



Labour and fisheries

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Vertically integrated company

Operations in three places in Iceland

- markets all around the world

580 land based workers

250 fishermen

- 8 fishing vessels

www.brim.is



Social sustainability in fishing

- The harvesting sector of the seafood community appreciates its responsibilities to ensure proper treatment of its workers.
- We feel that most vessels operate within a legal framework that has proper laws and enforcement of those laws to assure that fishers are respected.
- We work hard to provide decent working conditions for our employees and respecting basic human rights and working to secure good paying jobs and building an attractive working environment which attracts new employees who can see a good future in working in the fishing industry.

Collaboration

- Collaboration is important, as new ideas can bring new solutions to challenges.
- But collaboration does not mean taking on anything that anyone says. Companies think carefully about with whom to partner with and what any potential group's expectations are.
- Constructive conversation between these parties form an important role in the ongoing conversation regarding social sustainability in the fishing industry.

Commitment to CSR?

- Global harvesters are comfortable with traditional discussions of sustainability – how fisheries are managed, the science behind how much fish to catch, how to minimize bycatch, etc.
- We are also comfortable in how we treat crew, within our own fleets.
- What has shifted for us is the understanding that some fleets have failed in social sustainability requirements.
- That has caused us to rethink how we provide assurances to our customers that we treat our crew with respect.

Credible B2B option/fishermen?

- We cannot ignore the credible reports that some companies and some skippers have failed their crew through abuse.
- The sector is examining options to develop a business-to-business option to assure their market customers that vessels from which they draw fish have fishers that are treated according to law.
- We have begun to have some conversations with NGOs and customers, to ensure it is credible and meets the needs of customers and harvesters

Complex and diverse field

- There are many programmes out there offering all kind of solutions, in different regions in the world in the social/labour sphere of business.
- This B2B option needs to be fit for its purpose and be credible in the sense that it can give assurances on the working conditions of fishermen on fishing vessels.
- This is a complex issue but it needs to respect the substance of accepted international law in this regard, and there are the pillars of UNCLOS and the ILO 188 Work in Fishing Convention the normative reference points for this option to build on.

Challenges in the fishing industry

- A continuing challenge for some global fleets is recruiting crew and ensuring flexibility in our fishing industry.
- As other job options become available in local and traditional communities, the fishing industry faces new and growing competition for young women and men to enter our industry.
- Wild capture fisheries is not a regular desk job. We need to ensure flexibility for working conditions for fisheries who operate in different climates and seasons, and try to accommodate this reality within the recognized international standards which apply for our sector.
- The fishing industry is a dynamic and interesting sector which we need to get the best people at any given time by providing them with an attractive working environment and sustainable long term vision for the future in fisheries
 - that's a win-win for the sector as a whole