

Greenland Lumpfish fishery

Certificate Holder Forced and Child Labour Policies, Practices and Measures

1 Introduction

Fisheries and at-sea Certificate Holders (CH) in the Marine Stewardship Council (MSC) program are required to provide a self-description of policies and measures, including regulatory requirements and procedures that are in effect in the Unit of Assessment, to protect fishing crew from forced labour or child labour, as well as any efforts by the private sector. The objective is to require certificate holders to communicate how government, industry, or other relevant entities protect against forced or child labour.

Each fishery and at-sea Chain of Custody client shall provide this information by completing this template. This template should be completed by the client in good faith and be based on information known and available to the client at the time of completion. The information provided should be representative of the range of measures known to the certificate holder.

The completed form will be uploaded to MSC database to be published on the MSC website at the same time as the Public Certification Report.

Guidance for filling in the template is found in the [Appendix](#) of this template. Information is required on all issues addressed in the template and should be provided in English, which is the official language of the MSC.

Please complete all unshaded fields. Please fill in N/A if an issue is not applicable, including a short justification for why it is not applicable.

[Appendix1Appendix1](#)

2 Marine Stewardship Council certificate holder forced and child labour policies, practices and measures

Table 2.1 – Certificate holder information

1	Composition of fishery client group on behalf of who the statement is provided
	<ul style="list-style-type: none"> - Characterise the composition of the fishery client group, including cost sharing entities. - Describe the relationship between cost sharing members of the fishery client group and the vessel owners and operators of the Unit of Certification (UoC).
C H	<p>The coastal lumpfish-fishery in West Greenland was MSC-certified in 2015. The client is Sustainable Fisheries Greenland (SFG). SFG is a non-profit organisation (tax-exemption) with members from the coastal as well as the offshore fishery segment in Greenland. Furthermore, most of the land-based production companies (buyers) are also members. SFG has a board with 6 members (Royal Greenland 2 – Polar Seafood Greenland 2 – KNAPK (Association of Fishers and Hunters in Greenland) 1- Greenland Business Association 1). Costs in relation to the MSC-certificate for the lumpfish fishery are split in accordance with an agreed distribution key between the producers/buyers of the roe. They are all members of SFG</p>
2	Responsibility for labour regulation
	<ul style="list-style-type: none"> - What management authorities and laws, including flag state authorities, control labour-related regulations in the unit of assessment area? - How are laws enforced?
C H	<p>Greenland is a self-governing part of the Kingdom of Denmark. Hence, parts (majority) of the maritime legislation – incl. labour issues, which Greenlandic fishing vessels follow - is the same as in Denmark, while other parts are regulated locally in Greenland by the Government of Greenland.</p> <p>In the so-called “Greenlandic law-register” (Link: http://www.stm.dk/publikationer/GL_Lovregister_18/Grønlandsk%20lovregister%204.%20kvartal.pdf) it is specified which maritime laws and other regulations that apply in Greenland. See section 24 p. 119-127.</p> <p>The coastal lumpfish fishery in West Greenland is conducted with a large number of smaller boats and dinghies. Mostly with one or two persons onboard. In order to fish for lumpfish, it is necessary to have a license issued by the Greenlandic authorities (Ministry of Fisheries, Hunting and Agriculture). The fishery is managed in accordance with the Greenlandic Fisheries Act and executive orders in connection to it. The lumpfish fishery is specifically managed in accordance with the “Government of Greenland Executive Order no 2 of 2nd February 2016 on lumpfish-fishery”.</p> <p>It is worth noting that Greenland has a regulated labour market and follows international recommendations such as various ILO conventions. Hence, a number of ILO-conventions have been adopted by Greenland. See list in the so-called “International handbook” which is published by the Government of Greenland and updated annually. Link: https://naalakkersuisut.gl/~media/Nanoq/Files/Attached%20Files/Udenrigsdirektoratet/DK/International%20Håndbog%202019%20da.pdf.</p> <p>Enforcement is carried out by the Greenland Fisheries License Control Authority (GFLK).</p> <p>When it comes to commercial fishery in the coastal areas with small boats or dinghies (e.g. lumpfish-fishery) it is possible that a licence holder has a family member under the age of 16 onboard. This is a cultural issue specific to Greenland and its native population according to “Article 8 in ILO-convention 169” regarding indigenous people. The convention is ratified by both Greenland and Denmark</p>
3	Risk identification and mitigation
	<ul style="list-style-type: none"> - Describe the processes, including government and certificate holder measures, that are in place in the UoC to identify and mitigate any risk of child and forced labour.
C H	<p>As mentioned in section 2, the coastal fisheries in Greenland – incl. lumpfish fishery – is a cultural issue and plays a major role in the small villages along the west coast of Greenland. The lumpfish-fishery is mostly conducted with dinghies or small boats with one or two persons on board. Is possible that licence holders/owners are being helped by family members who are under the age of 16, but this is a cultural issue in relation to the people of Greenland. This is stated in Article 8 in ILO-convention 169” regarding indigenous people. The convention is ratified by both Greenland and Denmark.</p>

	<p>When it comes to labour on larger vessels/trawlers rules are in place. Legal framework is: 1: The Act on Employment of Seafarers (Landstingslov nr. 2 af 24. april 1986 om Mønstring af Søfarende). 2: Government of Greenland Executive Order no. 13 of 17 November 2011 on employment on Greenlandic Fishing vessels (Selvstyrets Bekendtgørelse nr. 13 af 17. november 2011 om Bemandingen af Grønlandske Fiskefartøjer).</p> <p>Inspection and control is carried out by the Danish Maritime Authority (Søfartsstyrelsen) in accordance with the regulations mentioned. In order to be employed on board a vessel each crewmember furthermore must present a health-certificate, issued by the Danish National Health Authorities.</p>
4	Crew recruitment
	<ul style="list-style-type: none"> - Describe the typical methods used to recruit crew in the UoC and describe the migrant composition of crew if any.
C H	In the coastal fishery for lumpfish recruitment is a personal issue in case the licence holder wishes to employ help. Often the licence holder is conducting the fishery alone but can hire help from e.g. relatives. In case of contract-issues this is a matter between the licence holder and the employee.
5	Engagement with fish worker groups
	<ul style="list-style-type: none"> - Where there is known engagement with fisher, migrant, and worker rights groups, describe how this occurs and the organisations engaged with workers in the Unit of Assessment (UoA).
C H	There is no engagement with fisher, migrant or working rights groups.
6	Crew contracts
	<ul style="list-style-type: none"> - Describe the nature of contracts or legal work agreements in place in the UoC and the issues addressed in such agreements.
C H	See section 4.
7	Audits and labour inspections
	<ul style="list-style-type: none"> - Describe any 3rd Party audits and certifications on labour, or labour inspections conducted within the UoC in the last two years.
C H	The Greenland Fisheries License Control Authority (GFLK) is controlling and inspecting the lumpfish fishery. There is no labour related audits onboard the dinghies and small vessels.
8	National minimum age requirements
	<ul style="list-style-type: none"> - Describe national minimum age requirements for crew members serving on vessels within the UoC. - Describe systems in place, both regulatory and private sector systems, to ensure that crew members meet national minimum age requirements. - Describe how this is checked, including enforcement within the UoC by the responsible governing authority or oversight body such as labour inspectors.
C H	<p>The minimum age for crew members on board Greenland fishing vessels is 16. According to § 2 in the “Act on Employment of Seafarers” (Landstingslov nr. 2 af 24. april 1986 om Mønstring af Søfarende). If the person is under 18 it is necessary to have confirmation from the parents. The age is verified by the personnel-department of the company, the captain, the authority who issues the health certificate and the Port State Control.</p> <p>As mentioned before, in relation to the coastal fisheries in Greenland, “Article 8 in ILO-convention 169” regarding indigenous people” permits people under the age of 16 to work in the small-scale coastal fisheries. The ILO convention is ratified by both Greenland and Denmark</p>
9	Repatriation
	<ul style="list-style-type: none"> - Describe how repatriation issues are dealt with in the UoC with respect visits end of contract, voluntary and involuntary termination, and freedom of movement and the extent to which these are included in contracts.
C H	Not relevant in small scale coastal fisheries.

10	Debt bondage
	<ul style="list-style-type: none"> - Describe if there is evidence of systemic practices to impose costs on crew members for placement or brokerage fees, travel to the workplace, visa, medical, safety gear, clothing/protective gear, food at the workplace, communications access, remittance fees, repatriation, etc. - If so, describe such practices and how debt bondage is avoided.
C H	Not relevant.
11	Grievance and remedy mechanisms
	<ul style="list-style-type: none"> - Please list any policies or measures (e.g. hotline) that are in place for crew voices to be heard and to report and remediate any instances of forced or child labour.
C H	The crew or licence holder/owner can always contact the Ministry of Fisheries Hunting and Agriculture or the GFLK in case there is an issue to report.
12	Identification documents
	<ul style="list-style-type: none"> - Describe policies and practice in place across the UoC to ensure that crew members have free and timely access to their identification documents, including National ID, passports, visas, etc.
C H	Not relevant.
13	Additional comments
	<ul style="list-style-type: none"> - Do you have additional comments on labour practices within the UoC?
C H	
14	Date this template was last updated
	<ul style="list-style-type: none"> - DD/MM/YYYY
C H	4 February 2021

3 Appendix – Guidance on filling in the Certificate Holder Forced and Child Labour Policies, Practices and Measures Template

3.1 Composition of the fishery client group on behalf of who the statement is provided

If a fishery is in full assessment and the cost-sharing participants and arrangements are not yet determined, provide as much detail as possible regarding the expected cost-sharing entities that will comprise the client group, should the fishery achieve certification, and the relationship between such client group representatives and the vessel owners and operators in the Unit of Certification (UoC).

3.2 Responsibility for labour regulation

Provide information on laws and regulation and the authorities that have responsibility for labour regulations in the area in which the fishery operates, including flag state authorities where this is applicable. Describe how these are enforced.

3.3 Risk identification, mitigation and remediation

The information required in this section includes information known by the certificate holder on processes and practices that are applicable in the UoC to identify, assess, prevent and mitigate forced and child labour risks. The information may include government policy or measures, or where applicable, measures being implemented by the certificate holder.

3.4 Crew recruitment

The information required here includes information on the methods used to recruit crew in the UoC, any widespread use of migrant labour, the countries that crew come from and information on recruitment agencies used where this information is available and known to the certificate holder. It may also include information known of visa programs used to bring in workers to the UoC and on payment of recruitment fees.

3.5 Engagement with fish worker groups

In some countries, there may be engagement with fish worker groups or other types of organisations that work to address risks of forced labour. Where this occurs provide information on such engagement. This may include information on any organizations in the port area which support crew members socially, e.g. seafarers' ministry, fishers' association, local committees.

3.6 Crew contracts

Contracts are legal work agreements with labour duties and payments clearly spelled out. Describe the nature of crew contracts in the UoC, specifically features related to forced and child labour, whether the contracts are written in languages understood by crew and how provisions in the contract are enforced.

3.7 Audits and labour inspections

Describe any government labour inspections or social audits and certifications of working conditions within the UoC in the past 2 years. Where the information is available provide a link to the criteria against which the audit took place.

3.8 National minimum age requirements

For this section describe national minimum age requirements and provide a description of regulatory and private sector systems in place to confirm that minimum age restrictions are met. Include information on any exceptions to statutory minimum age requirements which are used by the UoC and information on policy for hiring young workers in compliance with national legislation. This should also include description of any policy or practices for monitoring including hours of work and rest for young workers. This may include information on any other programs which are monitoring labour in your UoC fishing area.

3.9 Repatriation

This section requires a description of how departure of crew members across the UoC is handled. This may include information about government, and/or where known, any applicable company policy on end of crew members' contracts; involuntary termination; leave (including family visits and medical treatment); freedom of movement during the work term and departure terms within crew member contracts.

3.10 Debt bondage

Deductions for costs of work from pay can cause debt bondage and put crew at risk of forced labour. Examples of such work costs include costs of getting to work, placement/broker fee, medical costs, safety gear, food at the workplace, remittance fees and repatriation costs.

Describe systems in place to avoid debt bondage. If there is evidence of systemic practices to impose costs on workers, what measures are in place to avoid debt bondage.

3.11 Grievance and remedy mechanisms

Provide a description of systems known to be in place that allow crew to share information, access assistance and report labour violations and how the systems work to address such reports and provide remediation.

3.12 Identification documents

Describe provisions across the UoC for crew to access their official identification (passports, visas, seafarers book). Where the law in a jurisdiction requires the vessel owner or captain to hold the crew members' official identification, describe the protocol, including government regulations in place to ensure that crew members can access their personal documents and have freedom of movement.

4 Template information and copyright

This document was drafted using the 'Certificate Holder Forced and Child Labour Policies, Practices and Measures Template v1.01'.

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Template version control

Version	Date of publication	Description of amendment
1.0	17 December 2018	Release alongside Fisheries Certification Process v2.1
1.01	28 March 2019	Minor document change for usability

A controlled document list of MSC program documents is available on the [MSC website](http://msc.org) (msc.org).

Senior Policy Manager
Marine Stewardship Council
Marine House
1 Snow Hill
London EC1A 2DH
United Kingdom

Phone: + 44 (0) 20 7246 8900

Fax: + 44 (0) 20 7246 8901

Email: standards@msc.org