



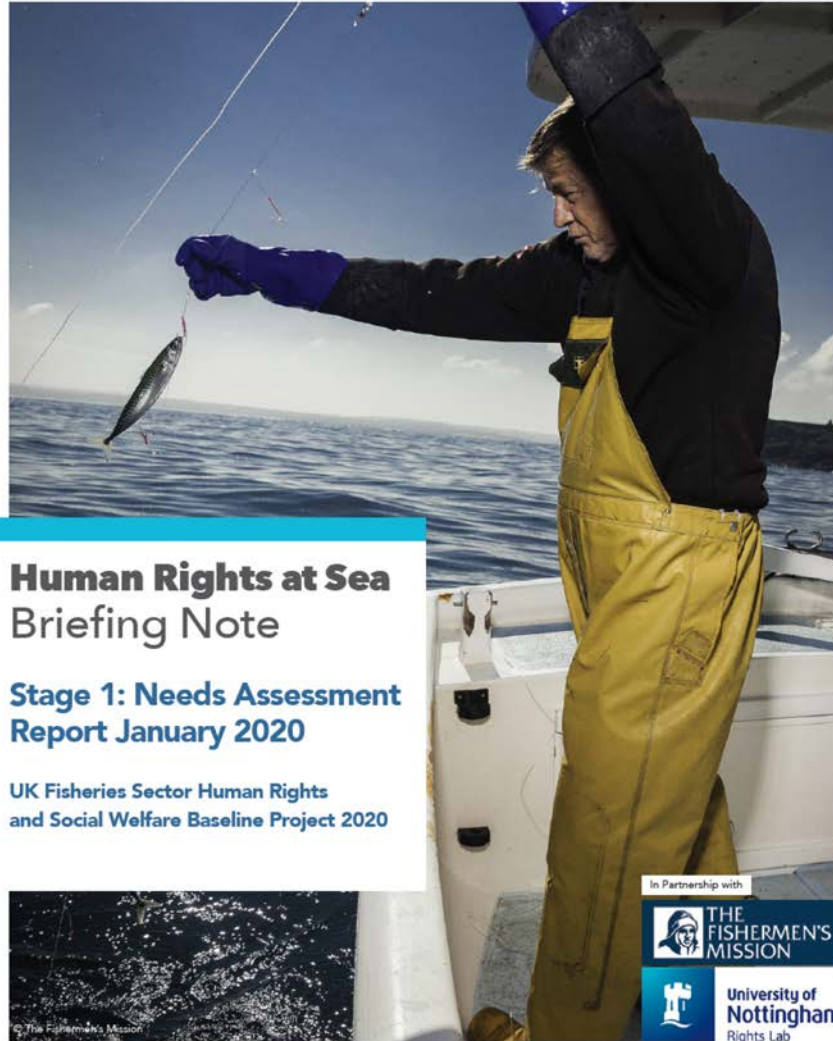
HUMAN RIGHTS AT SEA

**UK Fisheries
Human Rights and Social Welfare
Baseline Project 2020**

Stage 1 Needs Assessment Overview

28 January 2020

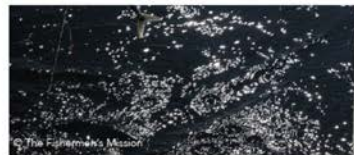
Fishmonger's Hall, London



Human Rights at Sea Briefing Note

Stage 1: Needs Assessment Report January 2020

UK Fisheries Sector Human Rights
and Social Welfare Baseline Project 2020



In Partnership with





Background

- HRAS is an independent civil-society charitable organisation established in 2014 providing research, education and advocacy work in response to human rights abuses at sea across all sectors. Our verticals cover seafarers, fishers, migrant and refugees.
- HRAS is non-political, non-religious and non-aligned to anyone stakeholder, and it is impartial in its work and findings which are based on evidence and fact.

Background

- Human Rights at Sea (HRAS) was approached during 2019 by stakeholders asking question of need, or otherwise, for a UK-wide human rights and social welfare assessment.
- Strategic Partnerships with The Fishermen’s Mission & Nottingham University Rights Lab were established.
- HRAS requested voluntary engagement of all approached stakeholders with a submitted outline brief and standardised questions focused on human rights and social welfare concerns.
- No previous such assessment is available as set against ILO 188 Work in Fishing Convention, national and international legal standards.
- Needs Assessment: 1 Dec 19 – 23 Jan 20 (6 weeks).
- **Over-arching question.** “Is there a need for further in-depth research to determine the ‘ground-truth’?” i.e. the facts (getting to know what we do not know).



Aim

The aim of the initial Needs Assessment was focused towards researching and publishing an independent review to answer the basic question of need, or otherwise, for a comprehensive follow-on UK sector-wide Baseline Assessment covering all applicable human rights and social welfare provisions, positions and needs throughout the UK Fisheries Sector.

PARTICIPANTS¹



Senior Fishing Industry Experts



Union (Maritime)



12 Fishermen; UK and Non-EEA Crew

Ramsgate, Hastings, Poole, Portsmouth, Peterhead and Troon

¹ Selected non-exhaustive influential Fishing Sector stakeholders who voluntarily agreed to engage with the research work.



THE STAKEHOLDERS & THEIR POSITION IN THE SUPPLY CHAIN



FISHERMEN

Participants:
Ramsgate,
Hastings, Poole,
Portsmouth,
Peterhead
and Troon

UPSTREAM



TRAINING INSTITUTIONS



RECRUITERS



EMPLOYERS



PRODUCER ORGANISATIONS

Anglo-North Irish Fish Producers
Organisation
Northern Ireland Fish Producers
Organisation
South Western Fish Producers
Organisation
Scottish White Fish Producers
Association
North Atlantic Fish Producers
Organisation
Welsh Fishermen's Association

MIDSTREAM



PROCESSORS

Whitby Seafoods Ltd



RETAILERS

Tesco Ltd

FEDERATIONS

National Federation of Fishermen's
Organisations
Scottish Fishermen's Federation

CHARITIES & NGOs

The Fishermen's Mission, Seafarers UK,
Oxfam, Open Seas

INSURERS

North P&I / Sunderland Marine

NON-DEPARTMENTAL PUBLIC BODIES

SeaFish

DOWNSTREAM



UNIONS

1 x Union Official (Legal)

INDEPENDENT INDUSTRY EXPERTS

2 x Participants

GREEN - ATTRIBUTABLE
RED - NON ATTRIBUTABLE
BLACK - NOT ASSESSED



Findings

Conclusion

The independent Assessment has highlighted from the respondent's views a clear need for more comprehensive and in-depth quantitative and qualitative research to be undertaken throughout the Sector alongside all stakeholders and considering the full spread of opinions, positions and mechanisms from government, commercial and welfare perspectives.

Concerns

From some Stakeholders:

- **“Sample too small”**. [Comment: Needs Assessments are deliberately small but focused to highlight indications, trends and themes to be followed up on.]
- **“Sample not representative”**. [Comment: 30 key stakeholders industry, retailer, civil society & fishers were sampled.]
- **“Opinions not backed by hard-copy facts”**. [Comment: Commonality of the concerns raised were independently verified in the sample on opinion evidence.]



Skipper fined £3,000 for racially harassing and assaulting his crew



by Tamsin Gray

January 25, 2020, 7:13 am



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Confluence

One place to create, collaborate, and connect



“A Fraserburgh skipper has been fined £3,000 for the racially-aggravated harassment of five members of his crew.

Gordon Hadden admitted racially harassing Jasen Gicale, Jason Gorgonia Gulane, Jay Suycano, Rolan Gulane Barte and Noly Frejoles on board the Serenity on various occasions between August 2013 and August 2019.

The 59-year-old also admitted striking Jasen Gicale to the head, placing him in a headlock and pushing him against the railings of the ship on 30 July last year in a racially aggravated assault. Hadden, of Kirkton Road, Fraserburgh was fined £2,000 for the harassment charges and a further £1,000 for the assault when the case called at Peterhead Sheriff Court earlier this month.”

Concerns

From some Stakeholders:

- **“Sample too small”**. [Comment: Needs Assessments are deliberately small but focused to highlight indications, trends and themes to be followed up on.]
- **“Sample not representative”**. [Comment: 30 key stakeholders industry, retailer, civil society & fishers were sampled.]
- **“Opinions not backed by hard-copy facts”**. [Comment: Commonality of the concerns raised were independently verified in the sample.]
- **“Closed Questions”**. [Comment: Focused interviews for human rights and social welfare concerns with multi-choice options and always with a section for free comment was provided.]
- **“The report could be used as Click-bait”**. [Comment: Potentially. All reports have risk attached as to their interpretation, but the report stands on the facts from the sample on opinion evidence.].]

Concerns

From HRAS & Partners:

- **Adverse influence(s):** political, stakeholder & commercial influences must be minimised / avoided.
- **Interference** in an independent process following an agreed Stage 2 methodology incl. blocking or limiting access to data sets must not occur.
- **Threats to withdraw** to garner project influence & leverage must not occur.
- **Failure to accept the** final independent Baseline Assessment report incl. the ‘good, bad and ugly’ should occur to avoid criticism of bias and ensure transparency.

Next Steps

Stage 2 Baseline Assessment

- **Finalise** the first-round finances for unrestricted but project-audited funds.
- **Commence** the desk-level review of the Stage 1 Needs Assessment.
- **Co-ordinate** stakeholder group meeting for the development and agreement of the Stage 2 methodology.
- **Start** the first phase with a selected region (NI, England, Wales or Scotland).

Essentials for Success

- **Full commitment** of all stakeholders to discover the ‘ground-truth’ of opinions expressed in the Needs Assessment.
- **Equity.** Those who come to the process come with ‘clean hands’.
- **Collective agreement** of the methodology.
- **Impartiality** of the research team & partners.
- **Transparency** of process and findings whatever the outcome.

Industry Commitment

As at 27 January 2020 industry written commitment to support the Stage 2 Baseline Assessment has been received from:

- **NFFO**
- **SFF**
- **NIFPO**



HUMAN RIGHTS AT SEA

Questions?

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CEO Human Rights at Sea
28 January 2020
Fishmonger's Hall, London