LEARN

- Learn about unique challenges to achieving decent work at sea, including the hazards of fishing, the potential for long periods at sea, and the challenges of at-sea communications.
- Dedicate additional resources to improvements for at-sea operations.

ASSESS

- Flag high-risk seafood supply chains in assessments, including fishing on vessels in international waters (e.g., tuna) that may be under-monitored and seafood that uses 'trash fish' for feed.
- Encourage vessels in your company’s supply chain to participate in public vessel lists and, to the extent possible, share vessel information with buyers.
- If vessel information is available, utilize vessel transparency platforms such as Global Fishing Watch to review vessel-level risks.

BUILD CAPACITY

- Ensure vessel workers receive training on safety, working conditions, rights at sea, payment, and other relevant information prior to departure.
- Participate in initiatives to train vessel workers and owners, such as those provided by the International Maritime Organization or International Labor Organization, as well as industry-focused collaborations like the Seafood Task Force and International Seafood Sustainability Foundation.
- Invest in pilot projects and field-test new technologies on vessels, especially for the following high-priority topics:
  - Worker connectivity and effective grievance mechanisms at sea.
  - Electronic monitoring technologies that can be used to gather risk data and increase transparency.
- Support long-term improvements for at-sea work, including establishing and verifying safe living and working on vessels.
- Consider the advancements that can be made to existing processes, such as port interviews with workers.
- Work with civil society organizations to improve the ability of workers on DWF vessels to freely associate and participate in collective bargaining.
- Build traceability systems to begin at the vessel and feed segment of seafood supply chains.

COMMIT

- Align company commitments to international guidelines for improving safety and work at sea, including the:
  - ILO: Work in Fishing Convention C188.
  - Food and Agriculture Organization: Port State Measures Agreement.
  - International Maritime Organization (IMO): Cape Town Agreement.

ROADMAP FOR IMPROVING SEAFOOD ETHICS (RISE) IS A PROJECT OF FISHWISE

DECENT WORK AT SEA: 8 STEPS TO SUCCESS

“Nearly four fishers lose their lives every hour while doing their job. The number of fishers injured or suffering from work-related illnesses are even higher. These fatalities and accidents have major impacts on fishers’ families, fishing crews, and fishing communities.” - FAO, ILO, IMO, Joining forces to shape the fishery sector of tomorrow
5 **COLLABORATE**

- Encourage flag and port states to ratify the four pillars of fishing vessel safety, if they have not already, and implement standards:
  - ILO Work in Fishing Convention No. 188.
  - FAO Port State Measures Agreement.
  - IMO Cape Town Agreement (See “Status of Treaties”).
  - IMO Standards for Training, Certification, and Watchkeeping for Fishing Vessel Personnel (See “Status of Treaties”).
- Support the development of implementation guidance on decent work or social responsibility at sea (e.g., PAS 1550).
- Encourage fisheries management bodies, including those with limited social mandates, to set labor standards for crew (even if voluntary).

6 **REMITATE**

- Provide channels for remediation for seafood workers who may return from at-sea trips to different countries than those in which the vessel or employer is located.
- Reimburse or bear the costs of worker repatriation.
  - Commit to repatriating workers at the end of their tenure with the company, facility, farm, or vessel, so they do not face risks of stranding in remote regions or with limited legal protections.
  - Establish and implement processes to repatriate workers upon the termination of their contracts, regardless of which party initiates the termination.
  - Do not leave workers in a country where they do not have the appropriate legal documents or protections.
  - Consider bearing or repaying the costs of repatriation in certain instances that are still fair to workers (e.g., the worker has legal protections in the travel countries, a fair agreement of this nature was stipulated in the contract, etc.).
- Document the steps taken to prevent future workers from incurring repatriation fees or being stranded.

7 **ITERATE**

- Work to achieve the following practice:
  - At-sea segments of company supply chains meet or exceed the standards outlined in ILO Convention No. 188, the Work in Fishing Convention.

8 **COMMUNICATE**

- Communicate about challenges and accomplishments specific to sourcing from fishing vessels.