

## SSCI Benchmarking Requirements

Version 1.0

# PART III

## At-Sea Operations Scope (Social)



The Consumer Goods  
**FORUM**

Sustainable Supply  
Chain Initiative



## Table of Contents

<b>Introduction</b>	<b>3</b>
<b>CHAPTER 1. Management System</b>	<b>4</b>
<b>CHAPTER 2. Legislation</b>	<b>5</b>
<b>CHAPTER 3. Freely Chosen Employment</b>	<b>6</b>
<b>CHAPTER 4. Minimum Age</b>	<b>9</b>
<b>CHAPTER 5. Freedom of Association</b>	<b>11</b>
<b>CHAPTER 6. Worker Renumeration</b>	<b>12</b>
<b>CHAPTER 7. Work and Rest Periods</b>	<b>13</b>
<b>CHAPTER 8. Fair Treatment of Workers</b>	<b>13</b>
<b>CHAPTER 9. Grievance Mechanisms</b>	<b>14</b>
<b>CHAPTER 10. Operational Health and Safety (OHS)</b>	<b>14</b>
<b>CHAPTER 11. Emergency Preparedness</b>	<b>17</b>
<b>CHAPTER 12. Business Ethics</b>	<b>18</b>
<b>Annex</b>	<b>19</b>
I. List of sources/mapping	19

## Introduction

This section is the third part (Part III) of the SSCI Benchmarking Requirements, which has been developed by the CGF Sustainable Supply Chain Initiative (SSCI) and the Global Sustainable Seafood Initiative (GSSI) with support from the Sustainable Trade Initiative (IDH). CGF SSCI would like to thank the GSSI Team and IDH Team for their continued support through this development.

Part III: At-Sea Operations Scope (Social) covers all benchmarking requirements exclusively intended for voluntary sustainability standards whose scope of activities fall on fishing vessels in order to specify the requirements for the recognition of voluntary sustainability standards / third party schemes (Scheme Owner).

Documentation related to the benchmarking process can be found in Part I. A glossary of relevant terms can be found in Part IV.

All requirements in Part II: Requirements for the Management of Schemes and Part III: At-Sea Operations Scope must be met in order to receive CGF SSCI recognition.

For more information or inquiries, please contact: [ssci@theconsumergoodsforum.com](mailto:ssci@theconsumergoodsforum.com).



# CHAPTER 1. Management System

NUMBER	SSCI BENCHMARKING REQUIREMENTS
1.01	The standard shall require that the entity has a human rights policy in place.
1.02	The standard shall require that the human rights policy is communicated to all workers on the fishing vessel and other relevant entity or person, such as managers or agencies, who assume the responsibility or duties for the operation of the fishing vessel(s) or its workers. Communication to all workers on the fishing vessel and other relevant entity or person shall be provided in an understandable manner.
1.03	The standard shall require that clear responsibility is assigned and operational procedures are in place to implement the human rights policy.
1.04	The standard shall require that workers and other personnel receive training on the entity's human rights policy and relevant operational procedures, and are made aware of how to access grievance mechanisms if the human rights policy is not upheld. Training is provided to workers and other personnel in an understandable manner.
1.05	The standard shall ensure that the human rights policy and its implementation (including training and OHS measures) reflect the size and structure of the entity, the type of vessel(s), its operations and level of risk.
1.06	The standard shall provide guidance as to the evidence required to comply with the standards' requirements.

## CHAPTER 2. Legislation

NUMBER	SSCI BENCHMARKING REQUIREMENTS
2.01	The standard shall have a procedure for determining under what jurisdiction(s) the audit takes place. The procedure must take into account legally relevant factors, including entity ownership and operations, vessel ownership, at-sea operations, and worker nationality. The procedure may determine multiple jurisdictions are relevant.
2.02	The standard shall require that if applicable national legal requirements set a different level of adherence than set by the scheme, the scheme shall require that whichever affords the highest level of adherence for workers is audited against.
2.03	The standard shall require the entity and fishing vessel(s) under consideration to demonstrate they are legally authorised to fish within the jurisdiction(s) under which the audit is being conducted.

## CHAPTER 3. Freely Chosen Employment

NUMBER	SSCI BENCHMARKING REQUIREMENTS
3.01	The standard shall require that all workers enter into employment voluntarily and work agreements allow workers to terminate employment with reasonable notice.
3.02	The standard shall require that workers are informed about their terms and conditions of work in an understandable manner at the point of recruitment, where applicable, or before they enter into employment.
3.03	The standard shall require that workers have an opportunity to review and seek independent advice on their work agreement before they enter into employment.
3.04	The standard shall require that all workers have the protection of a documented work agreement that is comprehensible to them.
3.05	The standard shall require that changes to the worker's work agreement and/or terms and conditions of work be communicated in an understandable manner and made with the knowledge and voluntary consent of the worker.
3.06	The standard shall require that no employment arrangements (including the use of employment agencies) do not result in voiding obligations to workers under applicable national labour and social security laws.
3.07	The standard shall require that the entity does not force any person to work under the menace of any penalty or sanction.
3.08	The standard shall require that no prison labour is used.

3.09	The standard shall require that no fees for recruitment (either directly or indirectly, in whole or in part) be borne by applicants or workers; nor shall applicants or workers bear related costs that may lead to situations of forced or compulsory labour.
3.10	The standard shall require that no monetary deposits, financial or collateral guarantees or personal possessions are demanded as a condition of obtaining or maintaining employment.
3.11	The standard shall require that, if the possibility of advances and loans to workers is provided, then the terms and conditions (including but not limited to corresponding interest rates) shall be documented and provided to workers in an understandable manner. Terms and conditions of the loan should be fair and reasonable and not exceed the limits prescribed by applicable national legal requirements. These terms shall not be used to bind workers to employment.
3.12	The standard shall require that where access to stores or services is provided, the entity shall ensure that goods or services are sold or provided at fair and reasonable prices, without the aim of indebting or otherwise coercing the workers concerned. Workers shall not be compelled to make use of stores or services.
3.13	The standard shall require all workers retain full and complete control over their original copies of their personal documents
3.14	The standard shall require that if employment agencies are used, that the entity assumes responsibility for ensuring conformity of the agents with the standards' requirements for workers and, if applicable, requires remedy of inconsistencies with the standard.

3.15	<p>The standard shall require that worker's freedom of movement is not unduly restricted beyond their agreed terms and conditions of work and/or applicable national requirements. Terms and conditions should not allow for restriction of movement under the definitions of forced labour.</p>
3.16	<p>The standard shall require that workers are entitled to timely repatriation in the event that the worker's contract has expired or has been terminated for justified reasons or the worker is no longer able to carry out their duties. This applies to workers aboard the fishing vessel and those who are transferred for the same reasons to a foreign port.</p> <p>The cost of repatriation shall not be borne by the worker except where the worker has been in serious default of the terms and conditions of their work agreement.</p>
3.17	<p>The standard shall require that if cases of forced or compulsory labour have been found, the entity shall implement effective remediation, such as compensation for personal and material damages. The remediation actions taken shall be verified and recorded.</p>

## CHAPTER 4. Minimum Age

NUMBER	SSCI BENCHMARKING REQUIREMENTS
4.01	<p>The standard shall require compliance with the minimum age for work as defined by applicable national legal requirements or the age of completion of compulsory education, whichever is higher.</p> <p>The minimum age for non-hazardous work shall not be less than 16 years. The minimum age for hazardous work shall not be less than 18 years.</p>
4.02	<p>The standard may allow for the following exceptions to minimum age:</p> <p>(a) Children under the age of 16 may be permitted to perform light work on fishing vessels under the direct supervision of a parent or legal guardian in a business owned and operated by a parent or legal guardian or on a fishing vessel owned and operated by their parent or legal guardian.</p> <p>(b) Children of the age of 14 and/or 15 may be permitted to perform light work in line with applicable national legal requirements if local minimum age law is set at 14 or 15 years of age respectively.</p>
4.03	<p>The scheme shall require that details on any workers under the age of 16 years that are identified during the audit to be working on the fishing vessel are reported in the audit or assessment report. This shall include but not be limited to the nature of work being carried out by any such worker on the fishing vessel.</p>
4.04	<p>The standard shall require that for any activity performed by workers less than 18 years of age:</p> <p>(a) the nature of the work is not likely to be harmful to the health, safety, morals or development of the worker, and</p> <p>(b) it does not prejudice the education of the worker, and</p> <p>(c) the worker has received the necessary training programme in line with applicable national legal requirements.</p>

4.05	The standard may allow for training/apprenticeship schemes that are in line with applicable national legal requirements and the specific nature of the duty performed will not have a detrimental impact on the health or well-being of the trainee/apprentice.
4.06	The standard shall require that workers under 18 do not perform work at night or in hazardous conditions. The scheme may allow for exceptions of performing work at night if the specific nature of the duty performed will not have a detrimental impact on the worker's health or well-being.
4.07	The standard shall require that age verification mechanisms are established for all workers and valid age verification records are maintained.
4.08	The standard shall require that the entity has effective remediation procedures in place in the event child labour is found that does not comply with applicable national legal requirements and/or the standard criteria (through either internal or external sources). These procedures put the best interest of the child first.

## CHAPTER 5. Freedom of Association

NUMBER	SSCI BENCHMARKING REQUIREMENTS
5.01	The standard shall require that workers have the right to join or form trade unions or other worker organisations of their own choosing – or refrain from doing so- and to advocate and bargain collectively in accordance with applicable national legal requirements without interference by the entity.
5.02	<p>The standard shall require that worker representatives or members of trade unions or other worker organisations are not discriminated against or otherwise penalised by the entity because of their membership in or affiliation with a trade union or worker organisation.</p> <p>The standard shall require that workers that choose not to be part of a worker organisation are not discriminated against or otherwise penalised by the entity because they are not a member.</p>
5.03	The standard shall require that duly elected worker representatives of trade unions and other worker organisations have the ability to carry out their representative functions in accordance with applicable national legal requirements without impediment by the entity.
5.04	The standard shall require that where there are no legal protections for the right to collective bargaining or freedom of association, the entity engages workers through alternative lawful mechanisms that allow worker representatives to enter into a dialogue about workplace issues.
5.05	The standard shall require that workers and other personnel are made aware that they have rights to organise and bargain collectively and are made aware of how to access existing workers organisations (where applicable). Communication is provided to workers and other personnel in an understandable manner.

## CHAPTER 6. Worker Remuneration

NUMBER	SSCI BENCHMARKING REQUIREMENTS
6.01	The standard shall require that remuneration for work performed meets or exceeds applicable national legal requirements or collective bargaining agreements (where applicable), whichever is higher.
6.02	The standard shall require that remuneration is paid in line with what was agreed at the time of employment, as stipulated in the work agreement, regarding regularity, timeliness and completeness. All payments are made directly to the worker in legal tender or into a bank account the worker specifies. Any conversion rate that is applied must be based on current exchange rates and be justifiable.
6.03	The standard shall require that all workers or the worker's chosen delegate have full and complete control over their earnings, including means to transmit and verify all or part of their payments received, in line with their work agreement.
6.04	The standard shall require that all workers are provided with clear details of their remuneration for the pay period concerned each time that they are paid. Remuneration details shall be provided to workers in an understandable manner and, where applicable, workers are allowed to witness procedures used to make remuneration payments.
6.05	The standard shall require that no deductions from remunerations are made unless permitted by applicable national legal requirements or a collective agreement, where applicable. Prior to consenting to a work agreement, workers are informed about any deductions in writing and in an understandable manner.
6.06	The standard shall require that no deductions from remuneration are made as a disciplinary measure.

## CHAPTER 7. Work and Rest Periods

NUMBER	SSCI BENCHMARKING REQUIREMENTS
7.01	<p>The standard shall require that work and rest periods shall:</p> <ul style="list-style-type: none"> <li>(a) be clearly defined within the work agreement, and</li> <li>(b) meet all applicable national legal requirements or collective agreements (where applicable), and</li> <li>(c) demonstrate that appropriate safeguards are taken to protect the worker’s health and safety.</li> </ul>

## CHAPTER 8. Fair Treatment of Workers

NUMBER	SSCI BENCHMARKING REQUIREMENTS
8.01	<p>The standard shall require that equal opportunities and treatment in employment and occupation are respected. Workers shall not be discriminated in recruitment or employment practices based on any legally protected characteristics, and any personal characteristics that do not interfere with a worker’s ability to do a specific job.</p>
8.02	<p>The standard shall require that measures are in place to prevent the use or threat of corporal punishment, mental or physical coercion, bullying, harassment, including sexual harassment, or abuse of any kind or for any reason.</p>
8.03	<p>The standard shall require that disciplinary procedures are in place, do not include sanctions that obligate or coerce workers to work and they are communicated to workers in an understandable manner.</p>
8.04	<p>The standard shall require that records of all disciplinary action are kept.</p>

## CHAPTER 9. Grievance Mechanisms

NUMBER	SSCI BENCHMARKING REQUIREMENTS
9.01	The standard shall require that there is a process to address complaints or concerns. This grievance mechanism shall be legitimate and easily accessible to all workers, worker organisations and other personnel. Training on the grievance mechanism shall be provided to workers in an understandable manner.
9.02	The standard shall require that investigation into complaints or concerns is legitimate, accessible, equitable and based on engagement and dialogue. Confidentiality shall be maintained wherever necessary and possible.
9.03	The standard shall require that no worker or other personnel that lodged a complaint or concern is disciplined, dismissed, or otherwise retaliated against for lodging that complaint or concern.

# CHAPTER 10. Operational Health and Safety (OHS)

NUMBER	SSCI BENCHMARKING REQUIREMENTS
10.01	The standard shall require that clear responsibility is assigned and operational procedures are in place for the development, implementation, performance and maintenance of the occupational health and safety management system and the achievement of the relevant occupational health and safety objectives.
10.02	The standard shall require that workers and other personnel are provided safe, healthy and hygienic conditions on board the fishing vessel.
10.03	<p>The standard shall require that all workers and other personnel are provided with and have access to:</p> <ul style="list-style-type: none"> <li>(a) sanitary facilities with appropriate privacy, and</li> <li>(b) potable water of sufficient quality and quantity, and</li> <li>(c) food of sufficient nutritional value, quality and quantity.</li> </ul>
10.04	The standard shall require that accommodation (where provided) shall be of sufficient size and quality and appropriately equipped for the service of the fishing vessel and the length of time workers and other personnel live on board.
10.05	The standard shall require that if transport to or from the fishing vessel while at sea is provided by the entity, the vessel (including motherships and carrier vessels) used for the transport are fit for purpose.
10.06	The standard shall require that the fishing vessel and major equipment are registered, inspected and certified in accordance with all applicable national legal requirements. This includes all radio and satellite communications.

10.07	<p>The standard shall require that the entity ensures:</p> <ul style="list-style-type: none"> <li>(a) that minimum levels of crewing, qualification and rest periods for the safe navigation and operation of the fishing vessel are identified and adhered to, and</li> <li>(b) the fishing vessel is under the control of a competent skipper.</li> </ul>
10.08	<p>The standard shall require that all workers and other personnel receive effective health and safety training as required to carry out the duties and responsibilities of the job. Health and safety training is timely and repeated on a regular basis. It shall also be repeated for new and reassigned workers or other personnel and when changes in fishing vessel activities or equipment present new risks. Training is provided to workers and other personnel in an understandable manner.</p>
10.09	<p>The standard shall require that health and safety training is provided to all workers and other personnel at no cost. Worker remuneration for training shall be in accordance with their terms and conditions of work.</p>
10.10	<p>The standard shall require onboard procedures for the prevention of accidents, injuries and diseases are in place, taking into account the specific hazards and risks on the fishing vessel concerned. Risk assessments in relation to fishing vessel activities shall be conducted as appropriate to detect and assess potential threats to the health and safety of workers and other personnel, and effective measures are taken to address the findings from the risk assessment.</p>
10.11	<p>The standard shall require that workers and other personnel have the opportunity to communicate risks and potential threats to the health and safety of themselves and others without fear of recourse.</p>
10.12	<p>The standard shall require that in the event of a health and safety incident on board a fishing vessel:</p> <ul style="list-style-type: none"> <li>(a) the entity maintains written records, and</li> <li>(b) the cause of the incident is determined when it occurs,</li> </ul>

	(c) appropriate corrective action is taken to prevent the recurrence of similar incidents.
10.13	The standard shall require that appropriate and effective personal protective equipment (PPE) and personal floatation devices (PFD) are provided as needed and accessible at all times. PPEs and PFDs shall be provided at no cost to the workers and other personnel. PPEs and PFDs shall be maintained and replaced as necessary. Workers and other personnel shall be instructed and monitored on their proper use.
10.14	The standard shall require that clear arrangements for providing first aid and medical assistance are in place for any accidents, injuries or sickness that occur onboard the fishing vessel.
10.15	The standard shall require that the workers are provided with protection, in accordance with applicable national legal requirements, for work-related sickness, injury or death. Where protections are not provided for in legislation, the standard shall require that the entity provides insurance and compensation for work-related sickness, injury or death appropriate to the size and type of vessel, its operations and level of risk.
10.16	The standard shall require that the entity has a mechanism in place to ensure workers are fit to perform their duties under their work agreement.

# CHAPTER 11. Emergency Preparedness

NUMBER	SSCI BENCHMARKING REQUIREMENTS
11.01	The standard shall require that appropriate emergency, fire safety, rescue, evacuation and survival procedures are in place.
11.02	<p>The standard shall require that all workers and other personnel are trained on the emergency, fire safety, rescue, evacuation and survival procedures, including exercises in emergency prevention, preparedness and response.</p> <p>Training is timely and repeated on a regular basis. It shall also be repeated for new and reassigned workers or other personnel and when changes in fishing vessel activities or equipment present new risks. Training is provided to workers or other personnel in an understandable manner.</p>
11.03	The standard shall require that fire exits, escape routes, firefighting equipment and fire alarms are properly marked according to national and industry standards. Emergency evacuation equipment and survival gear are accessible and of sufficient quantity and quality. Fire exits and escape routes are open, accessible and clear of obstacles so as to permit safe rescue and/or evacuation in case of an emergency.
11.04	The scheme shall ensure that nothing in the standard would be deemed to impair the right and duties of the skipper of a fishing vessel or the entity from performing any work necessary for the immediate safety of the fishing vessel, the persons on board, or the purpose of giving assistance to other boats or ships or persons in distress at sea.

## CHAPTER 12. Business Ethics

NUMBER	SSCI BENCHMARKING REQUIREMENTS
13.01	The standard shall require that the entity does not engage in any act of corruption, extortion, embezzlement, nor in any form of bribery - either directly or indirectly.
13.02	The standard shall require that the entity does not falsify any information regarding their activities, structure and performance and is not involved in any act of misrepresentation in the supply chain.

# Annex

## I. List of sources/mapping

The SSCI Benchmarking Requirements Part III: At-Sea Operations Scope (Social) are mapped with various international references. The list of references can be found below.

### REFERENCES OF THE SSCI BENCHMARKING REQUIREMENTS – PART III – CI: AT-SEA OPERATIONS SCOPE (SOCIAL)

#### **CGF Priority Industry Principles**

**Food and Agriculture Organization of the United Nations Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries – in the Context of Food Security and Poverty Reduction**

**GSCP Reference Code**

**ISO 9001:2015**

**OECD Guidelines for Multinational Enterprises**

**United Nations Declaration on Human Rights Education and Training**

**United Nations Guiding Principles on Business and Human Rights**

#### **International Labour Organization (ILO):**

C029 - Forced Labour Convention, 1930 (No. 29)

C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

C095 - Protection of Wages Convention, 1949 (No. 95)

C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

C105 - Abolition of Forced Labour Convention, 1957 (No. 105)

C110 – Plantations Convention, 1958 (No. 110)

C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

C135 - Workers' Representatives Convention, 1971 (No. 135)

C138 - Minimum Age Convention, 1973 (No. 138)

C155 - Occupational Safety and Health Convention, 1981 (No. 155)

C181 - Private Employment Agencies Convention, 1997 (No. 181)

C188 – Work in Fishing Convention, 2007 (No. 188)

Declaration on Fundamental Principles and Rights At Work

General principles & operational guidelines for fair recruitment

Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)

### Guiding Principles to Combat Forced Labour

R085 - Protection of Wages Recommendation, 1949 (No. 85)

R117 - Vocational Training Recommendation, 1962 (No. 117)

R143 - Workers' Representatives Recommendation, 1971 (No. 143)

R163 - Collective Bargaining Recommendation, 1981 (No. 163)

R164 - Occupational Safety and Health Recommendation, 1981 (No. 164)

R190 - Worst Forms of Child Labour Recommendation, 1999 (No. 190)

R198 – Employment Relationship Recommendation, 2006 (No. 198)