

FISHERYPROGRESS.ORG

Qualifications for Conducting Risk Assessments and Creating Social Workplans

Version 1.0
May 2021

The risk assessment and social workplan must be completed by an individual or team with the required expertise. The required expertise depends on which indicators are assessed or planned for improvement:

- **For all [Social Responsibility Assessment Tool \(SRA\)](#) indicators aligned with the [Code of Conduct](#):** Each indicator was assessed by an individual or team who meets the qualifications defined below.
- **For all other SRA indicators:** Each indicator was assessed by an individual or team as appropriate based on the SRA's guidance for what expertise and experience is best to evaluate each indicator.

Best Practice

Fishery trade unions, social auditors, or worker rights organizations are the preferred party to lead the human rights risk assessment and workplan development. However, a technical support organization or nonprofit actor participating in or leading the FIP may undertake the assessment and develop the workplan.

For all SRA indicators aligned with the Code of Conduct, the assigned individual or team of individuals (inclusive of interpreters when needed) must collectively have the following qualifications, outlined in the table below. The assigned individual or team must demonstrate that it meets these requirements by providing either a CV that lists relevant qualifications or a written summary of the qualifications relevant to each criterion below. FisheryProgress reserves the right to request proof of training as necessary.

Qualification	Demonstrated By
<ol style="list-style-type: none">1. The necessary skills to be competent in conducting fisher interviews and document review.2. Understanding of human rights and labor rights standards, including relevant, current, local labor laws.3. Understanding of root causes and connections among different risk indicators.	<p>Meeting <u>one</u> of the following:</p> <ol style="list-style-type: none">1. Demonstrate social auditing experience, such as:<ol style="list-style-type: none">a. Be an approved social auditor:<ol style="list-style-type: none">i. An APSCA Member in good standingii. An approved auditor for a recognized social program (e.g. AENOR APR, Fair Trade Capture Fisheries Standard, RFVS, STF Vessel Auditable Standard, Thai Union Vessel

<p>4. Experience screening for indicators of human trafficking, forced and bonded labor, child labor, and other forms of human rights abuse.</p>	<ul style="list-style-type: none"> iii. Code of Conduct) <ul style="list-style-type: none"> A recognized/accredited/approved social auditor of a conformity assessment body (CAB) accredited by ISO 17065 or ASI for the scope of a relevant social standard. Relevant social standards include: EFI, ETI, Fair Trade Certified, FairWild Standard, GRASP, Rainforest Alliance, SA8000, SMETA, UTZ b. Have undertaken a minimum of 2 formal social audits either individually or as a team member in the past 10 years (evidence: announcement documentation and/or assessment report) c. Have undertaken a minimum of 1 informal social audit (such as a social pre-assessment) or human rights risk assessments in the past 5 years either individually or as a team member, and have attended at least one training against a relevant social standard (as defined above) in the past 5 years (evidence: certificate of completion) <p>OR</p> <p>2. Can demonstrate experience working to address social issues in fisheries or fishing communities similar to the FIP (must provide examples), AND attend a training on the SRA or a recognized social program (e.g. AENOR APR, Fair Trade Capture Fisheries Standard, RFVS, STF Vessel Auditable Standard, Thai Union Vessel Code of Conduct) in the past 3 years (evidence: certificate of completion).</p>
<p>5. Fishery experience.</p>	<p>Meeting <u>one</u> of the following:</p> <ul style="list-style-type: none"> 1. University degree in fisheries, marine conservation biology, natural resources, environmental management, or other relevant field <p>OR</p> <ul style="list-style-type: none"> 2. Completed a relevant training, such as successfully completing the online MSC assessor training modules for the latest version of the fisheries standard (evidence: certificate of completion) <p>OR</p>

	<p>3. Have undertaken a minimum of 2 fishery assessments or surveillance site visits against a relevant capture fisheries standard (e.g. MSC, Fair Trade Capture Fisheries Standard, MarinTrust) as a team member in the past 10 years (evidence: announcement documentation and/or assessment report)</p> <p>OR</p> <p>4. Currently listed on the MSC's Register as a technical consultant or associate technical consultant</p> <p>OR</p> <p>5. Other relevant experience working in or supporting fisheries, such as:</p> <ul style="list-style-type: none"> a. Fish stock assessment: at least 3 years of experience as a leader in the production of peer-reviewed stock assessments. b. Fish stock biology/ecology: at least 3 years of experience working in fisheries biology and population dynamics. c. Fishing impacts on aquatic ecosystems: at least 3 years of experience in research into, policy analysis for, or management of fisheries impacts on aquatic ecosystems. d. Fishery management and operations: at least 3 years of experience as a practicing fishery manager and/or fishery policy analyst. e. Commercial or subsistence fishing.
<p>6. Proficient in the language(s) spoken by fishers in the scope of the risk assessment.</p>	<ul style="list-style-type: none"> • Education, training, or experience in the language(s).
<p>7. Is not an employee, employer, or buyer with a financial or commercial interest in the FIP.</p>	<ul style="list-style-type: none"> • A self-declaration as part of the submitted risk assessment.