

SRA Equivalency Mapping – Fair Trade USA Capture Fisheries Standard (CFS)

September 2021, V 1.0

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SRA User Guidance for the Fair Trade USA Capture Fisheries Standard (CFS)

Standard Version: 1.1.0

The Fair Trade USA Capture Fisheries Standard (CFS) was developed to provide the opportunity for fishermen to demonstrate the core elements of fair trade in their practices, while helping them commercialize their product. The CFS is organized around the core principles of Fair Trade USA.

Performance Indicator designations

The CFS is applicable to small scale fisheries, but for the purpose of the guidance is treated as applicable to both industrial / medium or large fisheries and small-scale fisheries.

Reaching alignment with the SRA

To ensure the standard is aligned with the SRA the issue areas flagged as 'partial' and 'no alignment' need to be addressed as described below.

This document provides guidance on the key findings identified by the mapping between the Fair Trade USA Capture Fisheries Standard (CFS) and the requirements of the Social Responsibility Assessment (SRA) tool. The User Guidance demonstrates where audit findings from a CFS audit cannot be used to evaluate a particular SRA Performance Indicator Scoring Guidepost (PISG) and therefore must be evaluated to adequately determine risk according to the SRA methodology. Where there is no CFS requirement related to an SRA PISG, it does not indicate that the unit of assessment is at high risk for that SRA Performance Indicator.

Before using this document, please review the orientation document, [Applying and Using the Social Responsibility Assessment \(SRA\) Tool Equivalency Mapping](#), which provides background on the SRA, its purpose and how it should be used, as well as how to read, use and apply the standard-specific user guidance.

Summary of Alignment

	# of SRA PISGs	# of Full Matches	# of Partial Matches	# of No Matches
PRINCIPLE 1				
Component 1.1: Fundamental human rights respected, labor rights protected				
1.1.1 Abuse and harassment	7	4	1	2
1.1.2a Human trafficking and forced labor	5	4	0	1
1.1.2b Debt bondage in small-scale fisheries	5	3	0	2
1.1.3: Child Labor	5	5	0	0
1.1.4: Freedom of Association and Collective Bargaining	7	5	1	1
1.1.5: Earnings and Benefits	12	6	3	3
1.1.6: Adequate Rest	9	5	3	1
1.1.7a: Access to basic services	10	3	2	5
1.1.7b: Access to basic services (Small-scale fishing communities)	8	1	1	6
1.1.8: Occupational safety	11	5	3	3
1.1.9: Medical response	6	4	2	0
Component 1.2: Rights and access to resources are respected and fairly allocated and respectful of collective and indigenous rights				
1.2.1: Customary use rights	10	0	3	7
1.2.2: Corporate responsibility and transparency	8	1	0	7
PRINCIPLE 2				
Component 2.1: Recognition, voice, and respectful engagement for all groups, irrespective of gender, ethnicity, culture, political, or socioeconomic status				
2.1.1 Grievance reporting and access to remedy	5	0	1	4
2.1.2: Stakeholder Participation and Collaborative Management	7	3	3	1
Component 2.2: Equitable opportunities to benefit are ensured to all, through the entire supply chain				
2.2.1: Equitable opportunity to benefit	3	2	0	1
2.2.2: Discrimination	6	2	0	4
PRINCIPLE 3				
Component 3.1: Nutritional and sustenance needs of resource-dependent communities are maintained or improved				
3.1.1a Food and Nutrition Security	2	0	0	2
3.1.1b Food and Nutrition Security	4	0	0	4
3.1.2 Healthcare	5	1	2	2
3.1.3 Education	5	1	0	4
Component 3.2: Livelihood opportunities are secured or improved, including fair access to markets and capabilities to maintain income generation				
3.2.1: Benefits to and within community	6	1	0	5
3.2.2: Economic value retention	3	1	0	2
3.2.3: Long-term profitability and future workforce	5	0	0	5
3.2.4: Economic flexibility and autonomy	9	2	2	5
3.2.5: Livelihood security	7	1	0	6
3.2.6: Fuel resource efficiency	2	0	0	2

Principle 1: Protect human rights, dignity and access to resources

Component 1.1: Fundamental human rights respected; labor rights protected

Indicator 1.1.1: Abuse and harassment

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Coverage
SRA1.1.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.1 S.2		AND - Migrant status is not used as a threat or tool of coercion	FHR-FL 1.4 FHR-DAP 2.1	Full
SRA1.1.1 S.3		AND - There is no corporal punishment, mental or physical coercion, verbal abuse (significantly different than colloquial banter), gender-based violence, sexual harassment, or any other form of harassment, including excessive or abusive disciplinary action, and fisheries observers (when present) are able to conduct duties free from assault, harassment, interference, or bribery,	FHR-DAP 2.1 FHR-DAP 2.2	Full
SRA1.1.1 S.4		AND - Workers/fishers/farmers' families or community members are not threatened by employers, buyers, labor brokers, or organized crime;	FHR-DAP 2.1 FHR-DAP 2.2	Full
SRA1.1.1 S.5		AND - There is no forced drug use, or labor and/or product is not compensated for with drugs.	FHR-PC 3.3	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.1 S.6	GREEN: LOW RISK (80+)	There is a written policy publicly disclosed, posted in all languages with special accommodations for illiteracy that prohibits physical abuse, bullying, and sexual harassment, with a disciplinary procedure in place to address cases of harassment, and discipline commensurate to the actions;	FHR-DAP 2.3 FHR-DAP 2.4	Partial
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Key findings:

- The FTUSA criteria has a threshold for # of workers for the application of this criteria, SRA does not make this distinction.
- The FTUSA criteria does not specifically mention requirement for a policy.

To align:

- ensure that protections are afforded to all workers
- ensure that the protections are recorded in a written policy that is accessible to all workers.

SRA1.1.1 S.7		Managers and workers/fishers/farmers are aware of and trained on the harassment policy;	N/A	No Alignment
SRA1.1.1 S.8		Workers have grievance procedures to report harassment and do not face retaliation for using them.	N/A	No Alignment

Indicator 1.1.2a: Human trafficking and forced labor

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Coverage
SRA1.1.2a S.1		There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		

SRA1.1.2a S.2		AND - The farm/fishery has a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery or trafficked labor	N/A	No Alignment
SRA1.1.2a S.3		AND - There are no indicators of unfree recruitment, life and work under duress, or impossibility of leaving employer (see appendix for full list of indicators), but the farm/fishery DOES NOT have a robust system in place to monitor, remediate, and report on both its own performance on recruitment and labor practice, and when applicable, the performance and compliance of labor recruiters,	FHR-FL 1.1 FHR-FL 1.2 FHR-FL 1.3 FHR-FL 1.4	Full
		OR - There is at least one indicator of unfree recruitment, life and work under duress, or impossibility of leaving employer (see appendix for full list of indicators), but the farm/fishery is actively implementing, tracking progress, and reporting on a remediation plan.		

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.2a S.4	GREEN: LOW RISK (80+)	The farm/fishery has a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery or trafficked labor, and managers and workers/fishers/farmers are aware of and trained on the forced labour policy with access to effective grievance procedures for reporting violations of the policy,	N/A	No Alignment
SRA1.1.2a S.5		AND - Workers/fishers/farmers do not pay any recruitment fees (document/visa/passport fees excluded),	FHR-FL 2.2	Full
SRA1.1.2a S.6		AND - Workers/fishers/farmers are paid at least monthly.	WWS-CE 4.2	Full

Indicator 1.1.2b: Debt bondage in small-scale fisheries

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.2b S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.2b S.2		AND - The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), but most of their income (or share of catch) is kept and a smaller percentage is used to pay back their debts	N/A	No Alignment
SRA1.1.2b S.3		AND - The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), and their debt has remained stable or decreased over time proportional to their income (or share of catch),	N/A	No Alignment
SRA1.1.2b S.4		AND - The fisher/farmer is allowed to witness the product being weighed or graded to calculate their income (or share of catch).	WWS-CE 2.2	Full
SRA1.1.2b S.5		AND - If applicable, interest rates charged to fishers/farmers are transparent and agreed upon in advance with fishers/farmers	TR-CA 4.1	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.2b S.6	GREEN: LOW RISK (80+)	The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), but a minimal percentage of their income is used to pay back their debts, and their debt has decreased over time proportional to their income (or share of catch),	FHR-FL 1.5	Full
		OR - The fisher/farmer is NOT paying off debt to the cooperative, association, buyer, or permit holder.	FHR-FL 1.5	Full

Indicator 1.1.3: Child labor

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.3 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.3 S.2		AND - There is no evidence of hazardous child labor,	FHR-PC 1.6 FHR-PC 3.3 WWS-OH 1.2	Full
SRA1.1.3 S.3		AND - Children below the legal age of employment are not employed as waged workers,	FHR-PC 1.1 FHR-PC 1.2 FHR-PC 1.5	Full
SRA1.1.3 S.4		AND - Children below the legal age of employment work alongside family members only if this does not interfere with schooling, and on tasks which do not harm their health, safety or morals, and do not work at night,	FHR-PC 2.1	Full
SRA1.1.3 S.5		AND - There is no evidence of hazardous child labor, children below the legal age of employment are not paid as waged workers, nor does the work interfere with their schooling or pose risk to their health and safety, BUT the farm or fishery does not have a child labor policy that ensures the best interests of the child and that the child does not end up in a worse form of employment.	FHR-PC 1.6	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.3 S.6	GREEN: LOW RISK (80+)	There is no evidence of hazardous child labor, children below the legal age of employment are not paid as waged workers, nor does the work alongside family members interfere with their schooling or pose risk to their health and safety, and the farm or fishery has a child labor policy that ensures the best interests of the child and that the child does not end up in a worse form of employment.	FHR-PC 1.4 FHR-PC 1.1 FHR-PC 2.1 FHR-PC 1.6	Full
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Indicator 1.1.4: Freedom of association and collective bargaining

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.4 S.1		There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		

SRA1.1.4 S.2		AND - Workers/fishers/farmers are free to form worker organizations, including trade unions, to advocate for and protect their rights, and have the right to decide their own structure, policies, programs, priorities, etc. without employer interference	FHR-FR 1.1 FHR-FR 1.2 FHR-FR 1.3	Full
SRA1.1.4 S.3		AND - There are national laws protecting collective workers' rights (including cooperatives) which are upheld and respected, or the country restricts trade union rights but the company/fishery/farm has provided a way for workers/ fishers/farmers to organize and express grievances,	FHR-FR 3.2 FHR-FR 3.1	Full
SRA1.1.4 S.4		AND - Human rights defenders are not actively suppressed and there is no recent record of litigation by employers against human rights defenders,	N/A	No Alignment
SRA1.1.4 S.5		AND - There is no discrimination against workers/fishers/farmers who are members or leaders of organizations, unions or cooperatives, and workers/fishers/farmers are not dismissed for exercising their right to strike.	FHR-FR 2.1	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.4 S.6	GREEN: LOW RISK (80+)	The employer or association has a written policy or by-laws (shared with workers/fishers/farmers in relevant languages and with provisions for illiteracy) that they respect the rights of workers/fishers/farmers to Freedom of Association and Collective Bargaining,	FHR-FR 1.1	Full
SRA1.1.4 S.7		AND - Workers/fishers/farmers are trained by workers' organizations on their rights to organize and bargain collectively,	FHR-FR 3.1	Partial

Key findings:

- The FTUSA criteria applies only in cases that meet a certain threshold of workers. SRA does not make that distinction and expects that these criteria apply in all situations.

To align:

- Provide evidence that all workers are education on their rights to organize, regardless of the size of the workforce.

SRA1.1.4 S.8		AND - Women participate in unions or cooperatives commensurate with their representation in the workforce.	FHR-FR 2.1	Full
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Indicator 1.1.5: Earnings and benefits

To Score **Medium Risk**, the following must be true:

PISG #	Ri sk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.5 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.5 S.2		AND - Minimum legal requirements for income and benefits are properly defined in domestic labor law,	N/A	No Alignment
SRA1.1.5 S.3		AND - Domestic law may not recognize equal remuneration for work of equal value for men and women, however, wages paid to workers/fishers/farmers do reflect equal remuneration,	N/A	No Alignment
SRA1.1.5 S.4		AND - Wage levels and benefits meet the minimum legal requirements according to domestic labor laws of workplace, farm, or country of flagged vessel,	WWS-CE 3.1 WWS-CE 3.4 WWS-CE 5.1	Full

SRA1.1.5 S.5		AND - Overtime wages are paid in accordance with minimum legal requirements, based on domestic labor laws of workplace, farm, or country of flagged vessel,	WWS-CE 2.3	Full
SRA1.1.5 S.6		AND - Wages paid to workers/fishers/farmers are what was promised at the time of employment, are not withheld as a form of discipline, do not contain illegal deductions, are paid on time or directly to the worker/fisher/farmer, and workers/fishers/farmers do not go longer than one month without being paid,	WWS-CE 3.3 WWS-CE 4.1 WWS-CE 4.2	Partial

Key findings:

- FTUSA has a threshold for number of workers clause when this criteria is applied
- FTUSA does not explicitly specify that wage details are the same as promised in contracts.

To align:

- Provide evidence that the FTUSA criteria apply to all workers, regardless of the size of the workforce.
- Provide evidence that wages paid match what was promised in contracts.

SRA1.1.5 S.7		AND - Employers legally contract employees,	N/A	No Alignment
SRA1.1.5 S.8		AND - Workers/fishers/farmers are aware of how their earnings or deductions are calculated and their rights to benefits, are allowed to witness procedures used to determine earnings (weighing, grading), and only sign contracts they understand with provisions for different languages or illiteracy,	WWS-CE 1.1 WWS-CE 2.1 WWS-CE 2.2	Full
SRA1.1.5 S.9		AND - Workers/fishers/farmers receive wage slips with deductions itemized or written receipts.	WWS-CE 3.3	Partial

Key findings:

- FTUSA has a threshold # workers clause.

To align:

- Provide evidence that the protections apply to all workers regardless of the size of the workforce.

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.5 S.10	GREEN: LOW RISK (80+)	Wages or earnings are higher than minimum legal wages or meet living wage levels (includes being able to provide for family, save, or invest), and benefits are provided beyond legal minimums,	WWS-CE 5.3 WWS-CE 3.1 WWS-CE 3.5	Full
SRA1.1.5 S.11		AND - Both domestic law and practices and policies of the fishery/farm uphold the principles of equal remuneration for men and women,	FHR-DAP 1.2	Full
SRA1.1.5 S.12		AND - The employer and workers discuss how they can improve wages and productivity in mutually beneficial ways,	WWS-CE 3.5	Full
SRA1.1.5 S.13		AND - There are written contracts between employer and employees in a language employees understand with provisions for illiterate workers.	WWS-CE 1.2 WWS-CE 1.3 WWS-CE 1.4	Partial

Key findings:

- FTUSA distinguishes workplaces where a significant number of crew members or workers are employed but SRA does not make this distinction in its application of the criteria.

To align:

- Provide evidence that these protections apply regardless of the size of the workforce.

Indicator 1.1.6: Adequate rest

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.6 S.1		There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		

SRA1.1.6 S.2	AND - There is a mechanism in place for workers/fishers/farmers to record hours worked,	WWS-CE 6.5	Partial
Key findings: - The FTUSA criteria requires that working hours are communicated and agreed upon with workers but it is unclear if the requirement for a system to be in place to record hours workers is covered by the FTUSA criteria.			
To align: - Provide evidence that all working hours are recorded, regardless of circumstance.			
SRA1.1.6 S.3	AND - Working hours meet the domestic legal minimum requirements, and overtime hours are paid at a premium as required by law,	WWS-CE 6.3	Full
SRA1.1.6 S.4	AND - Workers have at least 10 hours of rest in a 24 hour period and at least 77 hours in a 7 day period,	WWS-CE 6.2	Partial
Key findings: - In the FTUSA criteria, 10 hour rest requirements in 24 hour periods only apply to vessels that have been at sea for more than 5 days but SRA does not make this distinction.			
To align: - Provide evidence that the 10 hour rest requirements per 24 hour period apply to all vessels, regardless of how long they have been at sea.			
SRA1.1.6 S.5	AND - Overtime is voluntary.	WWS-CE 7.1	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.6 S.6	GREEN: LOW RISK (80+)	There is an independent, third party oversight mechanism for verification of working hours,	WWS-CE 6.5	Full
SRA1.1.6 S.7		AND - Onshore workers do not work more than 48 hours/week even if the law permits more,	WWS-CE 6.3	Full
SRA1.1.6 S.8		AND - Onshore workers do not work more than 6 days/week,	WWS-CE 6.4	Full
SRA1.1.6 S.9		AND - The workplace/farm/fishery has systems in place to anticipate peak production needs and seasonal variation to ensure that excessive overtime is not required,	N/A	No Alignment
SRA1.1.6 S.10		AND - The workplace/fishery/farm has paid pre- and post-natal maternity/paternity leave with adequate compensation.	WWS-CE 5.3	Partial
Key findings: - The FTUSA does not explicitly state that paternity leave benefits are provided.				
To align: - Provide evidence that paternity leave benefits are also provided.				

Indicator 1.1.7a: Access to basic services

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.7a S.1	YELLOW: MEDIUM RISK	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.7a S.2		AND - Housing and sleeping quarters have adequate fire prevention and air ventilation, meet legal requirements, and meet reasonable levels of safety, decency, hygiene, and comfort,	N/A	No Alignment
SRA1.1.7a S.3		AND - When present, fisheries observers are provided adequate accommodation appropriate to the size of the	N/A	No Alignment

SRA1.1.7a S.4		monitored entity and equivalent to that of the officers of the monitored entity AND - Sanitary facilities (appropriate to vessel size) with adequate privacy are provided,	WWS-OH 2.3	Partial
Key findings: - The FTUSA requirements apply to land-based facilities only. The SRA criteria also apply to vessels.				
To align: - Provide evidence that sanitary facilities are also provided aboard vessels.				
SRA1.1.7a S.5		AND - Potable water is accessible to workers,	WWS-OH 2.1	Full
SRA1.1.7a S.6		AND - Workers/fishers living on site or on board have access to adequate and sanitary food at fair prices.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.7a S.7		There are separate sanitary facilities for men and women, or sanitary facilities can be locked from the inside,	WWS-OH 2.2 WWS-OH 2.5	Partial
Key findings: - The FTUSA criteria require that sanitary facilities on vessels are only required if both women and men are on board. There are no requirements that they can be locked from the inside. - For land-based facilities, the FTUSA criteria apply in cases where "a significant number of workers are employed" but the SRA criteria does not make this distinction.				
To align: - Provide evidence that sanitary facilities are available on vessels regardless of the composition and size of the workforce.				
SRA1.1.7a S.8	GREEN: LOW RISK (80+)	AND - There are separate sleeping quarters for men and women, or if there is one sleeping space, men and women have separate bunks, or share same bunk during different shifts,	WWS-OH 2.6	Full
SRA1.1.7a S.9		AND - Sleeping quarters or sanitation facilities cannot be locked from the outside (restriction of movement is prevented),	N/A	No Alignment
SRA1.1.7a S.10		AND - Workers'/fishers' representatives and management meet regularly to discuss vessel or housing improvements,	WWS-OH 1.8	Full
SRA1.1.7a S.11		AND - The workplace/fishery/farm provides childcare.	N/A	No Alignment

Indicator 1.1.7b: Access to basic services (Small-scale fishing communities)

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.7b S.2	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.7b S.2		AND - There is access to potable water in the community,	N/A	No Alignment
SRA1.1.7b S.3		AND - There is access to electricity intermittently,	N/A	No Alignment
SRA1.1.7b S.4		AND - There is access to sewage disposal (i.e. sewage containers),	N/A	No Alignment
SRA1.1.7b S.5		AND - There is access to waste disposal (i.e. community dump).	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.7b S.6	GREEN: LOW RISK (80+)	There is access to potable water in each household,	N/A	No Alignment
SRA1.1.7b S.7		AND - There is continuous access to electricity,	N/A	No Alignment
SRA1.1.7b S.8		AND - There is access to sewage treatment (i.e. community treatment systems)	RM-WM 1.4	Full
SRA1.1.7b S.9		AND - There is access to waste management (i.e. garbage collection and sorting of recycled materials).	RM-WM 1.4	Partial

Key findings:

- The FTUSA requirement only applies to wastewater from processing facilities.

To align:

- Provide evidence that all waste is appropriately managed.

Indicator 1.1.8: Occupational safety

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.8 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.8 S.2		AND - Vessels on trips over five days carry a crew list and provide a copy to authorized persons ashore at the time of vessel departure (unless self-employed),	N/A	No Alignment
SRA1.1.8 S.3		AND - Workers/fishers/farmers/observers have access to communication equipment, or there is a radio on board for vessels over 24 meters, and fisheries observers (when present) are able to access communication equipment	N/A	No Alignment
SRA1.1.8 S.4		AND - Adequate personal protective equipment (PPE) (i.e. lifejackets) is provided on board or in the workplace/farm at no cost (unless self-employed),	WWS-OH 1.3 WWS-OH 1.4	Full
SRA1.1.8 S.5		AND - Workers/fishers/farmers and managers are trained in health and safety procedures and on proper use of PPE and safe operation of any equipment they use (unless self-employed),	WWS-OH 3.1 WWS-OH 3.3	Partial

Key findings:

- The FTUSA criteria apply in cases where "a significant number of workers are employed" but the SRA PISG does not make this distinction

To align:

- Provide evidence that these protections are provided in all situations, regardless of the size of the workforce.

SRA1.1.8 S.6		AND - Vessel/farm/workplace complies with local/national safety and health regulations.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.8 S.7	GREEN: LOW RISK (80+)	On small vessels (<24 meters), there is a working radio on board,	WWS-OH 4.6	Full
SRA1.1.8 S.8		AND - Workers/fishers/farmers and managers are trained in health and safety procedures and on proper use of PPE and safe operation of any equipment they use,	WWS-OH 3.1	Full
SRA1.1.8 S.9		AND - Workplace risks and risk areas are identified in relevant languages with provisions for illiteracy, and workplace accidents are recorded,	WWS-OH 3.4 WWS-OH 4.1	Partial

Key findings:

- The FTUSA criteria has a threshold for # of workers, the SRA does not make this distinction.

To align:

- Provide evidence that risk assessments are conducted regardless of the size of the workforce.

SRA1.1.8 S.10		AND - Workplace/fishery/farm has a written health and safety policy, properly implemented, and workers/fishers/farmers are engaged in reviewing and implementing policy,	WWS-OH 4.3 WWS-CE 1.4	Partial
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Key findings:

- The FTUSA criteria apply in cases where "a significant number of workers are employed" but the SRA criteria does not make this distinction

To align:

- Provide evidence that these protections are provided in all situations, regardless of the size of the workforce.

SRA1.1.8 S.11		AND - Workplace/fishery/farm has a structure or mechanism in place (i.e. occupational health and safety committee), with formal channels of communications established, to discuss and implement protection of workplace health and safety,	WWS-CE 1.4 WWS-OH 4.4	Full
SRA1.1.8 S.12		AND - There are special protections for young, pregnant, or other vulnerable workers/fishers/farmers.	WWS-OH 1.2	Full

Indicator 1.1.9: Medical response

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.9 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.9 S.2		AND - Adequate medical supplies are available (i.e. there is a first aid kit),	WWS-OH 1.5	Full
SRA1.1.9 S.3		AND - In factories, farms, or large vessels, there is a trained first aid responder,	WWS-OH 3.2	Full
SRA1.1.9 S.4		AND - On large vessels, making long trips, fishers have a valid medical certificate attesting to their fitness to work,	WWS-OH 4.2	Full
SRA1.1.9 S.5		AND - Workers are provided with medical care for workplace injuries and are repatriated if necessary at employer's expense.	WWS-OH 1.7 WWS-OH 1.5	Partial

Key findings:

- The FTUSA criteria do not cover repatriation.

To align:

- Provide evidence that workers are repatriated at employer expense if necessary.

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.9 S.6		Injuries sustained in the course of work are subject to worker's compensation, lost time pay, and payment of medical expenses, if not by law, then by employer,	WWS-OH 1.7	Full
SRA1.1.9 S.7		AND - Workers/fishers/farmers are trained in emergency response and first aid.	WWS-OH 3.2	Partial

Key Findings:

- The FTUSA criteria require that at least one crew member is trained.

To align:

- Workers/fishers/farmers should collectively be trained.

Component 1.2: Rights and access to resources are respected and fairly allocated and respectful of collective and indigenous rights

Indicator 1.2.1: Customary use rights

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.2.1 S.2		AND - Customary use rights have been mapped out using a participatory stakeholder process,	N/A	No Alignment
SRA1.2.1 S.3		AND - The fishery or farm observes the legal and customary rights of local people,	N/A	No Alignment
SRA1.2.1 S.4		AND - Fishers are not denied or revoked of fishing rights due to discrimination (e.g. gender, ethnicity, religion, political affiliation) by authorities and/or other communities or entities,	N/A	No Alignment
SRA1.2.1 S.5		AND - The farm or fishery is not designated in an area legitimately claimed by communities without their documented Free, Prior, and Informed Consent,	RM-GOV 2.2	Partial

Key findings:

- The SRA criteria explicitly state Free, Prior and Informed Consent - this is not explicitly stated in the FTUSA criteria.

To align:

- Provide evidence that the fishery designation was achieved explicitly with the Free, Prior and Informed Consent of communities.

SRA1.2.1 S.6		AND - The farm or fishery understands its impact on customary access to resources, and does not negatively impact adjacent communities, land, and/or water, or restrict access to vital community resources without community approval.	RM-GOV 2.2	Partial
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Key findings:

- The FTUSA criteria does not explicitly state that impacts of the fishery on communities and resources.

To align:

- Provide evidence that the impacts of the fishery have been examined, understood and communicated with communities.

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.2.1 S.7		There is an active process to establish a protocol agreement, or there is a protocol agreement in place, with indigenous communities, or communities with customary use rights, using Free, Prior, and Informed Consent,	RM-GOV 2.2	Partial
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Key findings:

- The FTUSA criteria does not explicitly state that indigenous communities / communities with customary use rights are engaged with.

To align:

- Provide evidence of a protocol agreement with indigenous communities / communities with customary use rights with their Free, Prior and Informed Consent.

SRA1.2.1 S.8		AND - Customary resource users are aware of their rights, and are protected under law and can seek recourse within the legal system,	N/A	No Alignment
SRA1.2.1 S.9		AND - The fishery or farm is actively mitigating any impacts or conflicts on access to resources for customary users,	N/A	No Alignment

SRA1.2.1 S.10		AND - Communities or people with claims to the resource are strongly involved in management of the resource, and traditional practices and knowledge are incorporated into resource management,	N/A	No Alignment
SRA1.2.1 S.11		AND - Special attention is paid to ensure women and disadvantaged groups are included in consultation.	N/A	No Alignment

Indicator 1.2.2: Corporate responsibility and transparency

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.2.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.2.2 S.2		AND - The fishery/farm can demonstrate compliance with all tax laws	N/A	No Alignment
SRA1.2.2 S.3		AND - There is no evidence that owners, managers, fishers or farmers pay bribes to public servants to gain access to resources or to avoid compliance with local regulations.	N/A	No Alignment
SRA1.2.2 S.4		AND - The fishery/farm has a human rights policy in place (appropriate to their size and circumstances to meet their responsibility to respect human rights), and can demonstrate evidentiary compliance with their policy,	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.2.2 S.5	GREEN: LOW RISK (80+)	Farm or fishery publicly discloses their social, economic, and environmental performance,	N/A	No Alignment
SRA1.2.2 S.6		AND - Farm or fishery is engaged in multi-stakeholder, worker-centered initiatives aiming to improve social performance across the industry,	N/A	No Alignment
SRA1.2.2 S.7		AND - Financial accounts are regularly reviewed by independent third-party auditors,	N/A	No Alignment
SRA1.2.2 S.8		AND - Farm or fishery has published social responsibility and environmental policies.	STR-CH 4.1	Full
SRA1.2.2 S.9		AND - The human rights policy is communicated and training is provided, in a language or medium understandable to all workers and observers on the fishing vessel and other relevant persons who assume the responsibility or duties for the operation of the fishing vessel or its workers	N/A	No Alignment

Principle 2: Ensure equality and equitable opportunity to benefit

Component 2.1: Recognition, voice, and respectful engagement for all groups, irrespective of gender, ethnicity, culture, political, or socioeconomic status

Indicator 2.1.1: Grievance reporting and access to remedy

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.1.1 S.1		There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		

SRA2.1.1 S.2		AND - Workers/fishers/farmers that pertain to a business have knowledge of and access to effective, fair, and confidential grievance mechanisms, or if workers/ fisher/farmers are part of a cooperative, association, or customary group, they have knowledge and access to effective and fair grievance mechanisms (according to established protocols and by-laws of transparency, democracy, and equal representation) appropriate for and commensurate with size and scale of fishery/farm,	WWS-CE 4.3	Partial
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Key findings:
 - The SRA indicator is more explicit about the characteristics and implementation of a grievance mechanism than the FTUSA criteria.

To align:
 - Ensure that all grievance mechanisms align with the explicit requirements of the SRA criteria.

SRA2.1.1 S.3		AND - There is no retaliation or prejudice against workers/fishers/farmers who submit grievances, including gender-based prejudice or retaliation.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.1.1 S.4	GREEN: LOW RISK (80+)	Grievance mechanisms are both procedurally and substantively effective at remediation of conflicts and complaints in a time-bound manner with no reoccurring grievances, and these remediation processes (corrective action plans) are publicly disclosed,	N/A	No Alignment
SRA2.1.1 S.5		AND - The grievance procedure includes special consideration for vulnerable populations (e.g. migrant workers, women, ethnic minorities),	N/A	No Alignment
SRA2.1.1 S.6		AND - Workers/fishers/farmers have access to third party independent organizations or local/customary governance body that can address grievances and ensure effective representation.	N/A	No Alignment

Indicator 2.1.2: Stakeholder participation and collaborate management

To Score **Medium Risk**, the following must be true:

PISG #	Ri sk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.1.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.1.2 S.2		AND - There is a mechanism for stakeholder participation or in the fishery/farm management unit (i.e., worker committees, worker-management communication channels, advisory/technical councils, co-management bodies, consultation processes, etc.),	STR-FA 1.1 STR-FA 1.3 STR-FA 1.4	Full
SRA2.1.2 S.3		AND - All affected and relevant stakeholders are represented and no stakeholder groups are excluded based on status, class, gender, ethnicity, etc.,	STR-FTC 1.3 RM-GOV 2.1	Partial

Key findings:
 - The SRA criteria is explicit in stating particular conditions for not excluding stakeholders. The FTUSA criteria do not include these specific conditions.

To align:
 - Provide evidence that stakeholder groups are not excluded based on specific characteristics as outlined by the SRA criteria.

SRA2.1.2 S.4	AND - Stakeholder input is considered and integrated into decision-making.	STR-FA 1.3 STR-FA 1.4	Full
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.1.2 S.5	Decisions are publicly communicated, promoted, and transparent,	STR-FA 2.6	Partial
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Key findings:
- The FTUSA criteria does not explicitly state that decisions must be publicly communicated, only that the information is accessible.

To align:
- Provide evidence that decisions are publicly communicated in a transparent manner.

SRA2.1.2 S.6	GREEN: LOW RISK (80+)	AND - Decision-making processes have special consideration provided for disadvantaged and vulnerable groups (i.e. migrant workers, women, ethnic minorities), so that decisions are made by affected stakeholders on equal terms,	N/A	No Alignment
SRA2.1.2 S.7		AND - All affected and relevant stakeholders are free to engage in all aspects of fishery/aquaculture governance including decision-making, monitoring, enforcement, and conflict resolution,	STR-FA 3.2 STR-FA 1.1 STR-FA 1.3 STR-FA 1.4	Full
SRA2.1.2 S.8		AND - Participation and collaborative management between local stakeholders and government (or between workers and management in the case of industrial fisheries) is fostered and reinforced by civil society organizations working to protect the interests of relevant stakeholders.	RM-GOV 2.1 RM-GOV 2.2	Partial

Key findings:
- The FTUSA criteria require stakeholder engagement for co-management of the fishery and in relation to fishery resource issues and potential management solutions; they do not explicitly require that civil society organizations are fostering/reinforcing the protection of the interests of relevant stakeholders.

To align:
- Ensure that civil society organizations are fostering and reinforcing the protection of interest of relevant stakeholders.

Component 2.2: Equitable opportunities to benefit are ensured to all, through the entire supply chain

Indicator 2.2.1: Equitable opportunity to benefit

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.2.1 S.2		AND - There is equal access to or opportunity to benefit from the fishery/farm regardless of gender, ethnicity, religion, sexual orientation, class, migrant status, political affiliation, etc.,		
		OR - There is not equal access to or opportunity to benefit from the fishery/farm, but a strategy or policy to address inequity is in place.	ECD-DM 1.1 ECD-DM 1.2	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.2.1 S.3	GREEN: LOW RISK (80+)	There is evidence of equal access to or opportunity to benefit from the fishery/farm, and marginalized groups are in leadership positions or positions of power,	STR-FA 3.2 STR-FTC 1.3	Full
SRA2.2.1 S.4		AND - Gender transformative policies and research programs are in place when women participate in the farm or fishery (i.e., routine data collection of gender disaggregated data).	N/A	No Alignment

Indicator 2.2.2: Discrimination

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.2.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.2.2 S.2		AND - Workers/fishers/farmers receive equal pay for work of equal value,	N/A	No Alignment
SRA2.2.2 S.3		AND - There is no discrimination in recruitment promotion, access to training, access to permits, remuneration, allocation of work, termination of employment, retirement, ability to join unions or cooperatives, or other activities.	FHR-DAP 1.1 FHR-DAP 1.2	Full
SRA2.2.2 S.4		AND - There is no discrimination in access to benefits e.g. health care, savings accounts, insurance, etc.,	N/A	No Alignment
SRA2.2.2 S.5		AND - There is no compulsory pregnancy testing for female workers/fishers/farmers.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.2.2 S.6	GREEN: LOW RISK (80+)	There is a comprehensive and proactive anti-discrimination policy for the fishery or farm. The policy is implemented through procedures and practices, posted in all languages and visible to all workers,	FHR-DAP 1.2	Partial
<p>Key findings: - There is no specific requirement for a policy in the FTUSA criteria.</p> <p>To align: - Provide evidence of an anti-discrimination policy.</p>				
SRA2.2.2 S.7		AND - Managers and workers/fishers/farmers are aware of and trained on the antidiscrimination policy.	N/A	No Alignment

Principle 3: Improve food, nutrition, and livelihood security

Component 3.1: Nutritional and sustenance needs of resource-dependent communities are maintained or improved

Indicator 3.1.1a: Food and nutrition security impacts of industrial fisheries

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.1a S.1	YELLOW: MEDIUM RISK	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.1a S.2		AND - The fishery/farm is operating offshore a marine resource-dependent community or fishing for the same resource (or fish stock) as the local community (either directly as target catch, or indirectly as bycatch), but active measures are being taken to address these impacts,	N/A	No Alignment
		OR - The majority of the catch landed by the fishery/farm is not retained for local consumption, or the country or community in question is food/nutrition insecure (i.e., based on % undernourished or FIES, respectively), but active measures are being taken to address these impacts.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.1a S.3	GREEN: LOW RISK (80+)	The fishery/farm is not operating offshore a marine resource-dependent community or fishing for the same resource (or fish stock) as the local community (either directly as target catch, or indirectly as bycatch),	N/A	No Alignment
		OR - The majority of the catch landed by the fishery/farm is retained for local consumption, and the country or community in question is not food/nutrition insecure (i.e., based on % undernourished or FIES, respectively).	N/A	No Alignment

Indicator 3.1.1b: Food and nutrition security

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.1b S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.1b S.2		AND - The country is food/nutrition secure (i.e., based on % undernourished), or a participatory local food and nutrition security assessment has found low to moderate risk of food/nutrition insecurity	N/A	No Alignment
SRA3.1.1b S.3		AND - International or export trade agreements which affect the fishery/farm have not resulted in food/nutrition insecurity for the workers/fishers/farmers, their families, or community members	N/A	No Alignment

		OR - A participatory local food and nutrition security assessment (i.e., FIES or MDDI-W) has found food/nutrition insecurity impacts due to the fishery/farm (i.e., lack of access to marine resources for subsistence purposes) but active measures are being taken to address these impacts.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.1b S.4	GREEN: LOW RISK (80+)	There is no food/nutrition insecurity among workers/fishers/farmers and their families, nor among community members adjacent to a fishery/farm (i.e., based on FIES or MDDI-W),	N/A	No Alignment
		OR - Where food/nutrition insecurity has been found among seafood-dependent communities (i.e., based on FIES or MDDI-W), local data shows improving food/nutrition security factors (i.e., increasing access to marine resources for subsistence purposes),	N/A	No Alignment
SRA3.1.1b S.5		AND - There are programs in place to ensure international or export trade agreements which affect the fishery/farm do not result in food/nutrition insecurity for the workers/fishers/farmers, their families, or community members.	N/A	No Alignment

Indicator 3.1.2: Healthcare

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.2 S.2		AND – The community’s (adjacent to fishery/farm) healthcare needs have been assessed,	ECD-DM 1.2 ECD-DM 1.3 ECD-DM 1.4	Full
SRA3.1.2 S.3		AND – The community’s (adjacent to fishery/farm) healthcare needs are not of concern.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.2 S.4	GREEN: LOW RISK (80+)	The community’s (adjacent to fishery/farm) healthcare needs have been assessed and there are resources being invested to address any needs uncovered,	WWS-CE 5.2 ECD-DM 1.1 ECD-DM 1.2 ECD-DM 1.3 ECD-DM 1.4	Partial
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Key findings:

- The scope of the FTUSA criteria is workers, whereas the SRA criteria requires that community needs are also assessed.

To align: - Provide evidence that adjacent community's healthcare needs are explicitly considered.			
SRA3.1.2 S.5		AND - Women have adequate access to reproductive healthcare including family planning, pre- and post-natal, and maternal care,	WWS-CE 5.3
			Partial
Key findings: - The SRA criteria are more specific in providing benefits for women beyond maternity leave.			
To align: - Provide evidence that reproductive benefits / support is provided to women beyond maternity leave.			
SRA3.1.2 S.6		AND - Local data shows improving healthcare.	N/A
			No Alignment

Indicator 3.1.3: Education

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.3 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.3 S.2		AND - The community's (adjacent to fishery/farm) education needs have been assessed,	N/A	No Alignment
SRA3.1.3 S.3		AND - The community (adjacent to fishery/farm) has adequate literacy (literacy rate among youth aged 15-24 is 90% or more), and schooling rates (less than 10% of primary school-age children are out of school) (see SFP 2016),	N/A	No Alignment
SRA3.1.3 S.4		AND - Girls and boys do not have different rates of educational attainment.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.3 S.5	GREEN: LOW RISK (80+)	The community's educational needs have been assessed and there are resources being invested to address any needs uncovered,	ECD-DM 1.1 ECD-DM 1.2 ECD-DM 1.3 ECD-DM 1.4	Full
SRA3.1.3 S.6		AND - There is universal access to education through a secondary school level, via remote learning where relevant, or access to a technical school, or university.	N/A	No Alignment*

*The Needs Assessment as required by ECD-DM 1.1 requires that the Certificate Holder and FTC assess access to education and criteria ECD-DM 2.1 requires that there is an action plan in place to fulfill this PISG. However, universal access to education through a secondary school is not explicitly defined or required.

Component 3.2: Livelihood opportunities are secured or improved, including fair access to markets and capabilities to maintain income generation

Indicator 3.2.1: Benefits to and within community

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA3.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.1 S.2		AND - People from within the community hold at least some resource access rights or permits,	N/A	No Alignment
SRA3.2.1 S.3		AND - Consideration is paid to hiring a local workforce (in the case of industrial vessels, some labor positions are occupied by local workforce).	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.1 S.4	GREEN: LOW RISK (80+)	The majority of the harvesting workforce is comprised of local residents,	N/A	No Alignment
SRA3.2.1 S.5		AND - People from within the community hold the majority of resource access rights or permits,	N/A	No Alignment
SRA3.2.1 S.6		AND - Majority of livelihoods and economic benefits from fishery/farm are distributed and retained locally,	WWS-CE 3.5	Full
SRA3.2.1 S.7		AND - High employment rates of women in local jobs created by fishery/farm.	N/A	No Alignment

Indicator 3.2.2: Economic value retention

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.2 S.1	YELLOW:	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.2 S.2		AND - The ratio of gross value added to turnover is between 47-57%.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.2 S.3	GREEN: LOW RISK (80+)	The ratio of gross value added to turnover is above 57%,	N/A	No Alignment
SRA3.2.2 S.4		AND - Formalized training is provided to fishers/farmers in how to add value to their product.	ECD-DM 1.1	Full

Indicator 3.2.3: Long-term profitability and future workforce

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA3.2.3 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.3 S.2		AND - Long-term average operating profit margin is between 11%-18%,	N/A	No Alignment
SRA3.2.3 S.3		AND - The average age of workers/fishers/farmers is close to the average age in the country, and new workers/fishers/farmers are joining the workforce.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.3 S.4	GREEN: LOW RISK (80+)	Long-term average operating profit margin is above 18%,	N/A	No Alignment
SRA3.2.3 S.5		AND - New workers/fishers/farmers including women are being recruited into the workforce,	N/A	No Alignment
SRA3.2.3 S.6		AND - Women are increasingly taking leadership roles in the supply chain and fishing/farming communities.	N/A	No Alignment

Indicator 3.2.4: Economic flexibility and autonomy

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.4 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.4 S.2		AND - If applicable, interest rates charged to fishers/farmers are transparent and agreed upon in advance with fishers/farmers,	TR-CA 4.1	Full
SRA3.2.4 S.3		AND - There is more than one local fish buyer, and harvesters are free to sell to whomever they wish without retribution,	TR-CA 2.3	Partial
Key findings: - The criteria are similar in intent but the SRA criteria explicitly states that there is more than one buyer and there is no retribution.				
To align: - Provide evidence that harvesters are free to sell to more than one buyer without retribution.				
SRA3.2.4 S.4	YELLOW: MEDIUM RISK (60-70)	AND - There is no price collusion among local buyers,	N/A	No Alignment
SRA3.2.4 S.5		AND - Fishers/farmers know the quality expected of the product, how the price is calculated, and when they will be paid via verbal contract with buyers.	TR-CA 2.1 TR-CA 6.1	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.4 S.6	GREEN: LOW RISK (80+)	If applicable, fishers/farmers can access loans from at least two types of lenders at interest rates not exceeding government rates or lender's borrowing rate,	N/A	No Alignment
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SRA3.2.4 S.7		AND - Fishers/farmers are organized into groups to better negotiate with buyers and may be price setters,	WWS-CE 2.1, Definition of Fair Trade Fishing Association, p. 9	Partial
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Key findings:
 - The FTUSA criteria do not explicitly provide for fishers/farmers to organize to better negotiate with buyers. The FTUSA criteria are limited to payment-share programs.

To align:
 - Provide evidence that fishers / farmers can organize to better negotiate with buyers.

SRA3.2.4 S.8	GREEN: LOW RISK (80+)	AND - Fishers/farmers know the quality expected of the product, how the price is calculated, and when they will be paid via written contract with buyers (in a language understood or with provisions for illiteracy),	N/A	No Alignment
SRA3.2.4 S.9		AND - When applicable, buyers support fishers/farmers through sharing costs of certification and training,	N/A	No Alignment
SRA3.2.4 S.10		AND - Fishers/farmers have access to competitive credit markets or are recipients of investment opportunities.	N/A	No Alignment

Indicator 3.2.5: Livelihood security

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.5 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.5 S.2		AND - Fishers/farmers/workers work under a license(s) or are recognized as part of the legal work force,	N/A	No Alignment
SRA3.2.5 S.3		AND - Fishers/farmers/workers have harvesting access (formally or informally) to more than one species/species group,	N/A	No Alignment
SRA3.2.5 S.4		AND - Fishers/farmers/workers have access to fishing/farming gear needed to fulfil livelihood responsibilities (ice, engines, boats, gear, fuel, bait etc.),	WWS-CE 3.5	Full
SRA3.2.5 S.5		AND - Fishers/farmers/workers, or someone in their household, have alternative livelihoods outside of the fishery or farm.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.5 S.6	GREEN: LOW RISK (80+)	Male and female fishers/farmers/workers have formal (legal) access to a portfolio of species/species groups and gear types,	N/A	No Alignment
SRA3.2.5 S.7		AND - Male and female fishers/farmers/workers have ownership over the fishing/farming gear needed to fulfil livelihood responsibilities (ice, engines, boats, gear, fuel, bait etc.),	N/A	No Alignment
SRA3.2.5 S.8		AND - Male and female fishers/farmers/workers have access to professional development training or capacity building either inside the fishery/farm, or outside (in alternative livelihoods).	N/A	No Alignment

Indicator 3.2.6: Fuel resource efficiency

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.6 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.6 S.2		AND - Ratio of true vessel fuel costs (including subsidy) / fish sales is between 13%-18%.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.6 S.3	GREEN: LOW RISK (80+)	Ratio of true vessel fuel costs (including subsidy) / fish sales is under 13%.	N/A	No Alignment
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