

# Promoting the voice of workers in the UK fishing sector



JOHN LEWIS

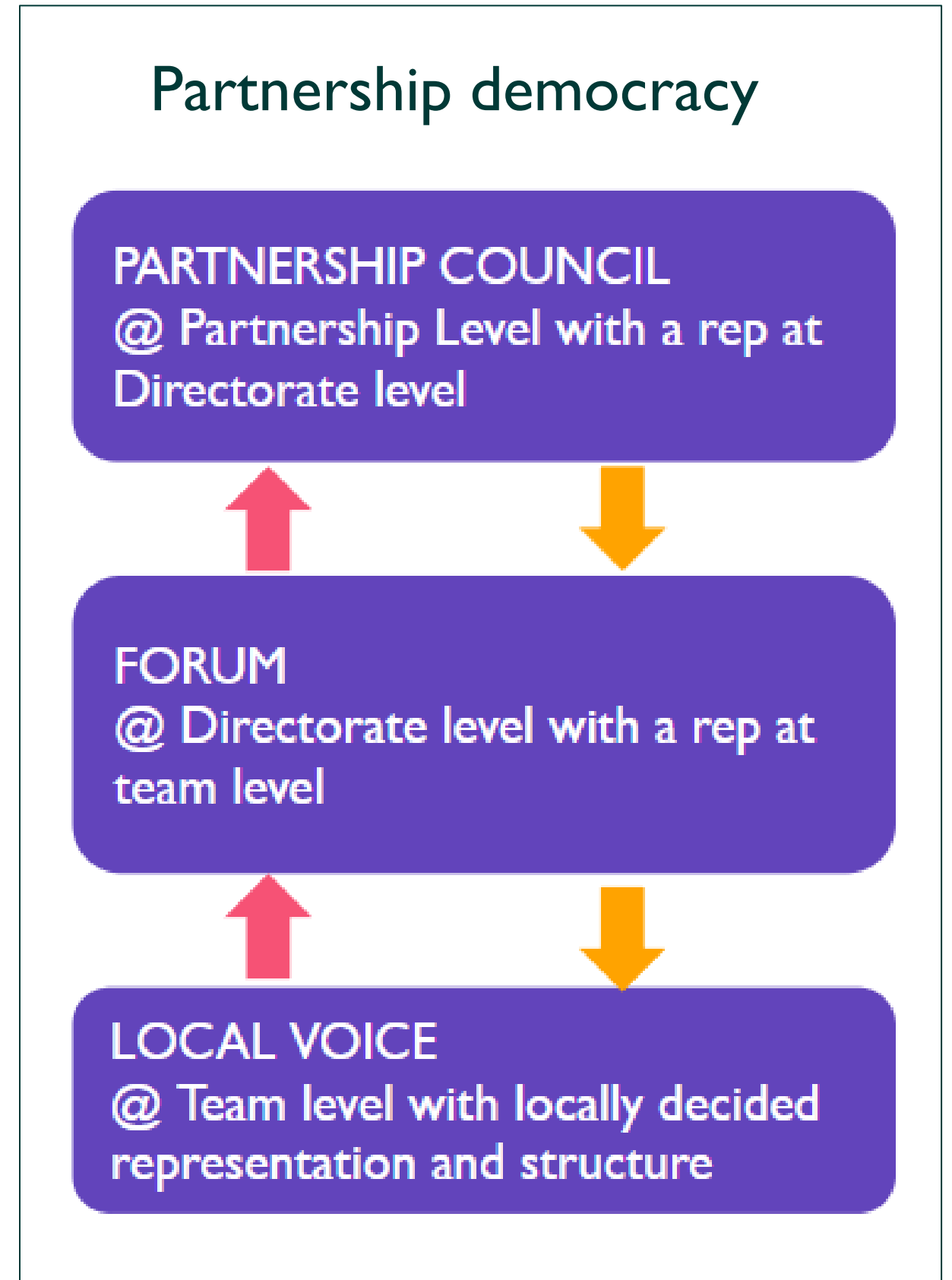
WAITROSE

# Background

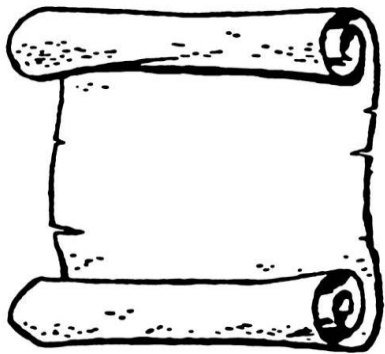
Waitrose is part of the John Lewis Partnership - the UK's largest employee-owned business, founded on principles of democracy.

The ambition of our Human Rights Programme is to enable everyone in our supply chain(s) to realise their fundamental human rights.

*We believe that championing worker voice and building strong supply chain relationships truly delivers against our Partnership purpose, creating lasting value for both our Partnership and those we work with.*



# Human Rights Due Diligence (HRDD)



# Hearing the 'voice' of workers/crew

## Direct

Research phase: 6 individual qualitative interviews with fishermen

11 group interviews

Script development: 14 individual semi-structured interviews with fishermen

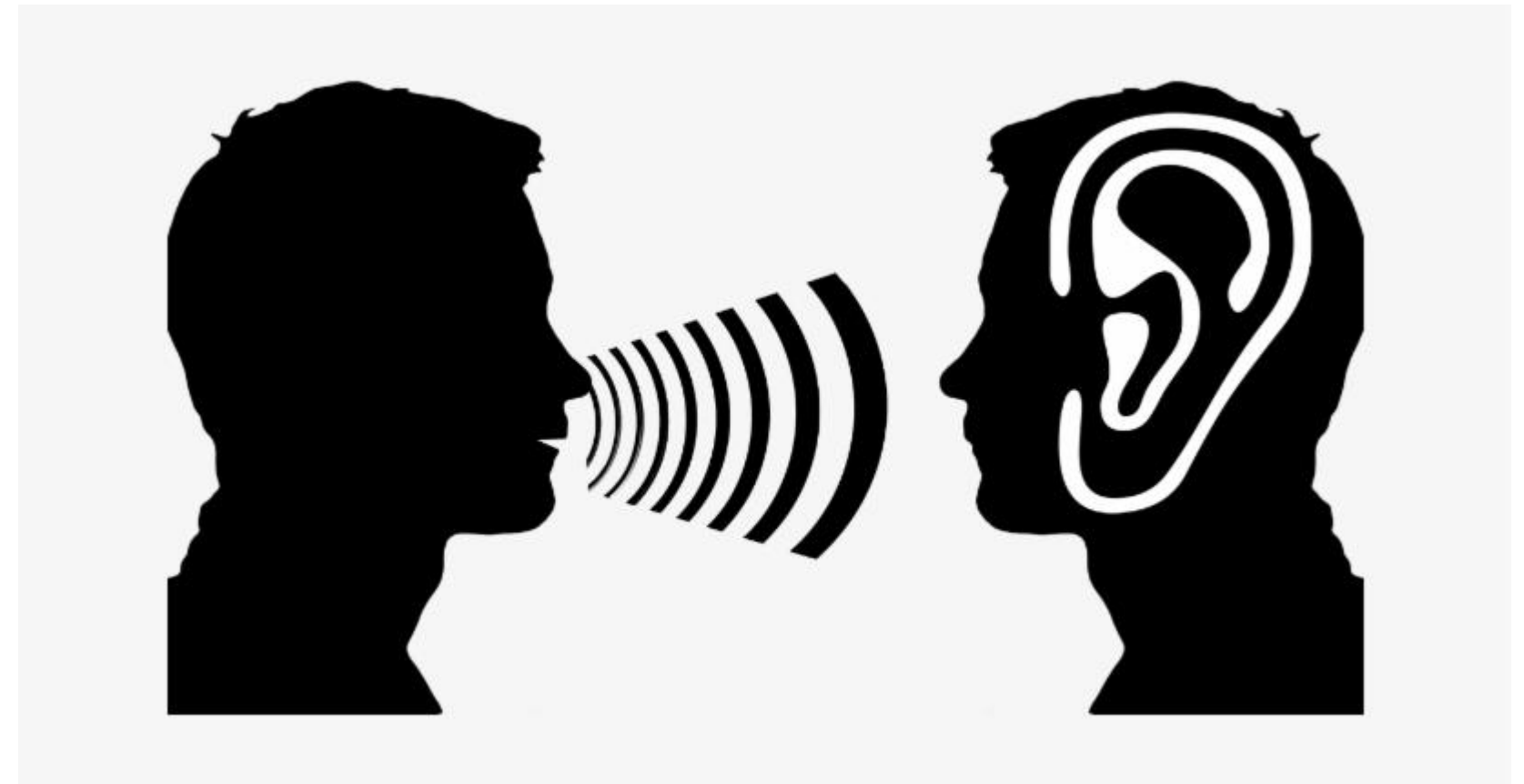
1 remote group interview

Filming: Recorded interviews with individual crew members

## Indirect

Trade Unions: ITF

NGOs: Stella Marris and The Seafarers' Charity



# Key Messages

Employment rights

Working hours/hours of rest

Pay

Discrimination

Health and Safety

Contracts

Practical knowledge, eg:

UK weather

Calling home

What happens on arrival at the airport

Where to get help when you are in the UK

# What next?

We will upload the films in 9 different languages to YouTube.

- The films will be shared with UK regulators
- ITF launched the films at the Manilla seafarer expo last week
- Just Good Work app will host the films
- We have commitment from UK fishing organisations to make them available to crew applying for jobs.

The films will also be made available through maritime colleges, recruitment agencies, trade unions and welfare organisations.

