	
<i>Full name of the person who completed the vessel/fisher information</i>	
Lists	Instructions
Overview	Vessel List
Fleet Description	Fisher Description
+	

REMINDER

Please read
the
Instructions
tab before
beginning!

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Vessel and Fisher Information Template Instructions

Template Version 1.2, December 2022

Per Requirement 1.2 of the FisheryProgress Human Rights and Social Responsibility (HRSR) Policy, FIPs must "Provide information about the vessels or fishers included in the FIP." This template is provided for FIPs to complete this requirement. All vessels/fishers within the scope of the FIP must be listed/described here.

For complete information on Requirement 1.2 and the rest of the FisheryProgress Human Rights and Social Responsibility Policy, refer to:

[Human Rights and Social Responsibility Policy](#)
[FIP Review Guidelines](#)

Instructions

Step 1	Complete all applicable fields in the "Overview" worksheet.
Step 2	<p>Complete the relevant tab(s) in accordance with the type of vessels/fishers in your FIP and the type of information you are providing. Please refer to the HRSR Policy to ensure minimum requirements are met.</p> <p>FIPs unable to meet the vessel list requirement are eligible to request a 12-month extension by completing the Extension Request Form found on the FIPs Template page.</p>

ListsInstructionsOverviewVessel ListFleet DescriptionFisher Description+



OVERVIEW | Requirements according to vessel size & fishing activity

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	ALL vessels	Small vessels	Optional	PLEASE REMOVE ALL DATA FROM ROW 4 AND REPLACE WITH INFORMATION FROM YOUR FIP											
2															
3	Date added to the FIP	Date removed from the FIP	Vessel Name	Vessel Size Category (Please select one)	Vessel Length (m) (Optional)	Vessel Tonnage (GT) (Optional)	Vessel Type (Please select one)	Fishing Area	Gear Type (Please select one)	Vessel Flag (Please select one)	Landing Site	Owner Name	Operator Name (may be same as owner name)	Type of Vessel Identification Number (select UVI if available, Sm vessels may use National Registration #)	Vessel Identifier Number
4	1/1/23	N/A	Fishery Progress	Large	12	15	Fishing Vessel	Outside EEZ	Beach Seine	United States		Richard Boot	Richard Boot	TUVI	####
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															

Lists

Instructions

Overview

Vessel List


Fleet Description

Fisher Description

+

OVERVIEW | Requirements according to vessel size & fishing activity

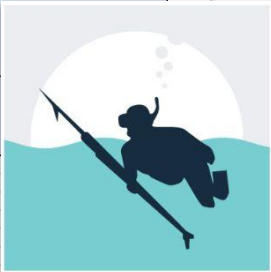
Fleet Description	
<i>FIPs with small vessels that cannot provide a list of vessels must describe their fleet here, including:</i>	
Number of vessels	
Landing sites for the catch	
Home communities of the fishers	
Types of vessels	



Small Vessels

Navigation bar: Lists | Instructions | Overview | Vessel List | **Fleet Description** | Fisher Description | +

Fisher Description	
<i>FIPs with fishers without vessels, please provide the following information:</i>	
Approximate number of fishers	
Landing sites for the catch	
Home communities of the fishers	
Fishing practice or methods	



No Vessels

Navigation bar: Lists | Instructions | Overview | Vessel List | Fleet Description | **Fisher Description** | +

OVERVIEW 1.2 | Progress reporting

When do I need to update my vessel/fisher information?

FIPs must provide a NEW vessel/fisher information template at each annual report only when vessels and/or fishers have changed

[Fishery improvement]	
FIP ID Number <i>Your FIP ID number is located at the bottom of the "FIP Leads" section on the right side of the FIP Overview page.</i>	
Date Complete / Last Updated <i>month and year</i>	
Completed By <i>Please Enter the name of the individual or organization who compiled the vessel/fisher information.</i>	
Relationship to the FIP <i>Please explain the relationship of the individual(s) who completed the assessment to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).</i>	
<i>This section should describe how the vessel information was obtained (e.g., national registry, an RFMO registry, a list provided by buyers, etc.) and where the source can be found. Where the source varies by vessel/fisher...</i>	<i>collecti the we on.</i>

When there are no changes, FIPs confirm that the information remains current

Vessel List ⓘ

March 23, 2022

Update May 2023: the FIP declares that this Vessel List is still accurate and representative of the vessels of the three fishing organizations participating in the Mexico Guaymas finfish - handline

[FisheryProgress_Template_Vessel List_FIP_Guaymas.xlsx](#)

Need more time?



FIPs may
request a
12-month
extension to
meet the *initial*
requirement

FISHERYPROGRESS.ORG

Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process. **Please fill out one extension request form for each HRSR Policy requirement.**

1. Requestor Information

Full Name:

Job Title:

Organization:

2. FIP Information

FIP Name

Please use the FIP name as displayed on the FIP's [FisheryProgress](#) profile. If not yet listed as active, please provide the country/geography, species, and gear types

FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the [FisheryProgress](#) FIP profile. The FIP

Requesting an extension

FIPs may
request **12**
months to
meet the *initial*
requirement

FISHERYPROGRESS.ORG

Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

Important!

FIPs that have been granted an extension must report on the status of working to meet the requirement every 6 months

FIP Name

Please use the FIP name as displayed on the FIP's [FisheryProgress](#) profile. If not yet listed as active, please provide the country/geography, species, and gear types

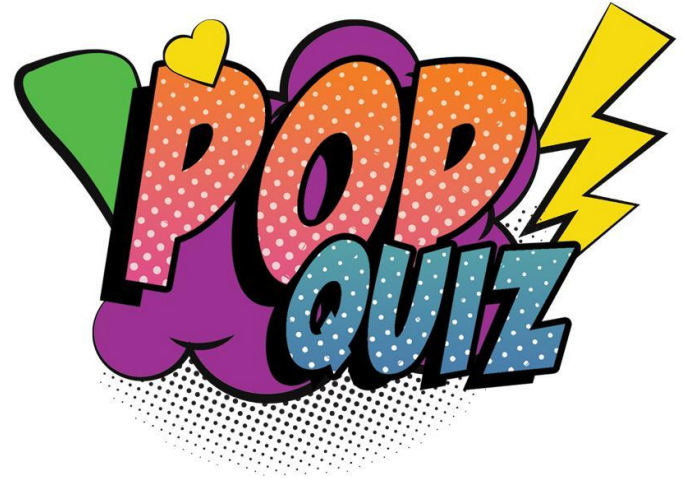
FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the [FisheryProgress](#) FIP profile. The FIP



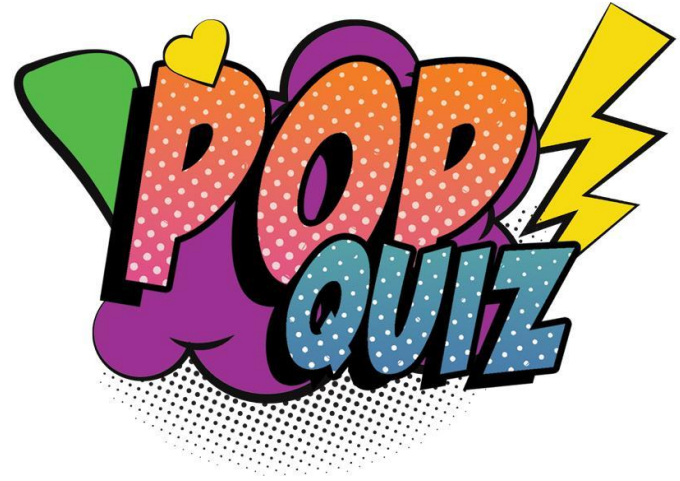
Which FIPs must provide a vessel list?

- a) FIPs that meet one or more risk criteria
- b) FIPs with large vessels
- c) FIPs with small vessels
- d) Both B & C



Which FIPs must provide a vessel list?

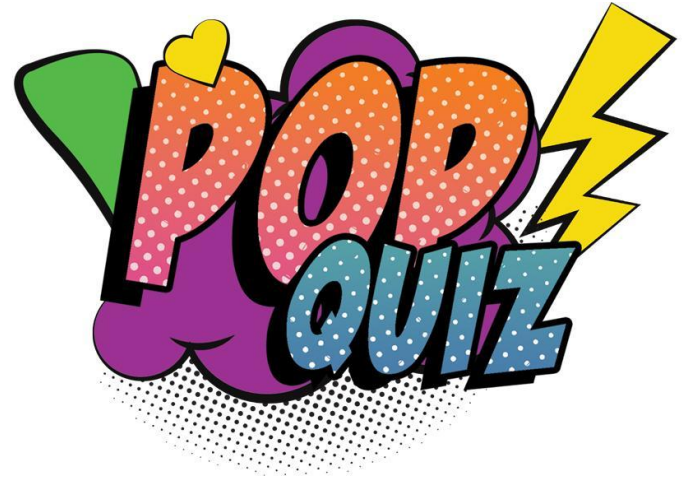
- a) FIPs that meet one or more risk criteria
- b) FIPs with large vessels**
- c) FIPs with small vessels
- d) Both B & C



All FIPs also have the option to request an extension if they cannot meet the initial deadline.

True or False: FIPs with no vessels must provide a Fisher List

- True
- False



True or False: FIPs with no vessels must provide a Fisher List

True

False!

FIPs with no vessels provide a description of the fishers in the FIP, NOT a list of fisher names

Fisher Description



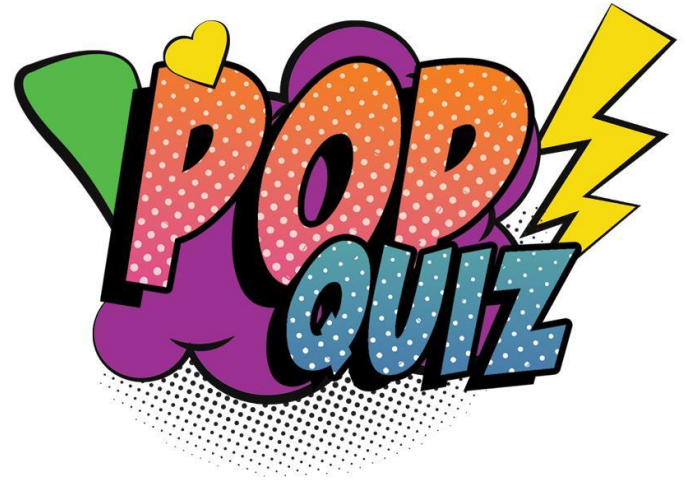
A description of the fishers:

- Approximate number of fishers
- Landing sites for the catch
- Home communities of the fishers
- Type of fishing practice

Large vessels must provide all of the following information on their vessel list EXCEPT:



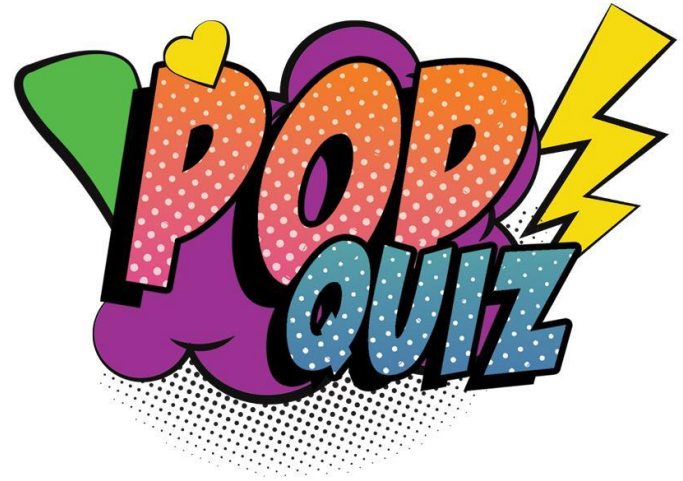
- a) Vessel Name
- b) Vessel Size
- c) Vessel or Gear Type
- d) Owner and operator name (if applicable)
- e) Landing sites
- f) Unique vessel identifier type & number



Large vessels must provide all of the following information on their vessel list EXCEPT:

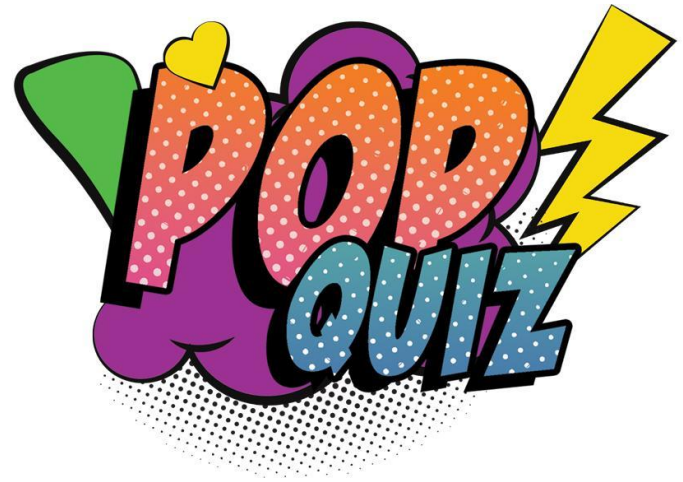


- a) Vessel Name
- b) Vessel Size
- c) Vessel or Gear Type
- d) Owner and operator name (if applicable)
- e) Landing sites**
- f) Unique vessel identifier type (e.g., IMO)
- g) Unique vessel identifier number



True or False: the only required documentation FIPs must submit for the Vessel List Requirement (1.2) is the Vessel List Template

- True
- False

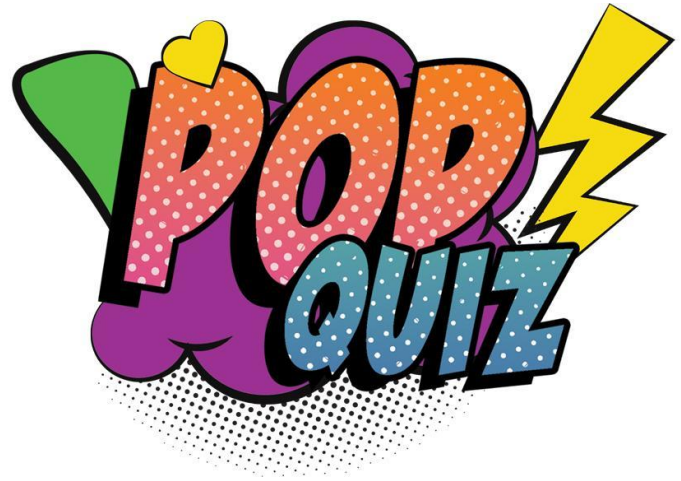


True or False: the only required documentation FIPs must submit for the Vessel List Requirement (1.2) is the Vessel List Template

True!

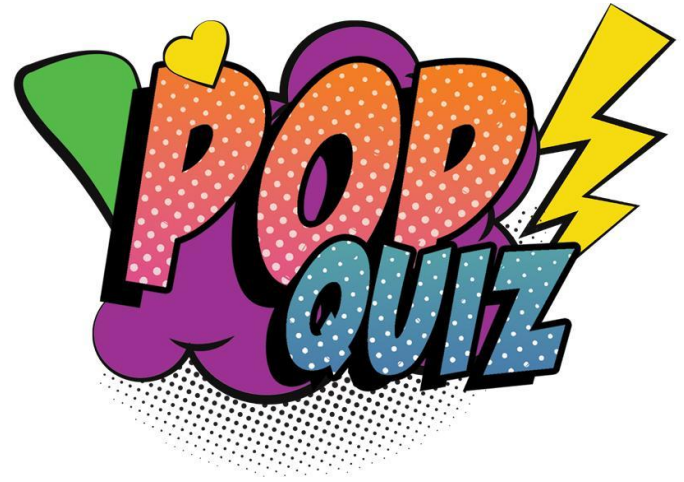
False

FIPs do not have to provide any supporting documentation. They only have to fill out the template!



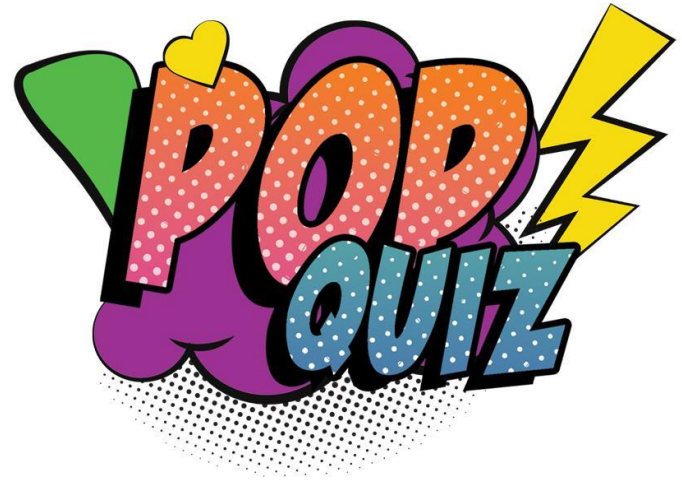
When does the vessel/fisher information template need to be updated?

- a) Never
- b) Every 6 months
- c) Every annual report if there have been changes to the vessels and/or fisher list
- d) Whenever changes are made to vessels and/or fishers list



When does the vessel/fisher information template need to be updated?

- a) Never
- b) Every 6 months
- c) Every annual report if there have been changes to the vessels and/or fisher info**
- d) Whenever changes are made to vessels and/or fishers



If there are no changes, the FIP confirms in writing that the information remains current

REQUIREMENT 1.4

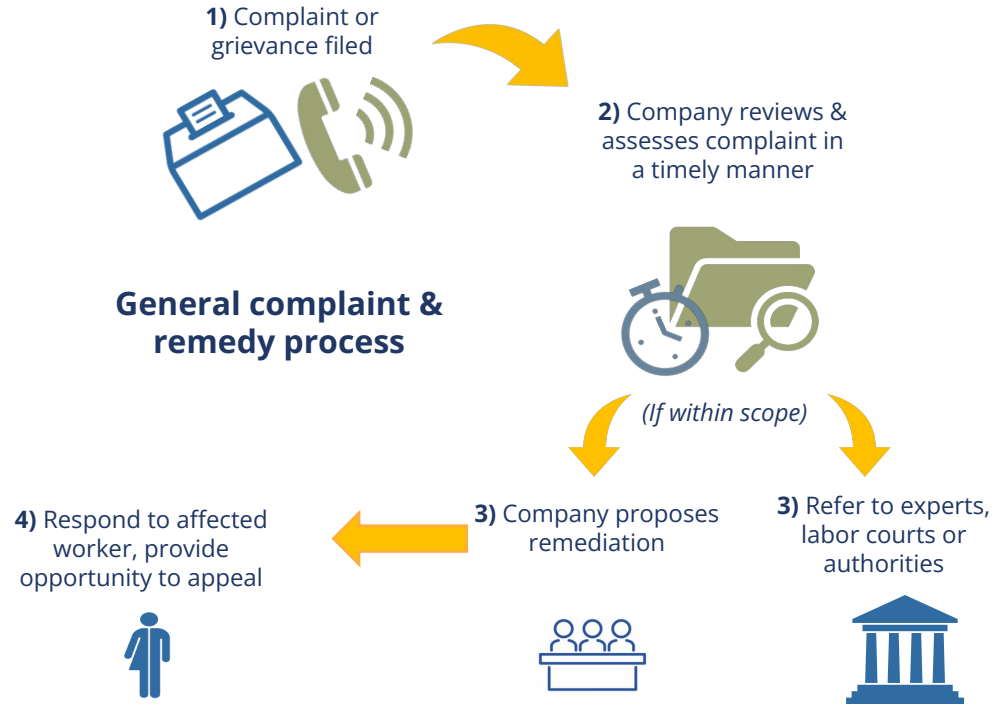
Grievance Mechanism

- Overview: Grievance mechanisms 101
- Why grievance mechanisms are important
- What are our minimum requirements?
- When do updates on the grievance mechanism need to be provided?

OVERVIEW | Grievance mechanisms 101

What is a grievance mechanism?

A formal, legal or non-legal complaint and remediation process that can be used by fishers who are being negatively affected by certain business activities and operations



1.4 Grievance Mechanism | WHY?

To allow fishers
to report
abuses in a safe
manner

A timely and
standard
process should
exist for
remediation

Legitimate
Accessible
Predictable
Equitable
Transparent
Rights-compatible
A source of
continuous learning
Based on
engagement and
dialogue



ASOSIASI PENGELOLAAN RAJUNGAN INDONESIA
INDONESIAN BLUE SWIMMING CRAB ASSOCIATION

**APRI GRIEVANCE MECHANISM
FOR FISHER COMMUNITIES
2022**

BACKGROUND

Asosiasi Pengelolaan Rajungan Indonesia (APRI) / Indonesian Blue Swimming Crab Association is an organization that focuses on the sustainability of blue swimming crab fisheries and business in Indonesia. In carrying out its activities, APRI has developed a Fishery Improvement Project (FIP) and has also supported the Indonesian Ministry of Marine Affairs and Fisheries in implementing the Blue Swimming Crab Fishery Management Plan in Indonesia. As a dynamic organization, the communication aspect of the organization is very important so that the organization can run well. Communication and cooperation between elements is also very necessary. In order to maintain good cooperation, various grievance and/or questions from fishermen and other supply chains need to be responded to properly so that they can feel facilitated.

OBJECTIVES

The purpose of this document is to provide an overview of guidance in responding to grievance, questions, or inquiries from fishermen and other supply chains.

COMPONENT 1



1.4 GRIEVANCE MECHANISM

All fishers must have access to at least one grievance mechanism that:

REQUIRED DOCUMENTATION:



Copy of grievance mechanism(s)

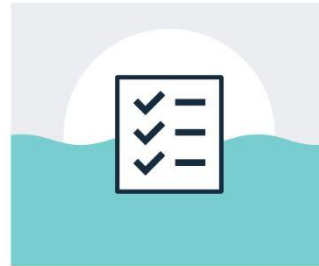
PROGRESS REPORTING:



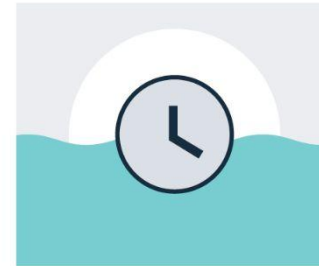
Update and provide brief appraisal on effectiveness at annual report



Is available to all fishers in the FIP



Details the full complaint and remedy process



Is available to fishers in a timely manner (**at least once every 24 hours**), regardless of whether they are on land or at sea

COMPONENT 1



REQUIREMENTS FOR ALL FIPS



1.4 GRIEVANCE MECHANISM

All fishers must have access to at least one grievance mechanism that:

FIPs can use governmental, non-governmental, and/or company grievance mechanisms

REQUIRED DOCUMENTATION:



Copy of grievance mechanism(s)

PROGRESS REPORTING:



Update and provide brief appraisal on effectiveness at annual report

Is available to all fishers in the FIP

Details the full complaint and remedy process

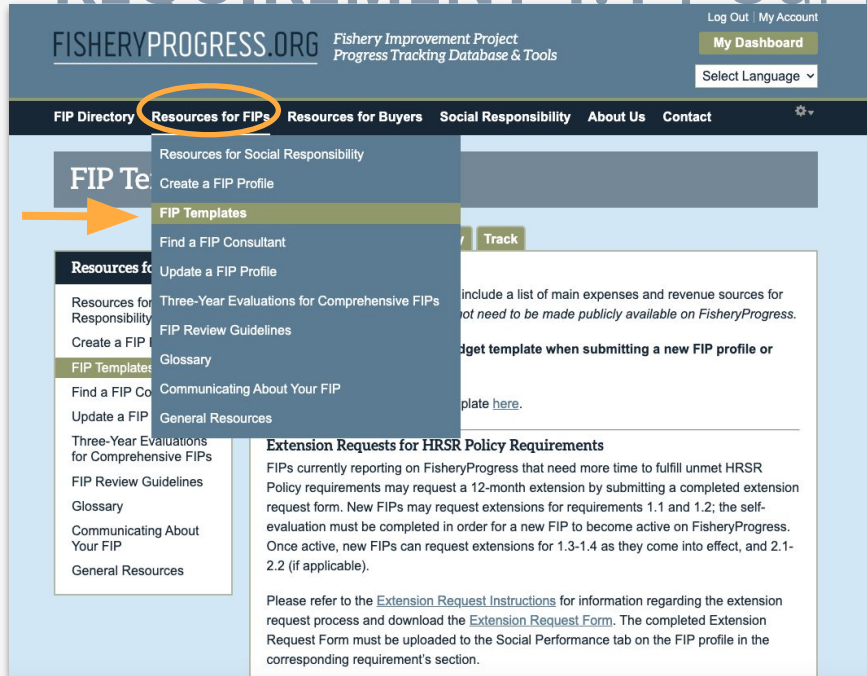
Is available to fishers in a timely manner (**at least once every 24 hours**), regardless of whether they are on land or at sea

REQUIREMENT 1.4 | Minimum criteria checklist

- Each grievance mechanism is documented in an electronic copy (e.g., .pdf, .docx) that has been uploaded to the profile
- It is clear who manages and is responsible for each grievance mechanism
- Each grievance mechanism outlines the full grievance and remedy process
- There is at least one grievance mechanism available to all fishers harvesting and/or transshipping FIP product
- Each grievance mechanism provides a way for fishers to report complaints in a timely manner (at least once every 24 hours), regardless of whether they are on land or at sea

FisheryProgress must be able to verify these criteria by reviewing the grievance mechanism itself OR through information provided in the “details” field.

REQUIREMENT 1.4 | Our minimum criteria



The screenshot shows the FisheryProgress.org website interface. At the top, there is a navigation bar with the logo 'FISHERYPROGRESS.ORG' and the text 'Fishery Improvement Project Progress Tracking Database & Tools'. A 'Log Out | My Account' link is visible in the top right. Below the navigation bar, there is a 'My Dashboard' button and a 'Select Language' dropdown menu. The main navigation menu includes 'FIP Directory', 'Resources for Buyers', 'Social Responsibility', 'About Us', and 'Contact'. A dropdown menu is open under 'Resources for Buyers', showing options like 'Resources for Social Responsibility', 'Create a FIP Profile', 'FIP Templates', 'Find a FIP Consultant', 'Update a FIP Profile', 'Track', 'Resources for Social Responsibility', 'Three-Year Evaluations for Comprehensive FIPs', 'FIP Review Guidelines', 'Create a FIP Profile', 'Glossary', 'Find a FIP Consultant', 'Communicating About Your FIP', 'Update a FIP Profile', 'General Resources', 'Three-Year Evaluations for Comprehensive FIPs', 'FIP Review Guidelines', 'Glossary', 'Communicating About Your FIP', and 'General Resources'. The 'FIP Templates' option is highlighted with a blue arrow. Below the dropdown menu, there is a section titled 'Extension Requests for HRSR Policy Requirements' with a 'Track' button. The text in this section reads: 'FIPs currently reporting on FisheryProgress that need more time to fulfill unmet HRSR Policy requirements may request a 12-month extension by submitting a completed extension request form. New FIPs may request extensions for requirements 1.1 and 1.2; the self-evaluation must be completed in order for a new FIP to become active on FisheryProgress. Once active, new FIPs can request extensions for 1.3-1.4 as they come into effect, and 2.1-2.2 (if applicable). Please refer to the [Extension Request Instructions](#) for information regarding the extension request process and download the [Extension Request Form](#). The completed Extension Request Form must be uploaded to the Social Performance tab on the FIP profile in the corresponding requirement's section.'

FISHERYPROGRESS.ORG

Human Rights and Social Responsibility Policy Requirement 1.4 Grievance Mechanism Guidance and Checklist Version 1.1, February 2023

Introduction

In May 2021, FishChoice released the [FisheryProgress Human Rights and Social Responsibility Policy](#) (HRSR Policy) along with a new set of features on the FisheryProgress website to allow fishery improvement projects (FIPs) to publicly report on social performance. One of the requirements (1.4) is that FIPs demonstrate there is a grievance mechanism available to all fishers in the FIP. A grievance mechanism provides a means for fishers to raise grievances¹ or concerns or make comments, recommendations, reports, or complaints concerning employment and working conditions through which remedy can be sought. It is a critical component of an effective human rights due diligence system and the UN Guiding Principles on Human Rights emphasize the importance of workers and affected stakeholders having a safe way to file grievances and report rights abuses.

Purpose

The purpose of this document is to help FIPs better understand how to meet the grievance mechanism requirement (1.4) by providing guidance, a checklist, and other additional information. FIPs should also read the relevant section of the [FIP Review Guidelines](#) to further understand FisheryProgress' review criteria for the requirement.

FisheryProgress **does not** require FIPs to complete this checklist – it is a supporting document only. If there are any discrepancies between the HRSR Policy and this document, please refer to the HRSR Policy for the binding language. For any key terms and definitions cited below, please see the FisheryProgress [Glossary](#).

FisheryProgress must be able to verify these criteria by reviewing the grievance mechanism itself OR through information provided in the “details” field.

1.4 Grievance Mechanism | FIP examples

ASOSIASI PENGELOLAAN RAJUNGAN INDONESIA
INDONESIAN BLUE SWIMMING CRAB ASSOCIATION

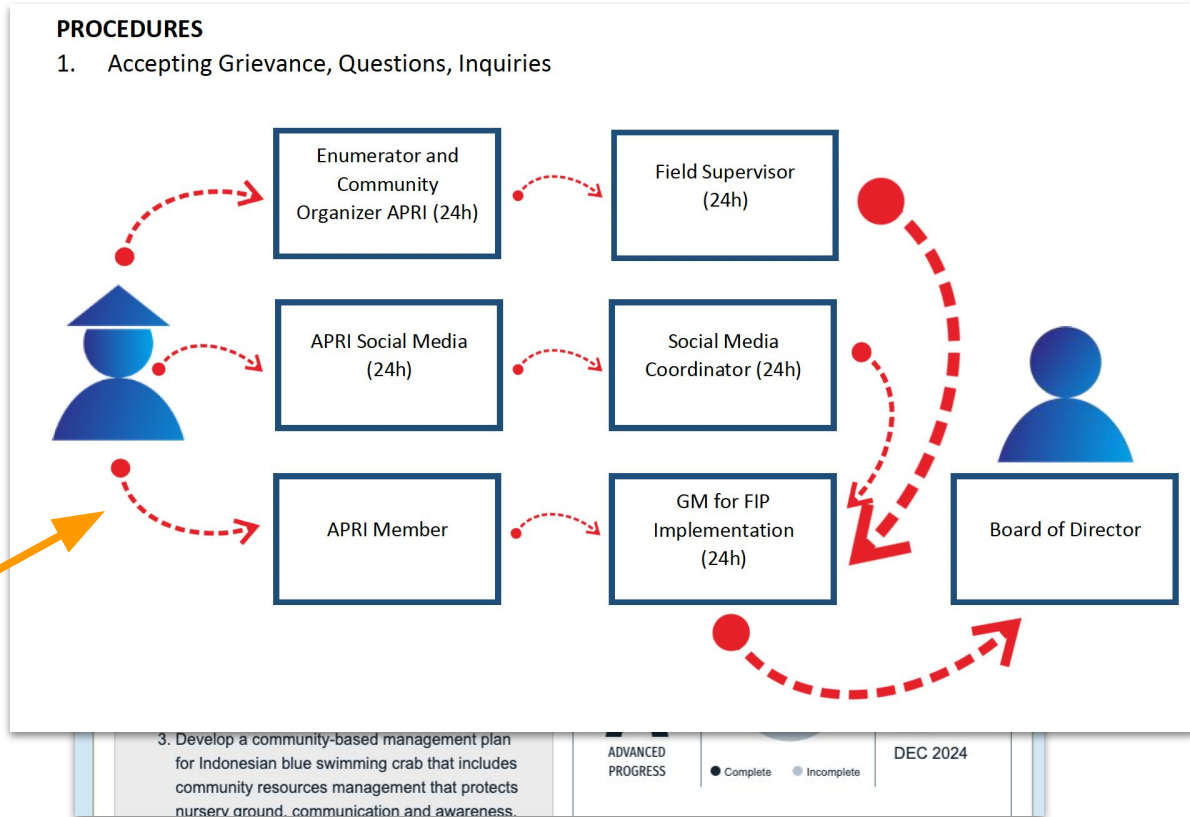
**APRI GRIEVANCE MECHANISM
FOR FISHER COMMUNITIES
2022**

BACKGROUND
Asosiasi Pengelolaan Rajungan Indonesia (APRI) / Indonesian Blue Swimming Crab Association is an organization that focuses on the sustainability of blue swimming crab fisheries and business in Indonesia. In carrying out its activities, APRI has developed a Fishery Improvement Project (FIP) and has also supported the Indonesian Ministry of Marine Affairs and Fisheries in implementing the Blue Swimming Crab Fishery Management Plan in Indonesia. As a dynamic organization, the communication aspect of the organization is very important so that the organization can run well. Communication and cooperation between elements is also very necessary. In order to maintain good cooperation, various grievance and/or questions from fishermen and other supply chains need to be responded to properly so that they can feel facilitated.

OBJECTIVES
The purpose of this document is to provide an overview of guidance in responding to grievance, questions, or inquiries from fishermen and other supply chains.

PROCEDURES
1. Accepting Grievance, Questions, Inquiries

Jl. Dukuh Kupang Timur XI No. 33 Surabaya, East Java 60256 | (+62) 31-9954-0949 | www.apri.or.id | rajunganindonesia@gmail.com



1.4 Grievance Mechanism | FIP examples

ASOSIASI PENGELOLAAN RAJUNGAN INDONESIA
INDONESIAN BLUE SWIMMING CRAB ASSOCIATION

2. Respond to Grievance, Questions, Inquiries

Notes:

- Personnel must answer the grievance, questions, inquiries from the fishermen and other supply chains in max 1x24 hours
- The decision is determined by the Board of Director of APRI, which is then submitted to the relevant personnel
- Relevant personnel must deliver the decision to the fishermen and other supply chains

CLOSING STATEMENTS
This is the Procedure for Handling Grievance, Questions, or Inquiries from fishermen and other supply chains for 2022. Matters related to handling grievance, questions, or inquiries that have not been listed in this document can be regulated later through a decision from the APRI management.

Asosiasi Pengelolaan Rajungan Indonesia (APRI)
Indonesian Blue Swimming Crab Association

Jl. Dukuh Kupang Timur XI No. 33 Surabaya, East Java 60256 | (+62) 31 9954 0949 | www.apri.or.id | rajunganindonesia@gmail.com

2. Respond to Grievance, Questions, Inquiries

Notes:

- Personnel must answer the grievance, questions, inquiries from the fishermen and other supply chains in max 1x24 hours
- The decision is determined by the Board of Director of APRI, which is then submitted to the relevant personnel
- Relevant personnel must deliver the decision to the fishermen and other supply chains

COMPONENT 1



Brief Appraisal (annual update):

- The extent to which the mechanism(s) has been used
- The accessibility of the mechanism(s)
- Time required to process grievances
- General challenges and/or successes

REQUIRED DOCUMENTATION:



Copy of grievance mechanism(s)

PROGRESS REPORTING:



Update and provide brief appraisal on effectiveness at annual report

Is available to all fishers in the FIP

Details the full complaint and remedy process

Is available to fishers in a timely manner (**at least once every 24 hours**), regardless of whether they are on land or at sea

1.4 Grievance Mechanism | FIP examples of brief appraisals

FIPs may provide the appraisal/update as a **document** or provide **as text in the “details”** field for the grievance mechanism document on the Social Performance tab

Indian Ocean tuna and large pelagics - longline (Afrutex)

Grievance Mechanism

Last Updated	Documentation	Details
6/10/2021	FP_Social_Grievance_Mechanism_FIP10861.pdf	The grievance mechanism is provided in the code of conduct (termed as so to comply with Fair Trade USA nomenclature). This has been provided in both English and Portuguese and photos of these in the office have also been provided. All vessels have personal access to email via wifi on their phones and crew can communicate their grievances to the landbased staff 24/7 if they feel that it cannot wait till their next offload within 14 to 18 days.
8/18/2022	FP_Social_Grievance_Mechanism_FIP10861_0.pdf	Over the past year since the grievance mechanism was published to the FisheryProgress profile, there have been no grievances made across the vessels within the FIP fleet. Therefore, the time taken to process the grievances or any challenges to the grievances have not been recorded.

1.4 Grievance Mechanism | FIP examples of brief appraisals

Mexico Guaymas finfish - handline

Grievance Mechanism ⓘ

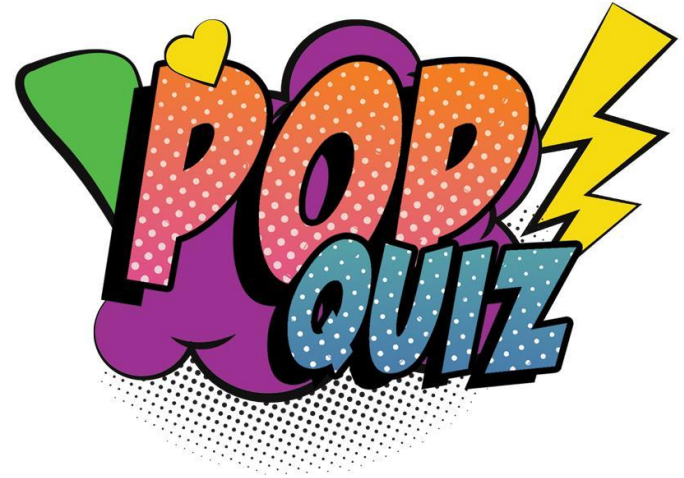
Last Updated	Documentation	Details
6/12/2023	FIP_GYS_mecanis_res_conflic_270522.pdf	<p>Grievance mechanism: The FIP fishery does not have fishing trip durations that exceed 24 hours, neither do fishers spend more than 24 hours outside their home communities. <u>Update May 2023</u>: because these fishing organizations that participate in the FIP consist of family businesses where few people participate, there has not been (since May 2022) any nonconformity or conflict that requires the use of the Grievance Mechanism. However, the grievance mechanism has been taken up with fishing organizations to remind them how to use it. In addition to the grievance mechanism, the FIP fishing cooperatives are working on the design of their governance, which will reinforce the grievance mechanism.</p>



REQUIREMENT 1.4 | Available to all fishers in the FIP

Which of the following would meet this criterion?

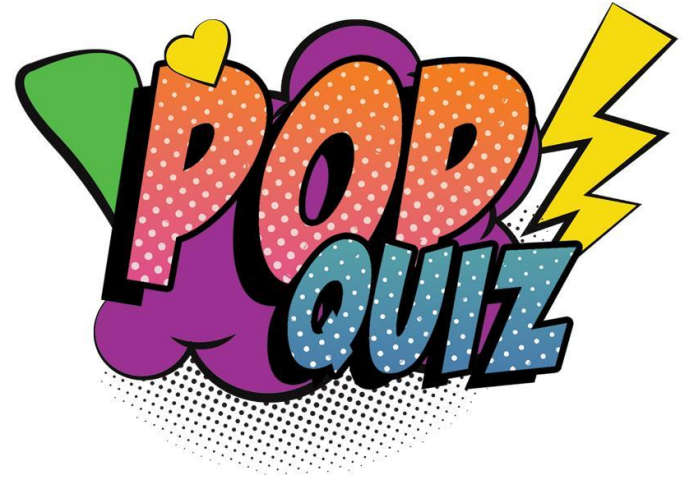
- a) A grievance mechanism (GM) run by a union of which all fishers in the FIP are members
- b) A GM run by Costco and all fishers are in Costco's supply chain
- c) One GM per fishing company supplying FIP product
- d) A GM run by the ministry of labor
- e) All of the above



REQUIREMENT 1.4 | Available to all fishers in the FIP

Which of the following would meet this criterion?

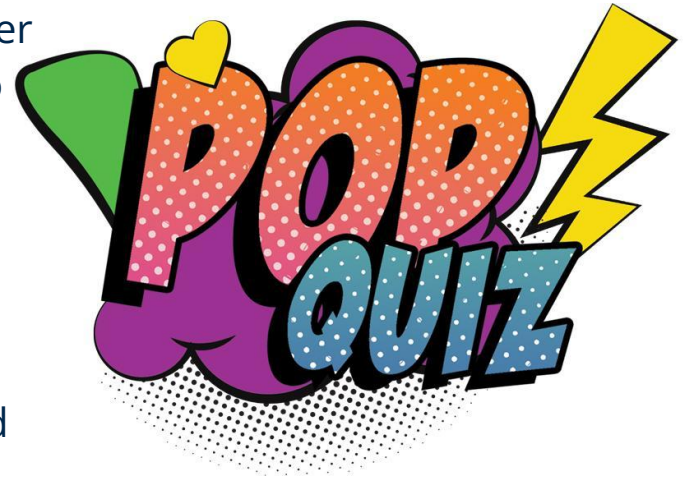
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- b) A GM run by Costco and all fishers are in Costco's supply chain
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- d) A GM run by the ministry of labor
- e) All of the above**



REQUIREMENT 1.4 | Available every 24 hours

For a fishing trip that lasts longer than 24 hours, which of the following would meet this criterion? (can be more than one answer!)

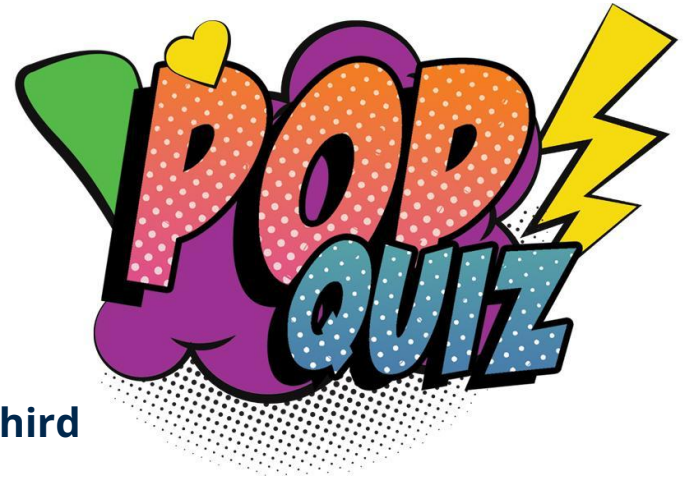
- a) A GM where the fisher reports issues to the skipper or responsible onboard party who can respond to and process complaints
- b) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- c) A GM where a fisher can text complaints to a third party and cell service or internet is available
- d) A GM where a fisher submits complaints to their fishing association



REQUIREMENT 1.4 | Available every 24 hours

For a fishing trip that lasts longer than 24 hours, which of the following would meet this criterion? ? (can be more than one answer!)

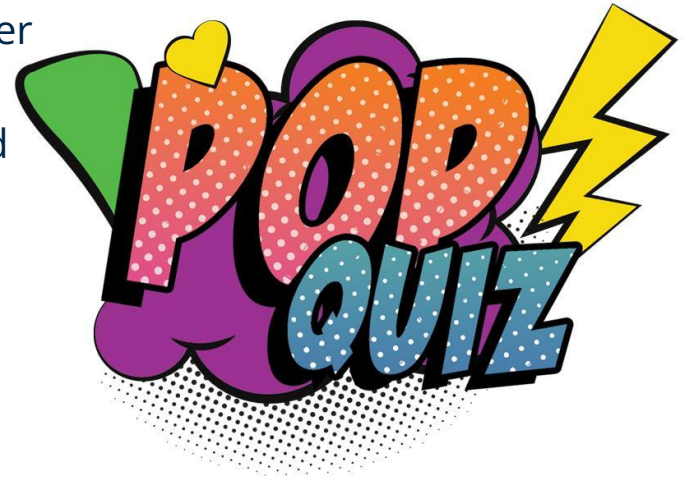
- a) **A GM where the fisher reports issues to the skipper or responsible onboard party who can respond to and process complaints**
- b) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- c) **A GM where a fisher can text complaints to a third party and cell service or internet is available**
- d) A GM where a fisher submits complaints to their fishing association



REQUIREMENT 1.4 | Available every 24 hours

For a fishing trip that lasts shorter than 24 hours, which of the following would meet this criterion?

- a) A GM where the fisher reports issues to the skipper
- b) A GM where a fisher can text complaints to a third party
- c) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- d) A GM where a fisher submits complaints to their fishing association
- e) All of the above



REQUIREMENT 1.4 | Available every 24 hours

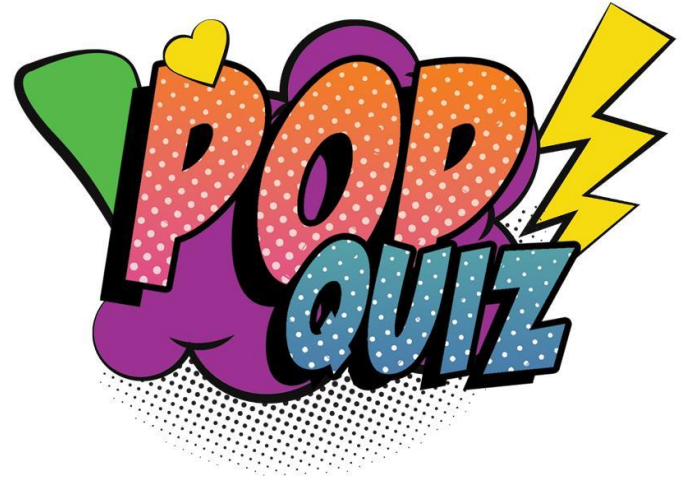
For a fishing trip that lasts shorter than 24 hours, which of the following would meet this criterion?

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- c) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- d) A GM where a fisher submits complaints to their fishing association
- e) **All of the above**



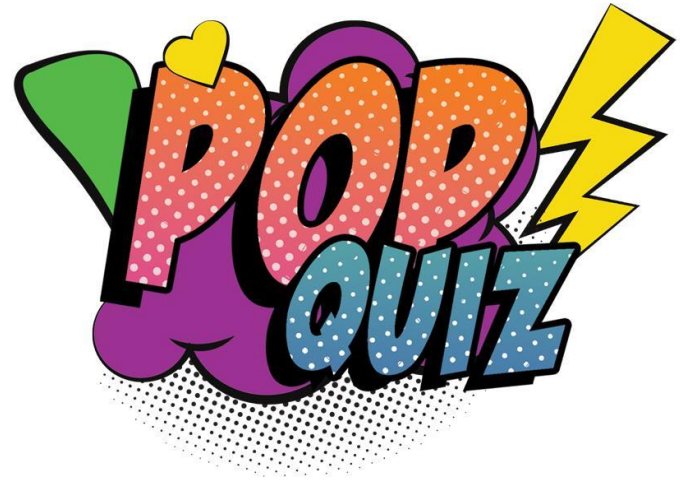
When do you need to report on the grievance mechanism?

- a) Never
- b) Every 6-months
- c) Every annual report
- d) Every 3 years



When do you need to report on the grievance mechanism?

- a) Never
- b) Every 6 months
- c) **Every annual report**
- d) Every 3 years



The FIP must provide a brief appraisal on the effectiveness of the grievance mechanism as part of each annual report

HRSR Policy | When is the grievance mechanism due for my FIP?

FOR NEW FIPS:



- Existing FIPs should have or are working to meet this requirement
- FIPs that requested an extension last year will need to meet this requirement this year, or whenever their 12-month extension period has ended
- Extensions are **ONLY** available for meeting the initial requirement and **CANNOT** be used for the appraisal

Requesting an extension

FIPs may
request **12**
months to
meet the *initial*
requirement

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Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process. **Please fill out one extension request form for each HRSR Policy requirement.**

1. Requestor Information

Full Name:

Job Title:

Organization:

2. FIP Information

FIP Name

Please use the FIP name as displayed on the FIP's [FisheryProgress](#) profile. If not yet listed as active, please provide the country/geography, species, and gear types

FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the [FisheryProgress](#) FIP profile. The FIP

Requesting an extension

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FISHERYPROGRESS.ORG

Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

Important!

FIPs that have been granted an extension must report on the status of working to meet the requirement every 6 months

FIP Name

Please use the FIP name as displayed on the FIP's [FisheryProgress](#) profile. If not yet listed as active, please provide the country/geography, species, and gear types

FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the [FisheryProgress](#) FIP profile. The FIP



Before you go... some news and reminders!



- Welcome Jamie Padilla, our **new Human Rights Transparency Manager!**
- **Policy Statement Model** translations now available in **Bahasa** and in **Spanish, Chinese, Portuguese** and **French** very soon
- New resources on the ***Resources for Social Responsibility*** page this week
- **Social Responsibility Coaching Sessions** hosted by the CoP next week!

jesse@fipcop.org



Questions?

Thank you!

As always, please feel free to reach out to us at
contact@fisheryprogress.org