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Human Rights and Social Responsibility Policy Qualifications for Human Rights and Social Responsibility Consultants

Version 1.1

March 2023

Introduction

Anytime a FIP opts to complete a risk assessment using the [Social Responsibility Assessment Tool \(SRA\)](#), the risk assessment and associated 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 Core FisheryProgress SRA Indicators¹:** Each indicator is assessed by an individual or team that meets the qualifications defined below. The workplan associated with any Core SRA Indicator is also developed by an individual or team that meets the qualifications,
- **For all other SRA indicators:** Each indicator is assessed by an individual or team that *either* meets the qualifications below *or* meets the general guidance on qualifications for assessment and evaluation teams from the SRA.

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.

Core FisheryProgress SRA Indicators and Associated Workplans

Qualifications

For all Core FisheryProgress SRA Indicators, the assigned individual or team of individuals (inclusive of interpreters when needed) must collectively hold the following qualifications:

1. Human Rights and Social Sciences Expertise. Specifically:
 - a. Experience employing social science methods, including both primary, on-site research (surveys, interviews, focus groups, document review, site observation) and secondary research (desk research).
 - b. Understanding of human rights and labor rights standards, including relevant, current, local labor laws.
 - c. Understanding of root causes and connections among different risk indicators.

¹ See Appendix A of the [FisheryProgress Human Rights and Social Responsibility Policy](#) for details on the Core Indicators.

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- d. Experience screening for indicators of human trafficking, forced and bonded labor, child labor, and other forms of human rights abuse.
2. Basic knowledge of fisheries.
3. Competency in SRA tool implementation.
4. Relevant language expertise: Proficient in the language(s) spoken by fishers in the scope of the risk assessment.
5. Free from conflict of interest: Is not an employee, employer, or buyer with a financial or commercial interest in the FIP or its supply chain participants.

Demonstrating Qualifications

Because FIPs operate in a variety of contexts, FisheryProgress allows qualifications to be met entirely by a single individual or collectively by a team of individuals. For example, a single individual who has conducted audits for a vessel-level social standard or certification will have both human rights and social sciences expertise AND fisheries expertise. This individual may be able to carry out the assessment on their own. Alternatively, the assessment could be done by a team composed of an individual with experience in social auditing in a different industry, teamed up with an individual who has carried out environmental audits and assessments against a fisheries standard.

An 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.

1. **Human Rights and Social Sciences Expertise.** If working in a team, only one individual must meet this qualification. The consultant(s) must qualify in at least one of the following areas:
 - a. Listed as a recognized SRA Social Expert on RISE.

OR

 - b. Current experience and training in social auditing. This may be demonstrated in various ways, including through being:
 - i. An APSCA Member in good standing.
 - ii. An accredited/approved auditor for a reputable social program for fisheries (e.g. AENOR APR, Fair Trade Capture Fisheries Standard (FTUSA CFS), Responsible Fishing Vessel Scheme (RFVS), Seafood Task Force (STF) Vessel Auditable Standard, Thai Union (TU) Vessel Code of Conduct).
 - iii. An 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 but are not limited to: EFI, Fair Trade Certified, Fairtrade International, GLOBALG.A.P. Risk Assessment on Social Practice (GRASP), Rainforest Alliance, SA8000, and Sedex Members Ethical Trade Audit (SMETA).
 - iv. Recently engaged in social audits, having undertaken a minimum of 2 formal company or industry social audits either individually or as a team member in the past 10 years (evidence: announcement documentation and/or assessment report).

OR

 - c. Demonstrated experience in assessing or addressing social issues relevant to the Core SRA Indicators, such as:

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- i. Led at least one project in the past five years employing social science methods to study, assess, and/or address human rights, labor, and social issues in fisheries or fishing communities similar to the FIP.
OR
 - ii. Have undertaken a minimum of one informal social audit (such as a social pre-assessment) or human rights risk assessments in the past five years either individually or as a team member.
AND
 - iii. Have received relevant training in the past 5 years (e.g., training against a relevant social standard, International Labour Organization's training, Verité's training courses) OR hold a university degree in human rights, social responsibility, or other relevant field.
2. **Basic Knowledge of Fisheries.** If working in a team, only one individual must meet this qualification. The consultant(s) must qualify in at least one of the following areas:
 - a. Listed as a recognized SRA Fishery Expert on RISE.
OR
 - b. FisheryProgress Database of Qualified Consultants: listed in the FisheryProgress Database and currently meeting the FisheryProgress consultant criteria for comprehensive FIPs.
OR
 - c. University degree in fisheries, marine biology, marine conservation, marine or fisheries management, or other relevant field.
OR
 - d. Training, experience, approval, recognition, or accreditation to audit against a fisheries or vessel standard (e.g., the Marine Stewardship Council (MSC), MarinTrust, FTUSA CFS, RFVS, STF Vessel Auditable Standard, TU Vessel Code of Conduct), such as:
 - i. 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).
 - ii. Have undertaken a minimum of 2 fishery assessments or surveillance site visits against a relevant capture fisheries standard as a team member in the past 10 years (evidence: announcement documentation and/or assessment report).
 - iii. Currently listed on the [MSC's Register](#) as a technical consultant or associate technical consultant.
OR
 - e. At least two years of experience in fisheries science or fisheries management, such as stock assessments, biological/ecological data collection and analysis, fisheries management and operations, or commercial fishing.
OR
 - f. At least two years of experience with health and safety inspections on vessels.
3. **Competency in SRA Tool Implementation.** If working in a team, only one individual must meet this qualification. The consultant(s) must qualify in at least one of the following areas:
 - a. Listed as a recognized SRA Assessor on RISE.
 - b. Complete a training on the SRA.

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4. **Proficient in the Language(s) Spoken by Fishers in the Scope of the Risk Assessment.** The consultant, or at least one member of the consultant team, must have the ability to use and read the language with a level of accuracy which transfers meaning in production and comprehension, as pertinent to professional needs. They must demonstrate education, training, or experience in the language(s) relevant to the SRA, or results from a language assessment framework (e.g., level B2 or C1 on the Common European Framework of Reference of Languages (CEFR)).
5. **Conflict of Interest.** The consultant(s) must be free from conflict of interest. That means no one on the team can be an employee, employer, buyer, or other individual with a financial or commercial interest in the FIP or its participants. Freedom from conflict of interest can be demonstrated by submitting a self-declaration as part of the completed risk assessment.

Other SRA Indicators, Alternative Assessments, & Related Workplans

Under Components 2 and 3 of the FisheryProgress Human Rights and Social Responsibility Policy, FisheryProgress only requires and verifies the assessor qualifications for SRA Tool based assessments of Core FisheryProgress SRA Indicators and associated social workplans. However, it is considered best practice for individuals and teams that meet the above qualifications to be engaged in the assessment of any additional (non-core) SRA indicators as well as any other alternative social assessment within a FIP. Similarly, it is best practice for qualified consultants to be engaged in the development of social workplans associated with non-core SRA indicators and alternative assessments.