

[PT. CITRARAJA AMPAT CANNING]

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.

[Appendix1](#)[Appendix1](#)

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).
CH	<ul style="list-style-type: none"> - Composition of client is consist of 35 wooden boats with between 50-60 GTs operated by local fishermen in Sorong . - The cost sharing shouldered by PT Citraraja Ampat Canning
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?
CH	<p>The law regarding seafaring and labor control are depicted in :</p> <ol style="list-style-type: none"> 1. Regulation no 17/2008 about sailing and 2. Governemnet Rule no 7/2000 about seafaring. 3. Fishery Ministry Reg No 35/2015 About System and Human Rights Certification On Fisheries Business 4. Fishery Minsitry Reg No 2/2017 about Requirements and Mechanism of Fishery Human Rights Certification <ul style="list-style-type: none"> - How are laws enforced? - According to Fishery Ministry Reg No 35/2015 About System and Human Rights Certification On Fisheries Business: Supervision of protection and respect for human rights in fisheries business shall be conducted by fisheries supervisor, harbormaster at fishery port, and / or other authorized official under the laws and regulations <p>According to Fishery Ministry Reg No 35/2015 About System and Human Rights Certification On Fisheries Business verse 12 : sanction to those who break the law of fishery human rights :</p> <ul style="list-style-type: none"> - Licence revocation for company or vessel who do not certified for fishery Human rights. - The Fishery Human Rights holder who break the law of fishery human rights will be subject to licence revocation . <p>Sanction impose will be boadcast through electronic/ non electronic media by Ministry</p>
3	
	<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.
Ch	<ul style="list-style-type: none"> - In order to avoid child labor ,the government has set the rules for min age for the person who is going to work on the sea to be 18 years old as stated in verse 17 Government Rule no 7 / 2000 about Seafarer

	<p>In order to comply with this requirement , all crews should able to show their ID and leave copy at the Fishermen Association. The Fishermen Association then will check and register them to harbormaster completed with ID .</p> <p>The harbormaster will check this document before issuing licence for port clearance . All document should comply with the rules otherwise will be pending for issuance .</p> <ul style="list-style-type: none"> - In Sorong Pole and Line Fishery, all boats are small boats with short period of fishing trips which took approx. 10-12 days. Most of the fishermen are from the same fishery society that everyone know one to another . This condition makes the risk of forced labor and child labor are very low.
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.
CH	<ul style="list-style-type: none"> - All crews / fishermen employed are recruited from Sorong area . Sorong is a fishery society that already live with the tradition of fishing and have natural skill of fishing in them . The recruitment is done through the society gatherings or family – relative gatherings that is voluntarily to join the work as fishermen. No worker agents used in crew recruitment since it also unavailable in Sorong . There is no migrant fishermen in Sorong area .
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).
CH	<ul style="list-style-type: none"> - The rights of the fishermen is handled by Fishermen Association . all crew are free to contact the Fish Association and deliver their aspiration .
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.
CH	<ul style="list-style-type: none"> - The crew contract is described in Sea Work Agreement of each vessel . It is done between the Fishermen Association and the Captain and approved by Harbormaster . The contract deals with such as : <ul style="list-style-type: none"> - Duration of work and termination of work , - Salary - Work Accident and sickness handling - Annual leave . <p>The contract is in Indonesian language .</p>
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.
CH	<ul style="list-style-type: none"> - Audit and inspection for labor are depicted in : <ol style="list-style-type: none"> 1. Fishery Ministry Reg No 35/2015 About System and Human Rights Certification On Fisheries Business 2. Fishery Ministry Reg No 2/2017 about Requirements and Mechanism of Fishery Human Rights Certification <p>This new system now is being socialized by the government in Fishery Departments including doing training for government supervisor prior to implementation .</p>

	<ul style="list-style-type: none"> - In the mean time the Inspection for labor and child worker is done by harbormaster. They check the crew documents including the ID that identify the crew age which is min 18 years old to prevent child worker as part of the requirement to issue the port clearance . - They also check the availability of Sea Work Agreement of every vessel. . All vessels are obliged to provide a Sea Work Agreement . All the vessels had already comply with this
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.
CH	<ul style="list-style-type: none"> - Min age is 18 years old referring to Government Rule No 7/2000 verse 17. - Describe systems in place, both regulatory and private sector systems, to ensure that crew members meet national minimum age requirements. As the government rule that the minimum age for working at sea is 18 years old . The fishermen Asociation will collect and check all the crews ID to submit to harbormaster for Port clearance issuing . Any found documents that is not comply to the regulation , then the port clearance application will be suspended until the condition is repaired . - Describe how this is checked, including enforcement within the UoC by the responsible governing authority or oversight body such as labour inspectors. - The minimum age requirement is checked by Fishermen Asociation staff through copy of ID submitted by the crews and they will be re-checked by harbormaster .
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.
CH	<ul style="list-style-type: none"> - The Sorong P/L Fishery employ all local P/L fishermen on the boats there for there are no repatriation available.
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.
CH	<ul style="list-style-type: none"> - There is no practices of debt bonding .All crews are from Sorong area . They are recruited through local fishing community, society gathering or family so they do not need to pay any brokerage fees as they voluntarily apply to work on the boat . - There is no obligation for them to pay their food since the food is provided by the vessel owner .
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.

CH	<ul style="list-style-type: none"> - In case of grievance , the crew can go the captain or if no solution they can go to Fishermen Association upon their arrival . The Fishermen Association will facilitate the crews for solutions. - Since the trip day is short – only 10-12 days , the crews can also report any problems regarding force labor and child labor directly to harbormaster or Fishery Surveillance Office . - The crews are all from the same society environment / relative , they will not do something that can harm their relative.
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.
CH	<ul style="list-style-type: none"> - The Captain / Fishermen Association do not keep original documents of the crew . Since all the crews all local fishermen , they are only asked for copy of ID, Certificate of expertise (for captain , engineering) , Basic Safety Training or other copy of personal documents required for administration matters such as registering to harbormaster.
13	Additional comments
	<ul style="list-style-type: none"> - Do you have additional comments on labour practices within the UoC?
CH	<ul style="list-style-type: none"> - The boats operate in this UoC are small boats with 10-12 trip days and never stay for such a long time on the sea . The risk of forced labor is very low . - The crews are still stick to their strong relative-relation principle in traditional fishery society so the risk of force labor is very low . -
14	Date this template was last updated
	<ul style="list-style-type: none"> - 17/05/2019
CH	

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.