

PART II:

1.3 Undertake best efforts to make fishers aware of their rights

- Overview of requirement
- Overview of the template
- Deadlines and extensions
- Testing your knowledge

1.3 Fisher Awareness of Rights | Overview

Why?

Making sure that fishers are aware of their rights is essential to ensure that the working environment is safe and healthy, and that human rights are upheld in the workplace

Making fishers aware of their rights

- Posting notices on vessels and at ports
- Providing training
- Including information on the FIP policy statement
- Grievance mechanism in hiring materials in crew contracts and employee manuals

1.3 Fisher Awareness of Rights | Requirement details

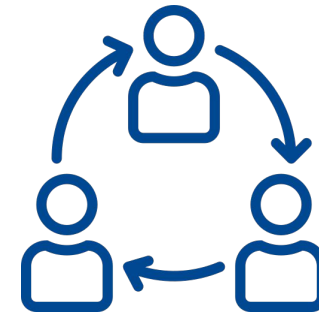
FIPs must undertake best efforts to make fishers aware of:



Commitments and responsibilities outlined in the **FIP's policy statement**



The availability of **grievance mechanisms** and how to use them



Ensure that the information is available to fishers throughout the time that the FIP is active on FisheryProgress

1.3 Fisher Awareness of Rights | Requirement details

Key human rights areas expected of all FIPs to address in their policy statements

- ✔ Discrimination, abuse or harassment
- ✔ Human trafficking, debt bondage or forced labor
- ✔ Child labor
- ✔ Freedom of association and the right to collective bargaining
- ✔ Earnings and benefits
- ✔ Adequate rest
- ✔ Living conditions aboard vessels
- ✔ Health and safety aboard vessels and medical response
- ✔ Grievance reporting and access to remedy
- ✔ Discrimination on the basis of race, nationality, gender, religion, etc.

1.3 Fisher Awareness of Rights | Requirement details

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Human Rights and Social Responsibility Policy Requirement 1.3 Fisher Awareness of Rights Reporting Template Version 1.0, June 2022

Instructions

This template is mandatory for FIPs in order to fulfill Requirement [1.3: Fisher Awareness of Rights](#) from the Human Rights and Social Responsibility Policy ([HRSRP](#)). At a minimum, FIPs must make fishers aware of the commitments and responsibilities outlined in the FIP's policy statement(s) (see Requirement 1.1); and, the availability of grievance mechanisms and how to use them (see Requirement 1.4).

Please fill out this form, save the document in PDF format and upload it to the FIP profile. A new form will have to be filled out during every annual reporting period.

1. FIP Information

FIP Name (Please use the FIP name as displayed on your FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types):

FIP Identification Number (Find your FIP ID number by going to the Overview tab of your FisheryProgress FIP profile. Once on the Overview tab, scroll down until you get to the bottom of the "FIP Leads" section on the right side of the page. Your ID number is just below this section):



FisheryProgress Fisher Awareness of Rights template



List of actions undertaken



Accommodations made for language and literacy levels



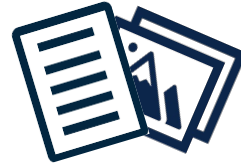
Evidence to support actions

1.3 Fisher Awareness of Rights | Supporting evidence



Credible evidence

- Be documented in writing
- Have a date
- Have a source (e.g., person, organization)
- Have a contact person who can verify it
- Be publicly available*



Examples of evidence

- Meeting or training agendas, notes, and/or participant lists and signatures
- Internal or external policies or templates (e.g., handbooks, onboarding materials, worker contracts)
- Links to videos or photos (e.g., trainings, announcements/policies on bulletin boards or landing sites)

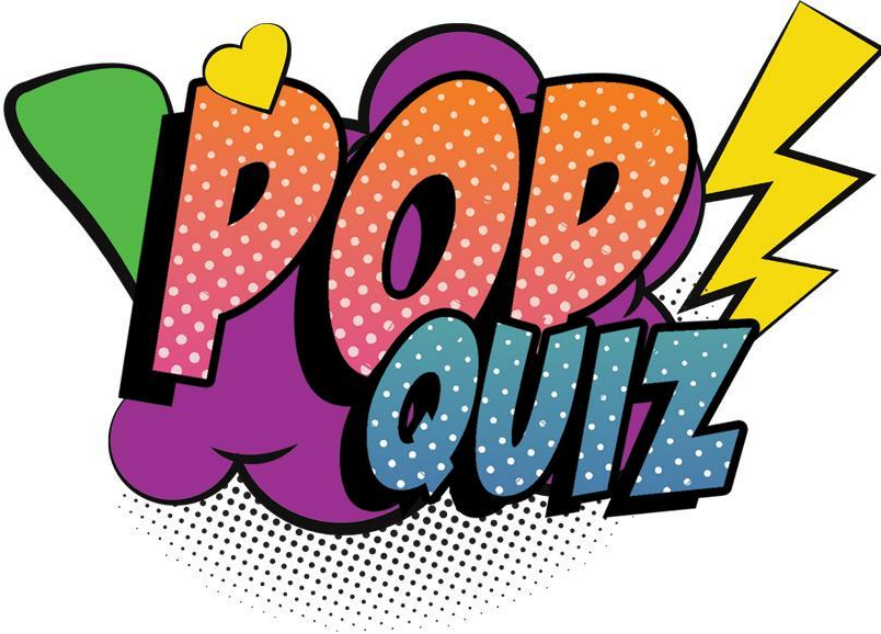
1.3 Fisher Awareness of Rights | Extensions & Reporting

Initial Deadline

- New FIPs must meet this requirement during their first six-month report after being listed as active. Active FIPs must meet the requirement starting in January 2023
- May request 12-month extension

Progress Reporting

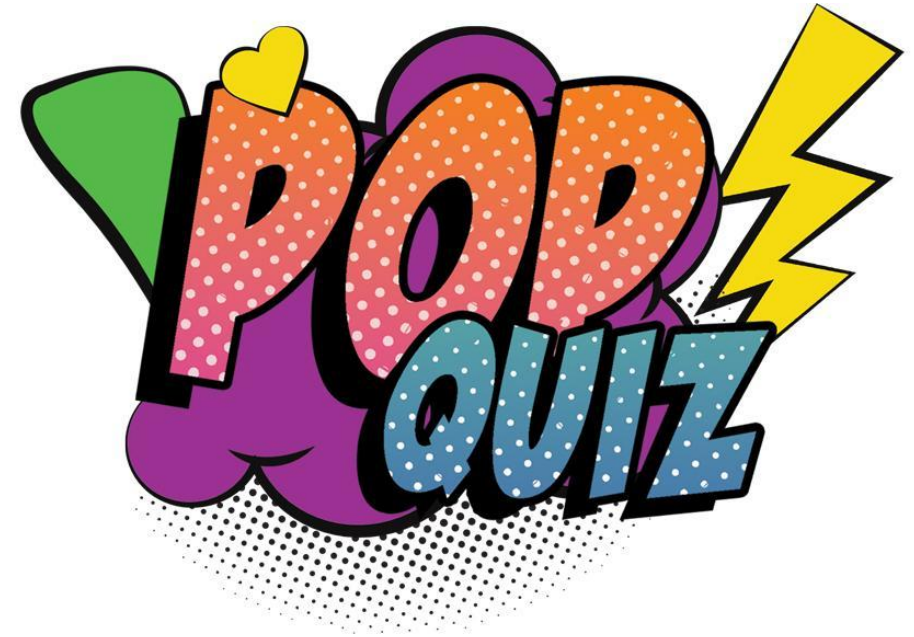
- FIPs must provide an update on their continuing efforts to make fishers aware of their rights as part of their annual report



REQUIREMENT 1.3 | Fisher Awareness of Rights

The following is true EXCEPT:

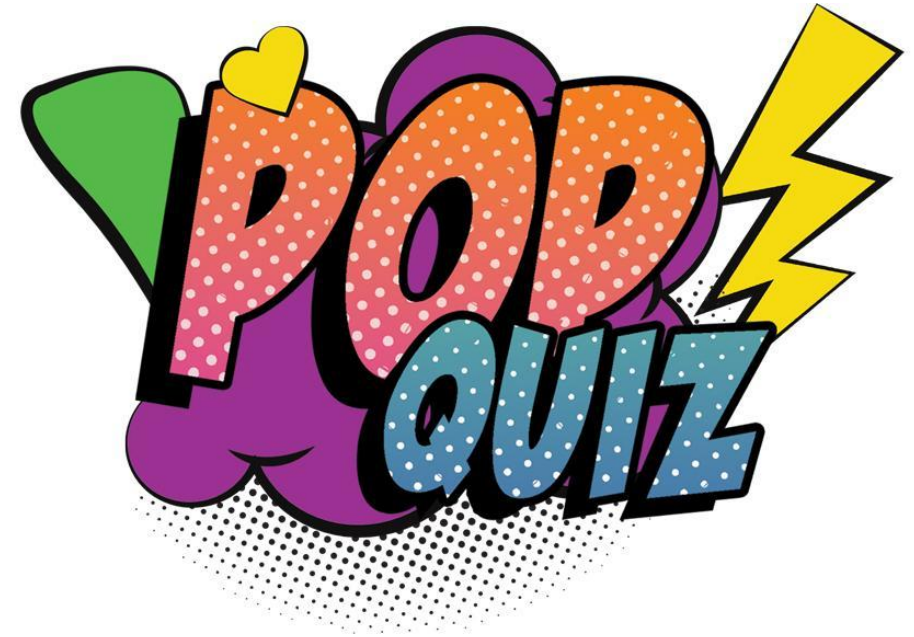
- a) FIPs must make fishers aware of the commitments and responsibilities outlined in the FIP's policy statement
- b) FIPs must reach every individual fishers to make them aware of their rights
- c) FIPs must make fishers aware of the availability of grievance mechanisms and how to use them
- d) FIPs must ensure that up-to-date information is available to fishers throughout the time when the FIP is active on FisheryProgress



REQUIREMENT 1.3 | Fisher Awareness of Rights

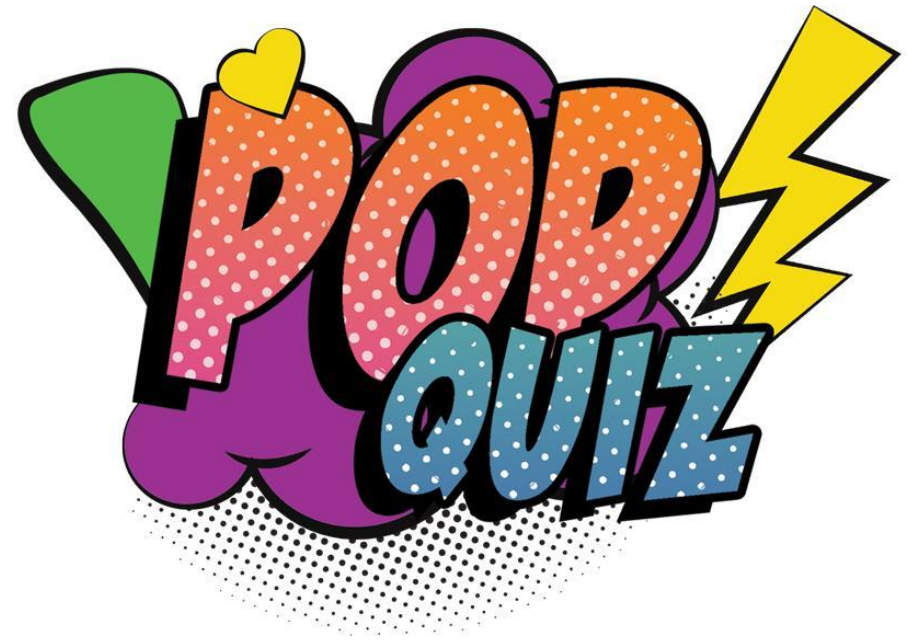
The following is true EXCEPT:

- a) FIPs must make fishers aware of the commitments and responsibilities outlined in the FIP's policy statement
- b) FIPs must reach each individual fisher to make them aware of their rights**
- c) FIPs must make fishers aware of the availability of grievance mechanisms and how to use them
- d) FIPs must ensure that up-to-date information is available to fishers throughout the time when the FIP is active on FisheryProgress



True or False: FIPs must submit a completed Fisher Awareness of Rights Template and supporting evidence for their actions

- True
- False

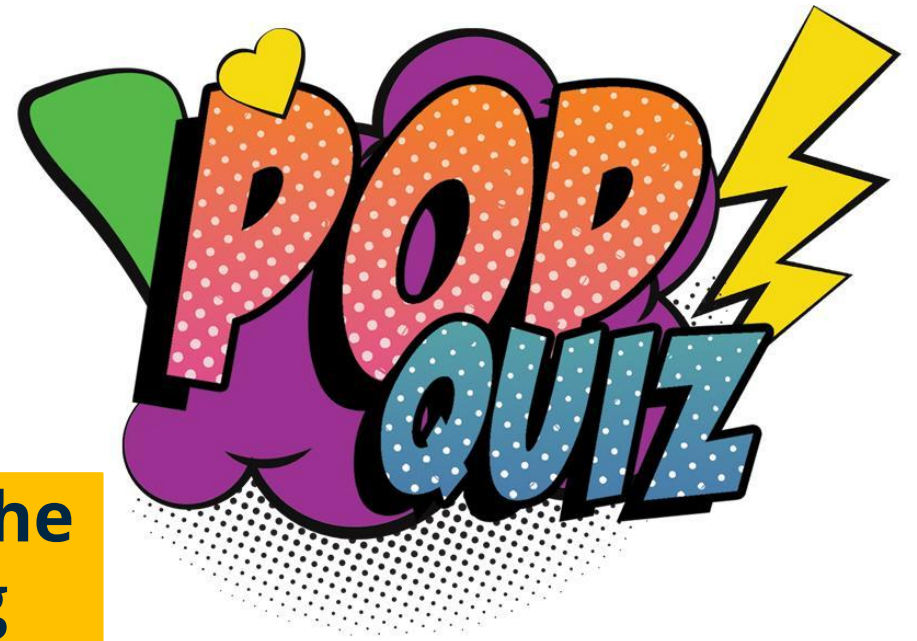


True or False: FIPs must submit a completed Fisher Awareness of Rights Template and supporting evidence for their actions

True!

False

FIPs must outline their actions in the template and provide supporting evidence through documentation



REQUIREMENT 1.3 | Supporting evidence

Which of the following would be considered adequate evidence?

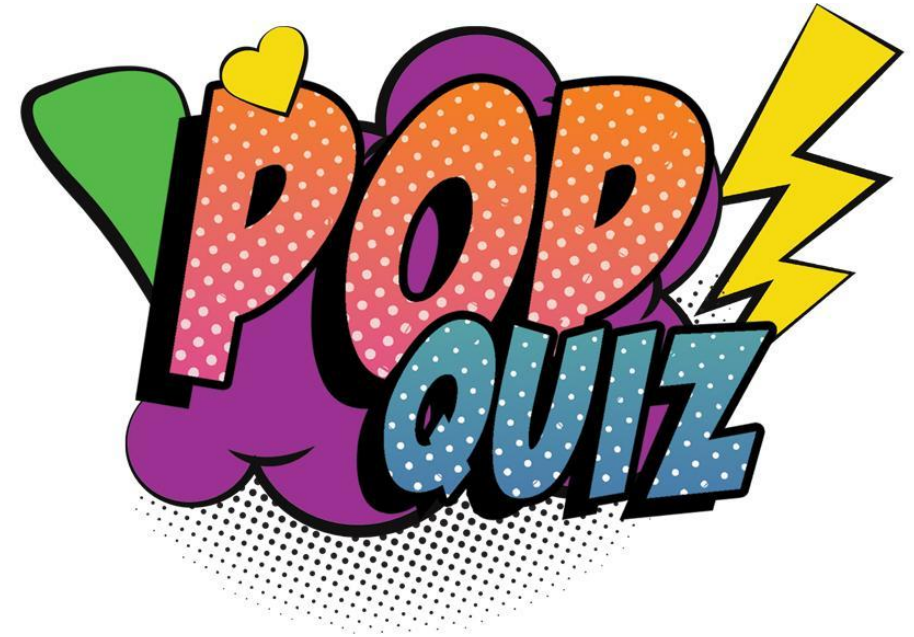
- a) Training information/attendance sheet with signatures
- b) Fisher/crew's contract that contains grievance procedures
- c) Photos of policies posted in ports and landing sites
- d) All of the above



REQUIREMENT 1.3 | Supporting evidence

Which of the following would be considered adequate evidence?

- a) Training information/attendance sheet with signatures
- b) Fisher/crew's contract that contains grievance procedures
- c) Photos of policies posted in ports and landing sites
- d) All of the above**



Questions?

You can direct further questions to:

Melissa (Social Responsibility Program Associate) | melissa@fishchoice.com

Juliana (FIP Analyst) | juliana@fishchoice.com

One more thing...

 *Before you go, reminder to fill out the POST-webinar survey* 

THANK YOU!