

A photograph of fishermen on a boat, with a large net being hoisted. The scene is set against a bright sky with many birds flying. The image is partially obscured by a blue semi-transparent overlay at the bottom.

Labour Considerations in the MSC Programme

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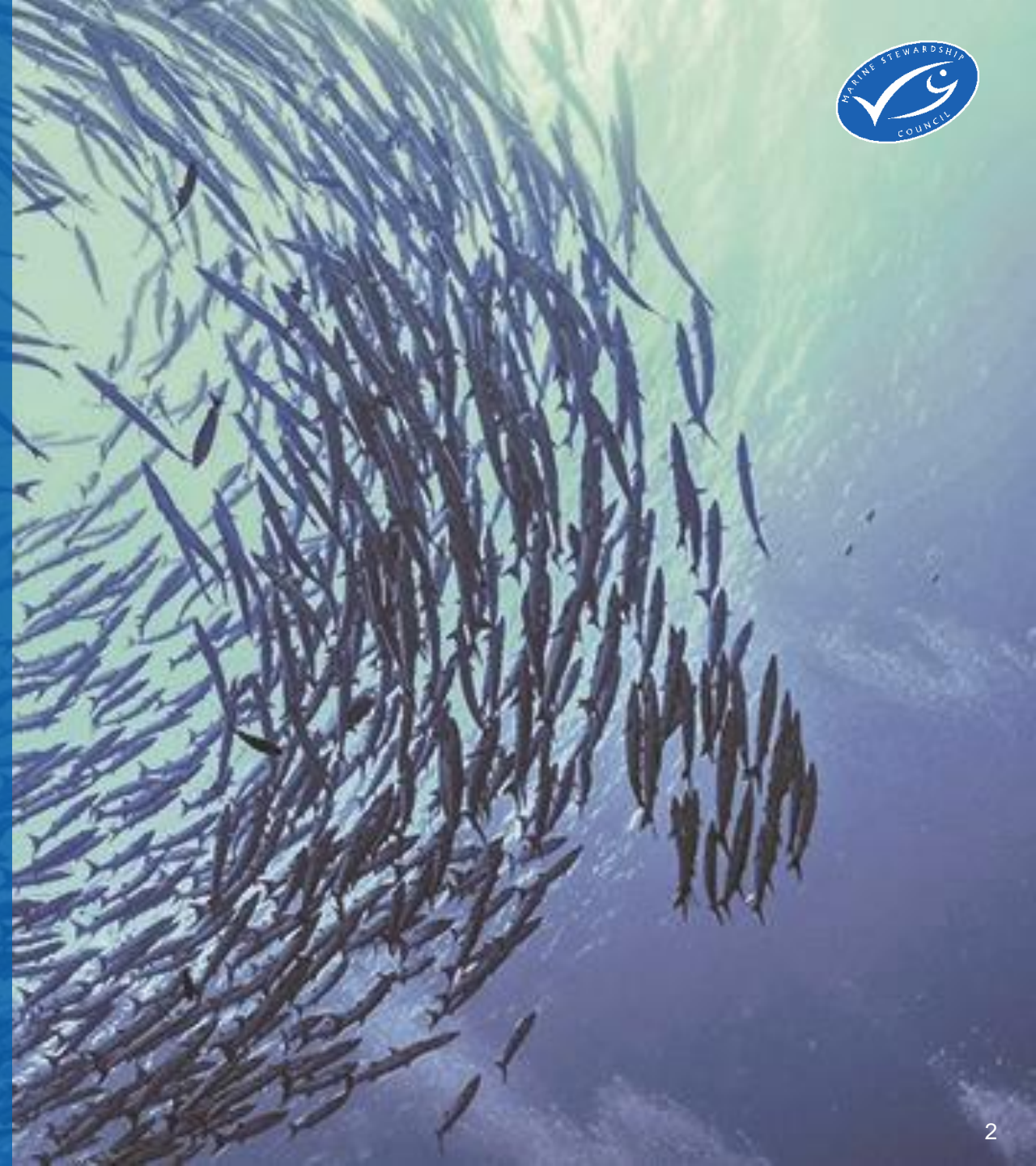
Marine Stewardship Council

FAO Vigo Dialogue on Decent Work in fisheries and Aquaculture, Vigo

4th October, 2016

Background

- **Ecological considerations at heart of MSC**
- **Importance of labour considerations**
 - Policy on forced labour
 - Introduction of labour requirements



MSC Forced Labour Policy - 2014



- An entity that is successfully prosecuted for forced labour is ineligible for MSC certification
- Forced labour - Exacted under penalty or involuntarily
- Ongoing engagement with other standards



Introduction of a risk-based approach that assures stakeholders that labour practices throughout the MSC certified supply chain, from ocean to consumer, meet internationally accepted norms for labour practices.



Phase 1

- Fishery: Self-declaration by MSC certified fisheries that they are free from unacceptable labour practices
- Supply chain: Development of a set of auditable social requirements, including the option of recognising solutions provided by other standard setters.

Phase 2

- Auditable social requirements in fisheries including the option of recognition and equivalency of solutions provided by other standards



- i. **Develop a requirement for self-declaration by fisheries on policies and practices in place to ensure there are no labour abuses in their operations;**
- ii. **Develop auditable labour requirements for implementation within the Chain of Custody standard which will be included within scope of the Chain of Custody Standard review.**



Key components



1. Scope

- What are the key attributes that should be included in MSC Labour Requirements?
- What are the key elements for each attribute in the definition
- Equivalence with other social standards

2. Risk based approach

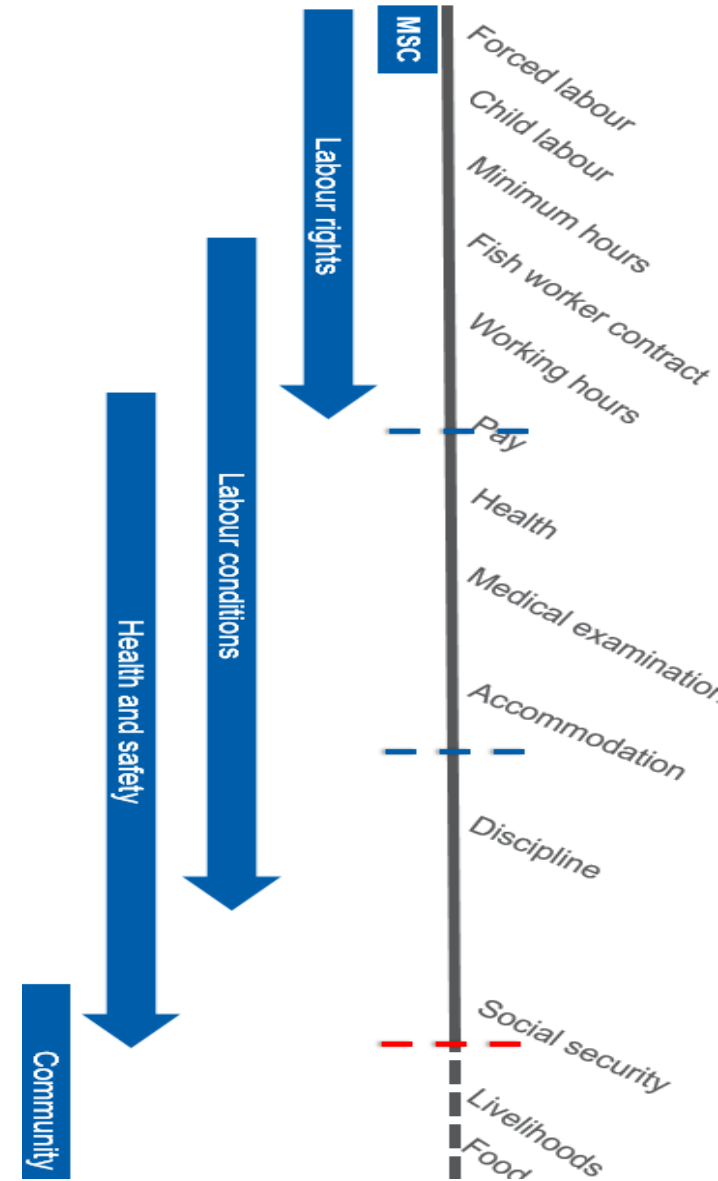
- Typology according to different risk considerations for labour
- Rationale for the categorisation

3. Auditing

- Auditing tools
- Auditor competency and implementation

4. Adoption of new requirements

- Self-declaration tool
- Update to CoC standard and CR
- Training



Key stakeholder groups



- Certified fisheries
- Certified supply chains
- Social standard setters
- Organisations that work on fisheries and seafood supply chain labour issues
- Intergovernmental organisations
- Fish worker organisations
- NGOs
- Labour experts
- Certifiers



Labour Requirements: Stakeholder Consultation



Activity	Time
Project initiation	August – November 2016
Consultation on Terms of Reference	September 2016
Conformity Assessment Bodies workshop, London	September 2016
Stakeholder workshops, meetings, webinars	October 2016 – January 2017
Stakeholder Council meeting	November 2016
Technical Advisory Board annual meeting, London	November 2016
Public consultation	March-April 2017
Workshops, working groups, engagement opportunities	2017
Final public consultation	August – September 2017
Release of updated CoC CR and Standard	Early 2018
Release of Fisheries Self-Declaration	Early 2018



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