



Social sustainability in the Norwegian wild fish fleet and industry

The Norwegian seafood industry serves 145 markets worldwide and is the world's second largest seafood exporter. The fleet and factories are amongst the most modern in the world. The industry employs more than 11000 fishermen on over 6000 vessels, and 9000 production workers in 226 factories. Fisheries is especially important for rural districts along the coast.

In international fisheries revelations about slavery, child labour and labour rights abuses have sparked outrage. Increased attention is currently focused on wage and working conditions of the workforces and supply chains providing seafood worldwide. The vulnerability of both land and sea-based workers to exploitative labour practices highlights the need for transparency. This document builds on the report "Social Sustainability in Norwegian Fisheries" (2019) which provides an objective and transparent document of the social sustainability in the Norwegian fleet and processing industry.

Norway has laws and regulations that cover all social sustainability issues mentioned in international agreements. Norway is characterized by a high employment rate, comparatively low wage differentials, fairly high trade union participation, cooperation between the social partners and a well-developed welfare state. Workers' rights and safety are governed by a number of laws and regulations; the Ship Labour Act and the Ship Safety Act and full incorporation of ILO 188 being the most important for fleet and fishermen. The Working Environment Act tightly regulates safety, security, obligations and

conditions in the onshore industry which is also covered by an extended collective agreement securing minimum wages. In addition, many workers are covered by collective agreements (both at sea and onshore) and with trade union representatives at the workplaces.

Increased focus on health and safety throughout the industry has decreased the rate of accidents and work-related injuries significantly since the '90s. At sea and at berth, the Norwegian Coast Guard and the Norwegian Maritime Authority conduct announced and unannounced risk-based inspections on vessels of all sizes regarding safety and working conditions; the latter also controls for human rights violations. All Norwegian fishing vessels longer than 15 meters are obliged to carry active tracking and surveillance equipment (AIS), this is also often adopted by smaller vessels for safety reasons. The Norwegian Labour Inspectorate and special work-crime centres conduct risk-based controls for safety, working conditions and human rights violations in the onshore processing facilities. There is also an obligatory system for safety delegates at the workplaces, elected among the employees.

Table 1 shows the most important factors describing the Norwegian fleet and industry and laws ensuring a safe and fair working environment. The table includes the most important vessel groups. This short version can be given to customers to validate that the Norwegian wild fish industry has low-risk of violating international standards for human rights, including discrimination, child labour and forced labour.

	Small Coast	Coast	Large Coast	Pelagic PS	Pelagic Trawl	Trawl deep sea	Autoline	Snow crab vessels	On-shore industry
No. of vessels/Companies	1255+2404*	359	178	73	15	50	26	9	226
Length (m)	<11	11-15	15-28	42-80	50-70	39-80	38-60	~52	Na
Vessel av. age	~24	~24	~28	~17	~20	~15	~20	~42	Na
GT (average)	~12	~36	~110	~860	Na
Crew/employees	1-2	2-5	5-10	14/2	11	40/2	36/2	45/2	5-50
Voyage, days	1	1-3	1-20	1-7	3-42	14-30	14-35	20-30	Na
Catch area	Fj, Cw	Fj, Cw	Cw, Nw	Cw, Nw, Int	Nw, Int	Nw, Sz, Int	Cw, Nw, Int	Nw, Sz, Int	Na
Gear type	J, GN, LL	J, GN, LL, DS	PS, DS	PS	T	T	AL, GN	Po	Na
Species	C, H, B, K	C, H, S, B	C, S, H, P	He, M, P	He, M, P	C, H, S, B	C, H, L	SC, Pr	WF, SF or P
Ownership	F/I	F/I	F/I,Co	F/I, Co	F/I, Co	F/I, Co	F/I, Co	F/I, Co	F/I, Co
Forced labour	N	N	N	N	N	N	N	N	N
Child labour	PC, PE	PC, PE	PC, PE, E	E	E	E	E	E	Cu
Discrimination	ILO	ILO	ILO	ILO	ILO	ILO	ILO	ILO	WEA
Documented salaries	Y	Y	Y	Y	Y	Y	Y	Y	Y, CA
Contract	Written	Written	Written	Written	Written	Written	Written	Written	Written
Trade union organization	Y	Y	Y	Y	Y	Y	Y	Y	Y
Living space	N	N	Y	Y	Y	Y	Y	Y	Na
Light/ventilation	N	N	Y	Y	Y	Y	Y	Y	Y
Work and Rest	ILO	ILO	ILO	ILO	ILO	ILO	ILO	ILO	WEA
Medical examination	N	N	Y	Y	Y	Y	Y	Y	Na
Staff insurance and pension	Y	Y	Y	Y	Y	Y	Y	Y	Y
Safety and first aid training	Y, SaC	Y, SaC	Y, SaC	Y, SaC	Y, SaC	Y, SaC	Y, SaC	Y, SaC	HSE
Rights in case of sickness	Y	Y	Y	Y	Y	Y	Y	Y	Y
Crew lists	N	N	Y	Y	Y	Y	Y	Y	Na
Safety inspections	NMA	NMA	NMA	NMA	NMA	NMA	NMA	NMA	FA/LI
Survival craft/suit	Y	Y	Y	Y	Y	Y	Y	Y	Na
Vessel license	Y, NMA	Y, NMA	Y, NMA	Y, NMA	Y, NMA	Y, NMA	Y, NMA	Y, NMA	Na
Emergency equipment	Y	Y	Y	Y	Y	Y	Y	Y	Y
ISM	AS	AS	AS	Y	Y	Y	AS	AS	Na
AIS tracking	N/KCF	N/KCF	Y	Y	Y	Y	Y	Y	Na

2404*- Number of vessels without individual quota fishing on common quota

AL- Auto line

AS- Alternative safety Management system

B- Blue halibut

C- Cod

CA- Collective Agreement

Co- Company

Cu- Cultural

Cw- Coastal waters

DS- Danish seine

E- Educational

F- Family

FA- Food Safety Authorities

Fj- Fjords

GN- Gill net

H- Haddock

He- Herring

HSE- Health, Safety and Environment regulations

I- Individual

ILO- ILO 188 work in fisheries convention

Int- International waters

ISM- International safety management system

J- Hand line

K- King Crab

KCF- King Crab Fisheries

LI- The Norwegian Labour Inspectorate

LL- Longline

L- Ling

M- Mackerel

N- No

Na- Not applicable

NMA-Norwegian Maritime Authority

Nw- National waters

P- Pelagic species

PC- parental consent

PE- Parental Exemption

Po- Pots

Pr- Prawns

PS- Purse seine

S- Saithe

SaC- Safety Course

SC- Snow Crab

SF- Shell fish

Sz- Svalbard protection fisheries zone.

T- Trawl

WEA- Work environment Act

WF- White Fish

Y- Yes

Employees: the larger fleet often operate with two shifts, one shift being on board 2-6 weeks at a time.

Child labour: To work aboard a ship, you have to be at least 16 years of age. If as part of schooling (Sc) the age is 14 years. Special attention must be given in regards of health, development, environment and schooling to workers under 18 years. Exceptions can be made in case of juveniles working with parents (PE) or with parental consent (PC) in the smaller fleet. Younger children can take part in cultural work (Cu), such as cutting of cod tongues, as long as it is voluntary and it does not jeopardise their safety, health, development or schooling.

Insurance, pension and rights when sick: The employer is obliged to take out occupational injury insurance. Pension agreements are according to the National Insurance Scheme, the Guarantee fund for fishermen and the law on mandatory occupational pension. The Norwegian National insurance act makes provisions for benefit in the event of sickness, physical injury, pregnancy and birth, unemployment, old age, disability, death and loss of breadwinner.

Safety and first aid training: All fishermen must have a 40-hour safety training course, repeated every 5-8 years.

Contracts and salary: There must be a written employment contract between employer and employee. For employees on ships, the agreement must be

signed before the employee goes on board. The minimum requirements for the content of the employment contract, described in legislation, must be fulfilled.

Salary levels must be in accordance with valid collective agreements and legislation. It is not allowed to pay different wages for the same work based on factors like sex, ethnicity, political views, religion and disabilities. LI control and ensure that minimum wages fulfil the extended Collective Agreement (CA) regulating salaries in the onshore industry.

Vessel license: Licence by NMA is mandatory for all vessels in order to participate in fisheries, approval to be repeated every 30th or 60th month depending on size of vessel.

ISM: International Safety Management system is recommended for larger vessels in order to improve compliance with safety measures in ILO 188. In 2018 1916 vessels were certified. Smaller vessels are obliged to have a safety management system, but not according to the ISM code.

As concluded in the aforementioned report, "Social Sustainability in Norwegian Fisheries" (2019), it is contended that the seafood sector in Norway may be regarded as an international exemplar of best practice in effective and efficient social sustainability.