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# ANCHORING DUE DILIGENCE

A SEA Alliance webinar series to accelerate action on  
**Human Rights Due Diligence**

## Session 5: Decent Work at Sea

People deserve strong protections whether they work on land or at sea.

Thursday, 9 March 2023 | 3 PM GMT/ 10 AM EST

View the recording that includes a presentation from panelists and Q&A [here](#).

### What is Decent Work At Sea?

The **decent work agenda** is about safeguarding fundamental human and labor rights, offering equality of opportunity and treatment to workers, delivering a fair income with security and social protection, including worker voices in workplace decision-making, and allowing for the potential of personal development and recognition. Decent work is central to reducing poverty and is a path to achieving equitable, inclusive, and sustainable development, underpinning peace and security in communities and societies.

At-sea workers face particular challenges to achieving these conditions and therefore require increased protections. **Sixty million workers engage in fishing or seafood operations globally**, with over **15 million working full-time onboard fishing vessels**. Fishing, particularly distant water fishing, is one of the most challenging and **dangerous occupations in the world**. Fishers deal with long hours, dangerous weather, slick surfaces, tight quarters, heavy machinery, and limited access to medical facilities and emergency support among other challenges. Unfortunately, there are significant gaps in protections for fishery workers.

More Information on visit the Roadmap for Improving Seafood Ethics, [RISE](#).

### What should companies do to support decent work at sea?

1. Advocate for ratification and implementation of international agreements that supports and enforces safety measures and labor standards on vessels
  - Resource: RISE **"Four Pillars of Vessel Safety"**



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2. Identify and assess risks for workers in at-sea operations by engaging with workers\* and evaluating vessel behavior.
  - Resource: RISE “[Important considerations and challenges to achieving decent work at sea](#)”
3. Integrate findings to
  - a) work with local organizations to support pre-departure training and,
  - b) engage with suppliers to ensure traceability to the vessel level.
  - Resource: RISE “[Traceability](#)”

## Indicators to Measure Progress

World Benchmarking Alliance created the Seafood Stewardship Index (SSI) and ranked the 30 most influential companies in the seafood sector. The [SSI benchmark methodology](#) is a great reference for companies looking to guide and evaluate their progress. 18 core social indicators align with human rights due diligence. Look into aligning with the specific indicators for decent work.

## Getting Started Doesn't Have to be Complicated

- Learn more about decent work at sea by completing a free 15-minute Roadmap for Improving Seafood Ethics (RISE) eLearn.
  - Resource: RISE Learning Module: [Decent Work at Sea](#) (15 mins)
- Build your coalition and internal champions by sharing the [Roadmap for Improving Seafood Ethics \(RISE\)](#) and by sharing the [webinar series](#).
- Look internally at your company practices. How does your company engage workers and support unions and/or worker organizations? What can you learn and apply to your engagement with supply chain partners, and how will it help you better understand vessel conditions?
  - Resource: RISE “[Worker Engagement](#)” Foundation
- Evaluate what supply chain data is available and start to evaluate vessel behaviors and the associated potential risks.
  - Reach out to [FishWise](#) to explore avenues to evaluate vessel behavior and identify potential risks.
- Work with a consultant to develop a strategy to improve working conditions and vessels at sea. SEA Alliance members should contact Andy Hickman ([Andy.Hickman@seafish.co.uk](mailto:Andy.Hickman@seafish.co.uk)) for information on existing resources.