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# FISHERYPROGRESS.ORG

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## **REQUIREMENTS TRAINING**

### **2.1 Complete a Risk Assessment**

### **2.2 Create and Implement a Social Workplan**

March 2023

# AGENDA

## GOALS

Overview of Requirements 2.1 & 2.2

PATHWAY 1: SRA

PATHWAY 2: Alternative Assessment

Q&A

# GOALS



Ensure you are aware of what FIPs must complete requirements 2.1 & 2.2 and when requirements are due



Ensure you understand our expectations for requirements 2.1 & 2.2 and how to report on them



Ensure you understand how to complete requirements effectively

FISHERYPROGRESS.ORG

# HUMAN RIGHTS AND SOCIAL RESPONSIBILITY POLICY

Version 1.1

Release Date: Dec. 15, 2022

Effective Date: Jan. 1, 2023

www.fisheryprogress.org  
contact@fisheryprogress.org

# HRSR Policy Version 1.1

*now available in English*

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Policy Documents  
Social Responsibility Assessment Tool

## Policy Documents

### Social Responsibility

- Policy Documents
- Social Responsibility Assessment Tool

### Human Rights and Social Responsibility Policy

The FisheryProgress Human Rights and Social Responsibility (HRSR) Policy was initially released in May 2021, and updated in December 2022. The objectives of the policy are to help FIPs identify and reduce the risk of human and labor rights abuses at the harvest stage of their supply chains and to increase transparency around the efforts FIPs and their participants are taking to address human and labor rights risks.

All FIPs reporting on FisheryProgress.org are required to comply with the policy.

**You may access the Human Rights and Social Responsibility Policy in the following languages:**

- English
- Spanish (coming Q1 2023, to be notified when available fill out our [Google Form](#))
- Bahasa Indonesian (coming Q1 2023, to be notified when available fill out our [Google Form](#))
- Chinese (coming Q1 2023, to be notified when available fill out our [Google Form](#))

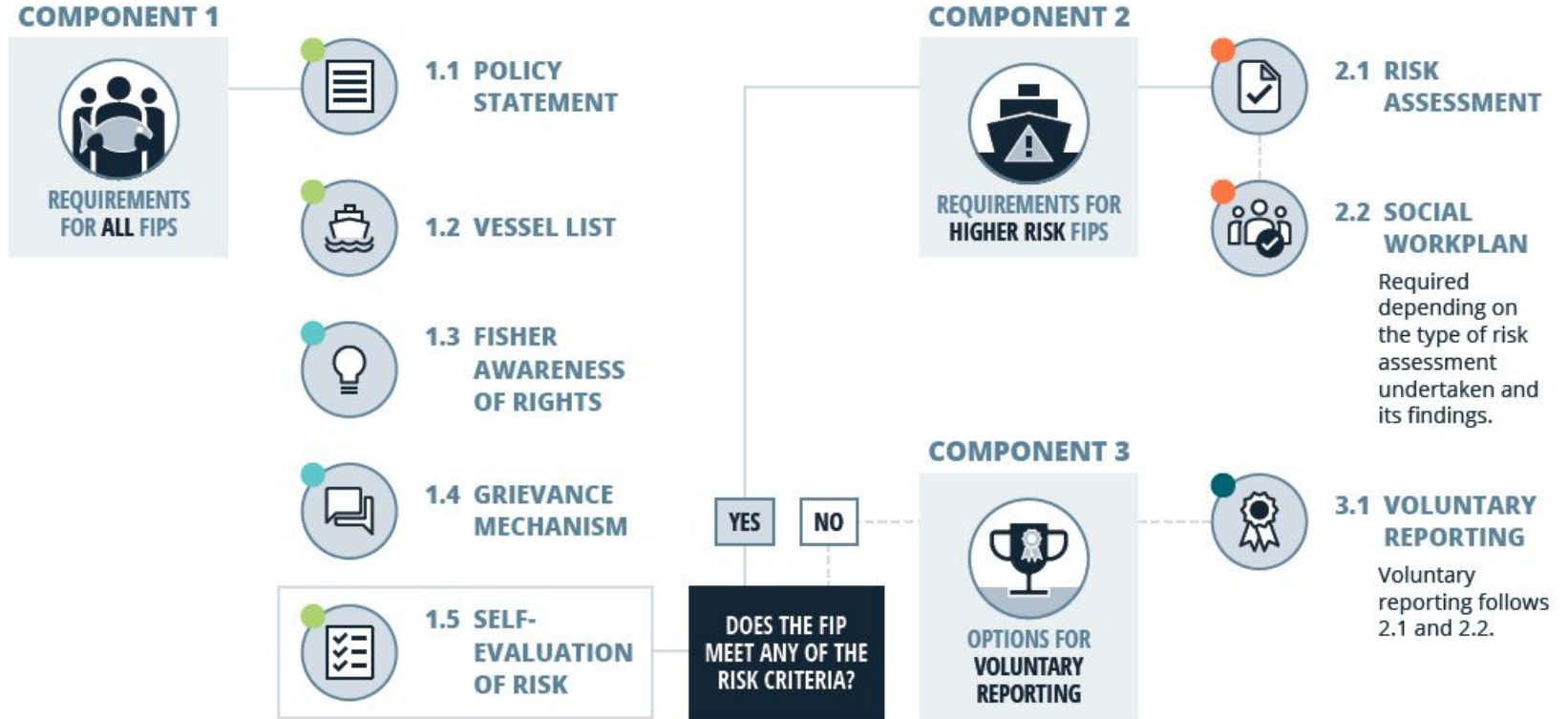
**Is your preferred language not listed?** Request another language by completing the following [Google Form](#).



FishChoice

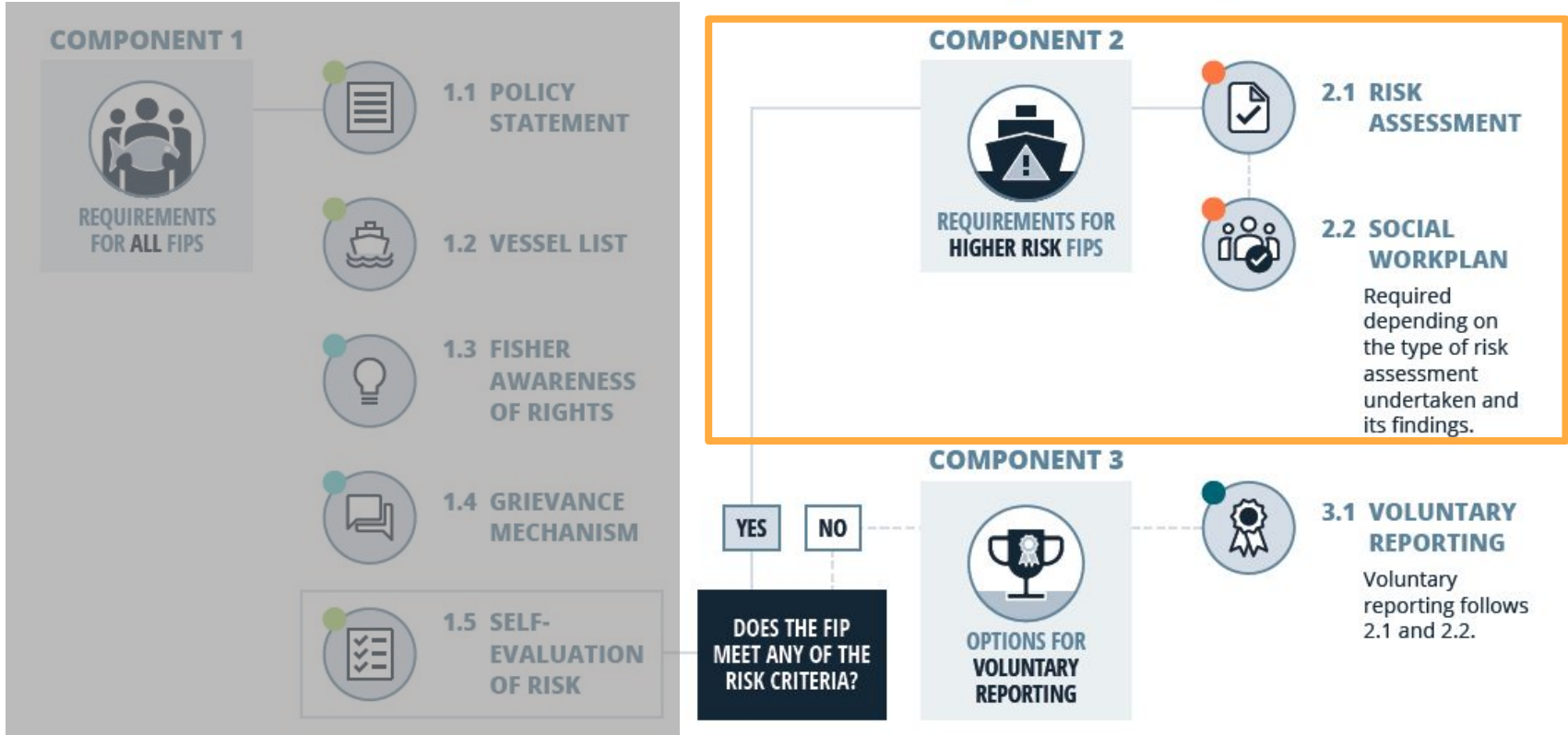
# Overview | HRSR Policy

- Required to become active on FisheryProgress
- Required at first six-month report
- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report



# Overview | HRSR Policy

- Required to become active on FisheryProgress
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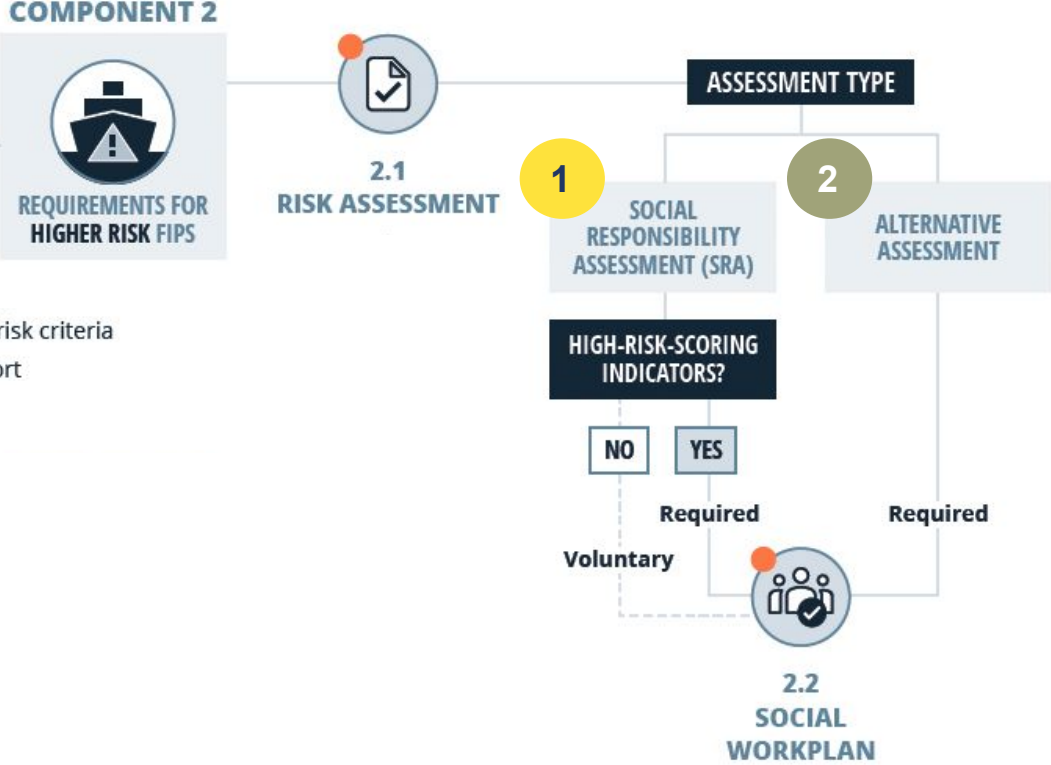


# Component 2 | Who has to meet these requirements?

- Required to become active on FisheryProgress
- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report



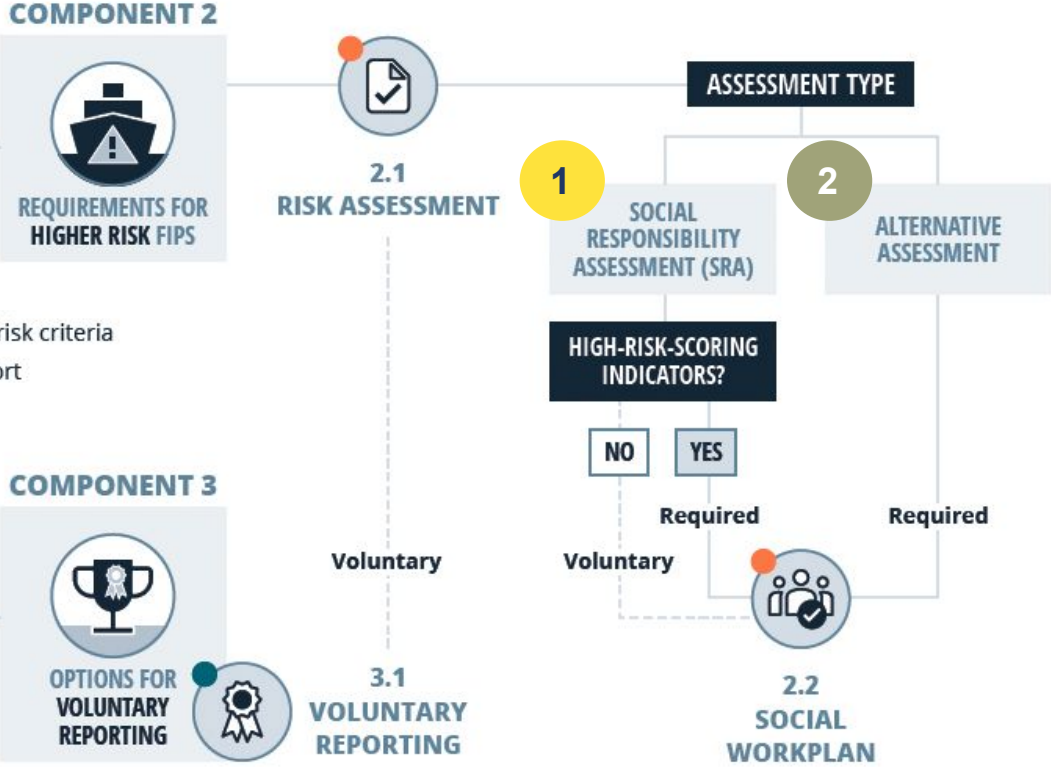
# Component 2 | Two pathways available



- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report



# Component 2 | Two pathways available



- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report

# Component 2 | Pathway **1** Requirements

**1**

## **Social Responsibility Assessment Tool (SRA)**

# Component 2 | Pathway 1 Requirements Overview



Results via FisheryProgress OR  
ELEVATE Risk Assessment  
Template



Individual or team of qualified  
(and FP- approved) consultants



Consultation with fishers and  
fisher representatives

1

**Social  
Responsibility  
Assessment Tool  
(SRA)**

# Component 2 | Pathway 1 Requirements Overview



If the FIP has **high-risk** scoring indicators, the FIP must develop a **social workplan** and use the FisheryProgress Template



Individual or team of qualified (and FP- approved) consultants



**Recommended** that results of the risk assessment be shared with fishers/their representatives, and involve them in the design of the workplan

1

**Social  
Responsibility  
Assessment Tool  
(SRA)**

1

## Social Responsibility Assessment (SRA) Tool

# What must those FIPs assess?



**PROTECT HUMAN RIGHTS,  
DIGNITY, AND  
ACCESS TO RESOURCES**



**ENSURE EQUALITY  
AND EQUITABLE  
OPPORTUNITY TO BENEFIT**



**IMPROVE FOOD  
AND LIVELIHOOD  
SECURITY**

## Social Responsibility Assessment (SRA) Tool

## What must those FIPs assess?

### 1: Protect Human Rights and access to resources

1.1 Human and labor rights	1.1.1 Abuse and harassment*
	1.2.2a Human trafficking and forced labor*
	1.2.2b Debt bondage in small-scale fisheries*
	1.1.3 Child labor*
	1.1.4 Freedom of association and collective bargaining*
	1.1.5 Earnings and benefits*
	1.1.6 Adequate rest*
	1.1.7a Access to basic services for worker housing*
	1.1.7b Access to basic services for small-scale fishing communities
	1.1.8 Occupational safety*
1.1.9 Medical response*	
1.2 Access Rights	1.2.1 Customary resource use rights*
	1.2.2 Corporate responsibility and transparency

### 2: Ensure equality and equitable opportunity to benefit

2.1 Equality	2.1.1 Grievance reporting and access to remedy*
	2.1.2 Stakeholder participation and collaborative management
2.2 Equity	2.2.1 Equitable opportunity to benefit
	2.2.2 Discrimination*

The 13 SRA Performance Indicators highlighted in blue and noted with an asterisk (\*) are the Core FisheryProgress SRA Indicators.

## Social Responsibility Assessment (SRA) Tool

## What must those FIPs assess?

### 1: Protect Human Rights and access to resources

1.1 Human and labor rights	1.1.1 Abuse and harassment*	
	1.2.2a Human trafficking and forced labor*	
	1.1.7b Access to basic services for small-scale fishing communities	
	1.1.8 Occupational safety*	
	1.1.9 Medical response*	
	1.2 Access Rights	1.2.1 Customary resource use rights*
	1.2.2 Corporate responsibility and transparency	



**The applicability of certain indicators depends on the characteristics of the fishery.**

### 2 : Ensure equality and equitable opportunity to benefit

2.1 Equality	2.1.1 Grievance reporting and access to remedy*
	2.1.2 Stakeholder participation and collaborative management

Indicators highlighted in blue and noted with an asterisk (\*) are the Core FisheryProgress SRA Indicators.

1

## Social Responsibility Assessment (SRA) Tool

# What format is required to submit an SRA?

[Fishery improvement project name]  
Social Responsibility Assessment Tool  
for the Seafood Sector  
Risk Assessment Results

*Template Version 1.0, May 2021*

[Author(s)]  
[Date created]

ELEVATE

### Social Responsibility Assessment (SRA) Tool Final Assessment Report

Final Report Date: 2/4/2022

#### Unit of Assessment (UoA) Information

UoA Name: Excellent Fishing Co., LLC  
Contact Name: Firstname Lastname  
Contact Information: lastname@email.com  
Fishery Improvement Project ID: 10101  
Fishery Improvement Project Name: Amazing FIP

#### Assessment Information:

Lead Assessor: Jane Doe  
Assessor Organization: ELEVATE  
Assessment Start Date: 2/15/2022  
Assessment End Date: 2/22/2022

FIPs can use either the FisheryProgress template or the ELEVATE SRA assessment template.



## Who can conduct the SRA?

1. The necessary language, personal, and social science skills to be competent in conducting fisher interviews and document review.
2. Understanding of human rights and labor rights standards.
3. Understanding of root causes and connections among different risk indicators.
4. Experience screening for indicators of human trafficking, forced and bonded labor, child labor, and other forms of human rights abuse.
5. Not an employee, employer, or buyer with a financial or commercial interest in the FIP.

# Social Responsibility Assessment Tool (SRA)

The screenshot shows the FisheryProgress.org website. At the top, there is a navigation bar with "Log Out | My Account" and "My Dashboard" buttons. Below the navigation bar, there is a "Find a FIP Consultant" section. On the left, there is a sidebar menu with "Resources for FIPs" highlighted. The main content area shows a list of resources for FIPs, including "Comprehensive FIP Consultant" and "Human Rights and Social Responsibility Consultant".

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Find a FIP Consultant

View Edit Salesforce activity Track

**Resources for FIPs**

- Resources for Social Responsibility
- Create a FIP Profile
- FIP Templates
- Find a FIP Consultant
- Update a FIP Profile
- Three-Year Audits for Comprehensive FIPs
- FIP Review Guidelines
- Glossary
- Communicating About Your FIP
- General Resources

**FisheryProgress requires the following**

Comprehensive FIP Consultant

- Comprehensive FIPs' pre-assessment
- Comprehensive FIPs' related scoping
- Comprehensive FIPs' workplans
- Comprehensive FIPs' three-year audits

Human Rights and Social Responsibility Consultant

- Risk assessment
- Social workplan

The information provided on this page is intended to help FIPs understand the qualifications needed for each of these documents and to find consultants that meet these requirements.

Visit FisheryProgress  
to download qualifications  
&  
Search our database for  
qualified assessors

## FISHERYPROGRESS.ORG

### Qualifications for Conducting Risk Assessments and Creating Social Workplans

Version 1.0  
May 2021

The risk assessment and social workplan must be completed by an individual or team with the required expertise. The required expertise depends on which indicators are assessed or planned for improvement.

- For all Social Responsibility Assessment Tool (SRA) indicators aligned with the indicator was assessed by an individual or team who meets the following criteria:
- For each indicator was assessed by an individual or team as per the SRA's guidance for what expertise and experience is best to

For all indicators, or worker rights organizations are the preferred party to develop the risk assessment and workplan development. However, a technical expert or consultant participating in or leading the FIP may undertake the assessment.

For all indicators, the Code of Conduct, the assigned individual or team of assessors (when needed) must collectively have the following qualifications listed below. The assigned individual or team must demonstrate the required expertise by providing either a CV that lists relevant qualifications or a list of relevant qualifications relevant to each criterion below. FisheryProgress reserves the right to request additional information as necessary.

Qualification	Demonstrated By
<ol style="list-style-type: none"> <li>The necessary skills to be competent in conducting fisher interviews and document review.</li> <li>Understanding of human rights and labor rights standards, including relevant, current, local labor laws.</li> <li>Understanding of root causes and connections among different risk indicators.</li> </ol>	<p>Meeting <u>one</u> of the following:</p> <ol style="list-style-type: none"> <li>Demonstrate social auditing experience, such as:           <ol style="list-style-type: none"> <li>Be an approved social auditor:               <ol style="list-style-type: none"> <li>An APSCA Member in good standing</li> <li>An approved auditor for a recognized social program (e.g. AENOR APR, Fair Trade Capture Fisheries Standard, RFVS, STF Vessel Auditable Standard, Thai Union Vessel</li> </ol> </li> </ol> </li> </ol>

1

## Social Responsibility Assessment (SRA) Tool

1

### SRA

Results via FisheryProgress OR ELEVATE Risk Assessment Template

Individual or team of qualified (and FP-approved) consultants

Consultation with fishers and fisher representatives

#### High-risk scoring indicators

Assessment of high-risk indicators required annually  
+  
SRA of core indicators every 3 years

#### Medium- or low-risk scoring indicators

SRA of core indicators every 3 years

## How frequently must the SRA be repeated?

All FIPs that complete an SRA, whether required or voluntary, must repeat it according to these frequencies



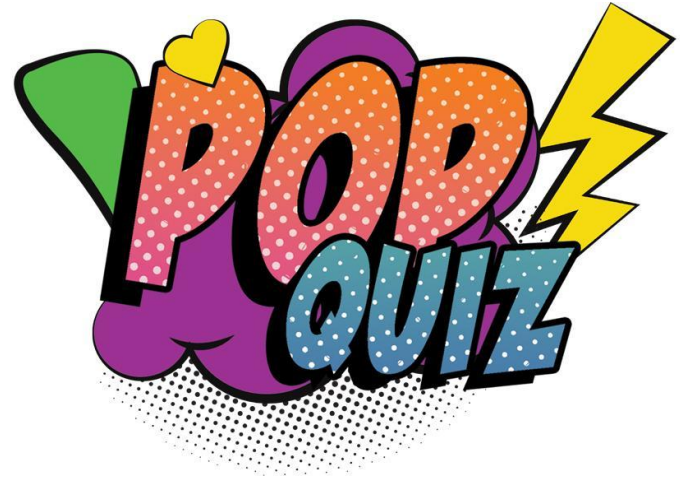
# Which indicators must be assessed in the SRA?

- a) All indicators (P1, 2, &3)
- b) A selection from the 13 Core FisheryProgress indicators depending on fishery characteristics
- c) All 13 Core FisheryProgress indicators



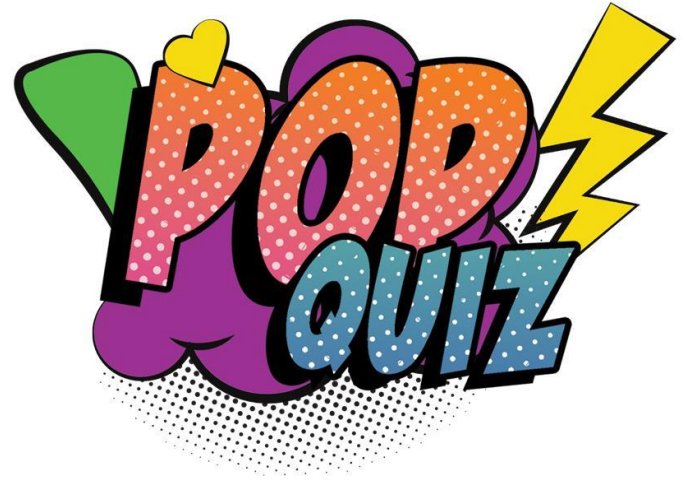
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- a) All indicators (P1, 2, &3)
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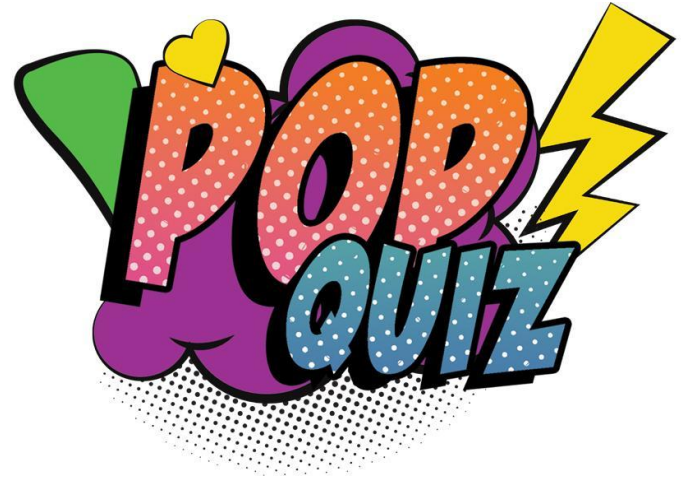
# How frequently must the SRA be repeated?

- a) Annually for all indicators
- b) Annually for high-risk-scoring indicators
- c) Every 3 years
- d) B & C



# How frequently must the SRA be repeated?

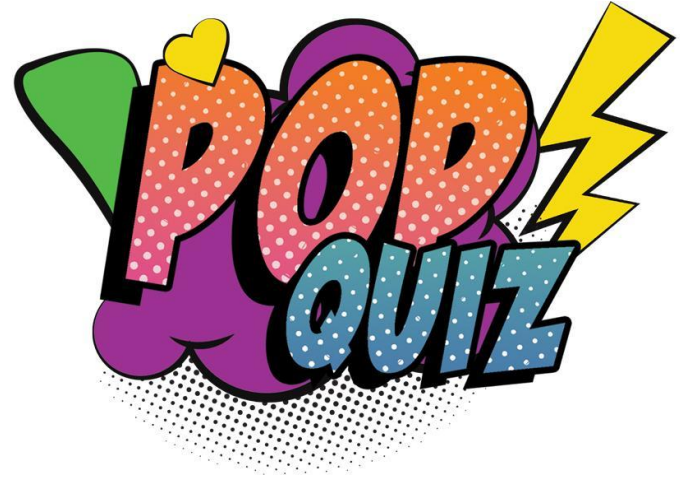
- a) Annually for all indicators
- b) Annually for high-risk-scoring indicators
- c) Every 3 years
- d) **B & C**





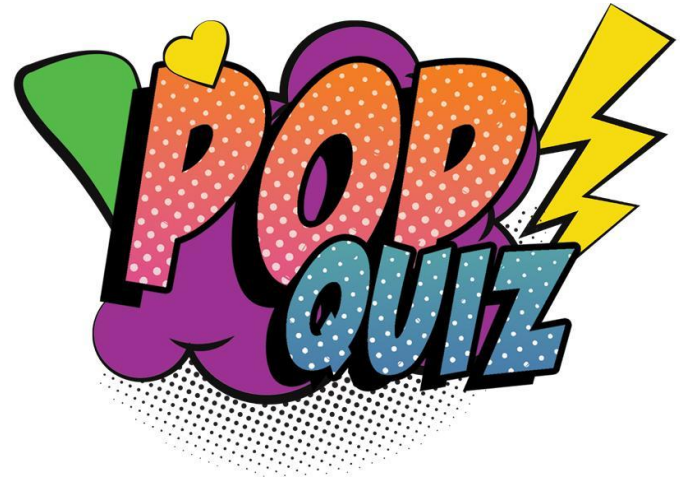
# Which of the following criteria is NOT required when conducting an SRA?

- a) Results submitted via FisheryProgress OR ELEVATE SRA Template
- b) Completed by an individual or team of qualified (and FP- approved) consultants
- c) Consultation with fishers and fisher representatives
- d) Completed by an independent third party



# Which of the following criteria is NOT required when conducting an SRA?

- a) Results submitted via FisheryProgress OR ELEVATE SRA Template
- b) Completed by an individual or team of qualified (and FP- approved) consultants
- c) Consultation with fishers and fisher representatives
- d) Completed by an independent third party**



1

## Social Responsibility Assessment Tool (SRA)

# What format is required for the social workplan?

[Fishery improvement project name]

## Social Workplan

For use by FIPs that have conducted a risk assessment based on the Social Responsibility Assessment Tool for the Seafood Sector (SRA)

*Template Version 1.1, February 2023*

## Workplan Overview

Performance indicators marked with an \* are the Core Fishery Progress SRA Indicators. *Note the scoring category for each PI that was assessed in your last risk assessment by writing high, medium, or low. Note the Action(s) that address(es) each indicator by listing the action number in the column on the right.*

Component	PI	Performance Indicator	Score (Risk Level)	Action #
<b>Principle 1: Protect human rights, dignity and access to resources</b>				
1.1 Human and labor rights	1.1.1*	Abuse and harassment		
	1.1.2a*	Human trafficking and forced labor	high	2
	1.1.2b*	Debt bondage in small-scale fisheries		
	1.1.3*	Child labor		
	1.1.4*	Freedom of association and collective bargaining		
	1.1.5*	Earnings and benefits	high	2
	1.1.6*	Adequate rest	high	2
	1.1.7a*	Access to basic services for worker housing/ live-aboard vessels		
	1.1.7b	Access to basic services for small-scale fishing communities		
1.2 Access Rights	1.1.8*	Occupational safety		
	1.1.9*	Medical response		
	1.2.1*	Customary resource use rights		
	1.2.2	Corporate responsibility and transparency		
<b>Principle 2: Ensure equality and equitable opportunity to benefit</b>				
2.1 Equality	2.1.1*	Grievance reporting and access to remedy		
	2.1.2	Stakeholder participation and collaborative management		
2.2 Equity	2.2.1	Equitable opportunity to benefit		
	2.2.2*	Discrimination		
<b>Principle 3: Improve food, nutrition, and livelihood security</b>				
3.1 Food and nutrition security	3.1.1a	Food and nutrition security impacts of industrial fisheries		
	3.1.1b	Food and nutrition security for small-scale fishing communities		
	3.1.2	Healthcare		
	3.1.3	Education		
3.2 Livelihood security	3.2.1	Benefits to and within community		
	3.2.2	Economic value retention		
	3.2.3	Long term profitability and future workforce		
	3.2.4	Economic flexibility and autonomy		
	3.2.5	Livelihood security		
	3.2.6	Fuel resource efficiency		

1

## Social Responsibility Assessment (SRA) Tool

## Social Workplan contents

### Workplan overview

- Provide the score for each PI that was assessed (high, medium, or low)
- Identify the action(s) that address(es) each indicator by listing the action number in the column on the right

### Workplan Overview

Performance indicators marked with an \* are the Core Fishery Progress SRA Indicators. *Note the scoring category for each PI that was assessed in your last risk assessment by writing high, medium, or low. Note the Action(s) that address(es) each indicator by listing the action number in the column on the right.*

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	3.2.4	Economic flexibility and autonomy		
	3.2.5	Livelihood security		
	3.2.6	Fuel resource efficiency		

## 2. EXAMPLE ACTION AND TASKS: Employment terms and conditions




<b>Action Goal</b>	Improve the fishers understanding of the terms and conditions of their employment
<b>Action Description</b>	Each fishing company will develop a standardized contract based on local laws and regulation and have it translated into the different languages spoken by fishers. Procedures and training will be developed to clearly communicate all terms and conditions of the contract to workers in a way they can understand, at the initial signing of the contract
<b>Status</b>	On Track
<b>Start Date</b>	December 2022 (Actual)
<b>Completion Date</b>	December 2023 (Expected)
<b>Priority</b>	High
<b>Estimated Cost</b>	\$5,000 USD
<b>Responsible Parties</b>	Best Catch Fishing Company, We Love Fishers Fishing Company
<b>SRA PI(s) Addressed by the Action</b>	1.1.2a: Human trafficking and forced labor 1.1.5: Earnings and Benefits 1.1.6: Working Hours
<b>MSC PI(s) Addressed by the Action</b>	n/a
<b>Supporting Documentation Filename(s)</b>	n/a
<b>Additional Information</b>	
All current contracts will also be replaced once the new version is finalized.	

2. EXAMPLE ACTION AN		2.1 Draft a standardized contract	
+	<b>Task Description</b>	Draft a standardized contract based on local laws and regulations.	
	<b>Status</b>	Completed	
	<b>Start Date</b>	December 2022 (Actual)	
	<b>Completion Date</b>	February 2023 (Actual)	
	<b>Responsible Parties</b>	Best Catch Fishing Company, We Love Fishers Fishing Company, Workers Rights Legal Firm (supporting)	
	<b>Additional Information</b>	n/a	
	<b>Progress Reporting</b>		
	<b>Date</b>	<b>Supporting Documentation Filename(s)</b>	<b>Update/Results</b>
	April 2021	<ul style="list-style-type: none"> <li>BestCatch_Worker_Contract.pdf</li> <li>WeLoveFishers_WorkerContract.pdf</li> </ul>	Both fishing companies have drafted a contract that was reviewed by Workers Rights Legal Firm.
	<b>Responsible Parties</b>	Best Catch Fishing Company, We Love Fishers Fishing Company	
	<b>SRA PI(s) Addressed by the Action</b>	1.1.2a: Human trafficking and forced labor 1.1.5: Earnings and Benefits 1.1.6: Working Hours	
	<b>MSC PI(s) Addressed by the Action</b>	n/a	
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1

## Social Responsibility Assessment Tool (SRA)

# Who can develop a social workplan?

1. The necessary language, personal, and social science skills to be competent in conducting fisher interviews and document review.
2. Understanding of human rights and labor rights to include
3.  **The qualifications for developing a workplan are the SAME for conducting an SRA**
4. labor, child labor, and other forms of human rights abuse.
5. Not an employee, employer, or buyer with a financial or commercial interest in the FIP.

1

## Social Responsibility Assessment Tool (SRA)

# Who can develop a social workplan?

# FISHERYPROGRESS.ORG

## Qualifications for Conducting Risk Assessments and Creating Social Workplans

Version 1.0  
May 2021

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## Find a FIP Consultant

### Resources for FIPs

Resources for Social Responsibility

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FIP Templates

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Update a FIP Profile

Three-Year Audits for Comprehensive FIPs

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General Resources

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FisheryProgress requires the following

### Comprehensive FIP Consultant

- Comprehensive FIPs' pre-assessment
- Comprehensive FIPs' related scoping document
- Comprehensive FIPs' workplans
- Comprehensive FIPs' three-year audits

### Human Rights and Social Responsibility Consultant

- Risk assessment
- Social workplan

The information provided on this page is intended to help FIPs understand the qualifications needed for each of these documents and to find consultants that meet these requirements.



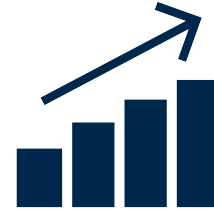
# Progress reporting on social performance

SRA pathway only



## Six-month Report

- ✓ **SRA:** no updates required
- ✓ **Workplan:** Submit action progress update and evidence for progress.
- ✓ **Extension requests:** provide updates on extension actions, optionally submit evidence for reported progress.



## Annual Report

- ✓ **SRAs:** Assess and update high-risk-scoring indicators.
- ✓ **Workplan:** Submit action progress update and evidence for progress.
- ✓ **Extension requests:** SRA & workplan due

# Progress reporting on social performance

## SRA workplan component only

### Social Workplan & Progress Reporting

FIPs with red indicators in their risk assessment are required to create a workplan that outlines actions that are designed to improve those indicator scores to at least the yellow level. FIPs may voluntarily include workplan actions to address yellow or green indicators. All social workplans must use the FisheryProgress social workplan [template](#).

Each action must be linked to the [SRA](#) indicators it means to address. Actions and tasks should provide enough detail and clarity for users to understand the fundamentals of what will be completed, the steps involved, and how the FIP will address the deficiencies identified in the risk assessment. This detail can be provided through tasks or detailed actions paired with descriptions.

FIPs with social workplans must report every six months on progress toward completing the actions in their workplans. FIPs report on progress by updating their workplan and uploading it to their FIP profile [here](#).

Add new record

### FisheryProgress Social Workplan Template v 1.1

Progress Reporting		
Date	Supporting Documentation Filename(s)	Update/Results
5 Feb 2022	n/a	This Action was updated to include translating the contracts.

# Progress reporting on social performance

Workplan component only

## ! Remember !

Any evidence submitted as part of these reports must not include personally identifiable information or any other confidential information.



reported progress

progress



Update SRA indicator scores in the workplan

report

on each

for reported

# Component 2 | Pathway 2 Requirements

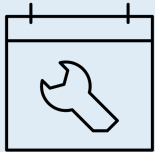
2

## Alternative Assessment

# Component 2 | Pathway 2 Requirements Overview



Assessment results or summary of findings (e.g., audits/pre-assessments for social standard or certification program, recent research studies, social risk assessment)

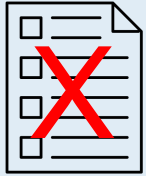


Social workplan or corrective action plan document

2

**Alternative Assessment**

# Component 2 | Pathway 2 Requirements Overview



No template is required for assessment/workplan docs

**BUT ...**



The 'Alternative Social Assessment and Workplan Jotform' *is* required

2

**Alternative  
Assessment**

## Alternative Assessment Jotform

<https://form.jotform.com/FisheryProgress/alt-social-assessment-and-workplan>



The FIP **MUST** complete the Alternative Social Assessment and Workplan **Jotform**

*along with submitting an assessment document and related workplan document*

**Alternative Assessment Information**

Date Alternative Assessment Was Completed \*   
Month & Year

Completed By \*   
Please provide the full name of the individual(s) and their organizational affiliation who completed/conducted the assessment.

Relationship to the FIP \*   
Please explain the relationship of the individual(s) who completed the assessment to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).

Type of Alternative Assessment \*

Social risk assessment

Third-party pre-assessment or audit as part of a social standard or certification program

Academic research study

Other

Please select whether the assessment was conducted in person or remotely. \*

In-person assessment

Remote assessment

Scope of Assessment \*   
Please provide a description of the scope of the assessment and how it is relevant to the FIP. The description should include how it compares to or aligns with the scope of the FIP.

**Social Workplan Information**

Date Workplan Was Completed \*   
Month & Year

Completed By \*   
Please provide the full name of the individual(s) and their organizational affiliation who completed/conducted the workplan.

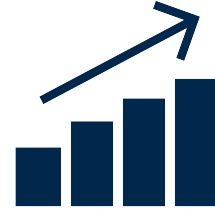
Relationship to the FIP \*   
Please explain the relationship of the individual(s) who completed the workplan to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).

Explanation of Relevance \*   
Please provide a description of the scope of the workplan and how it is relevant to the assessment. The description should include how the workplan compares to or aligns with the issues identified in the alternative assessment.

**Submit**

# Progress reporting on social performance

Alternative Assessment pathway only



## Six-month Report

- ✓ **Assessment:** no updates required
- ✓ **Workplan:** Optionally provide action progress update and/or evidence for progress
- ✓ **Extension requests:** provide updates on extension actions, optionally submit evidence for reported progress

## Annual Report

- ✓ **Assessment:** no updates required
- ✓ **Workplan:** Submit action progress update and optionally provide evidence for progress
- ✓ **Extension requests:** Alternative Assessment and Workplan due



# Progress reporting on social performance

## Alternative Assessment workplan component only

### Social Workplan & Progress Reporting

FIPs with red indicators in their risk assessment are required to create a workplan that outlines actions that are designed to improve those indicator scores to at least the yellow level. FIPs may voluntarily include workplan actions to address yellow or green indicators. All social workplans must use the FisheryProgress social workplan [template](#).

Each action must be linked to the [SRA](#) indicators it means to address. Actions and tasks should provide enough detail and clarity for users to understand the fundamentals of what will be completed, the steps involved, and how the FIP will address the deficiencies identified in the risk assessment. This detail can be provided through tasks or detailed actions paired with descriptions.

FIPs with social workplans must report every six months on progress toward completing the actions in their workplans. FIPs report on progress by updating their workplan and uploading it to their FIP profile [here](#).

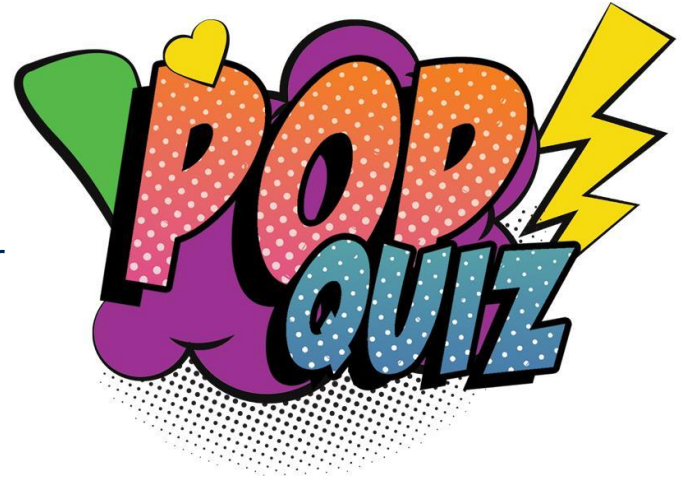
Add new record

**Fictitious FIP**  
**Corrective Action Plan (Social)**  
**Author(s):**  
*Last updated: **May 2023***



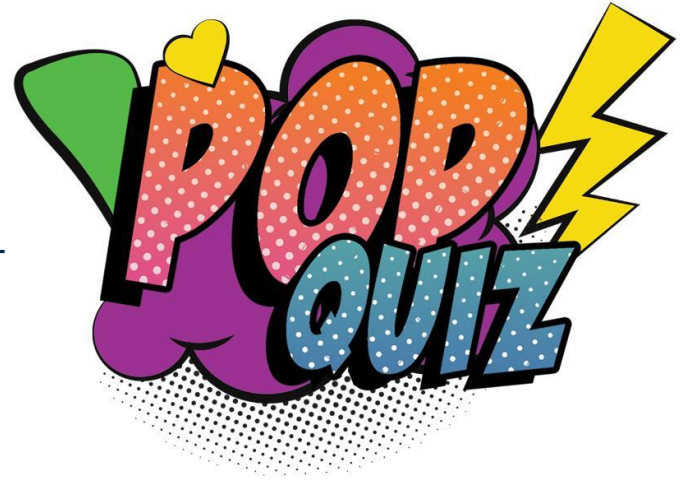
# Which FIPs **MUST** provide a social workplan?

- a) FIPs that meet one or more risk criteria
- b) FIPs that provide Alternative Assessments
- c) FIPs with high-risk-scoring indicators on their the SRA
- d) Both B & C



# Which FIPs **MUST** provide a social workplan?

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- b) FIPs that provide Alternative Assessments
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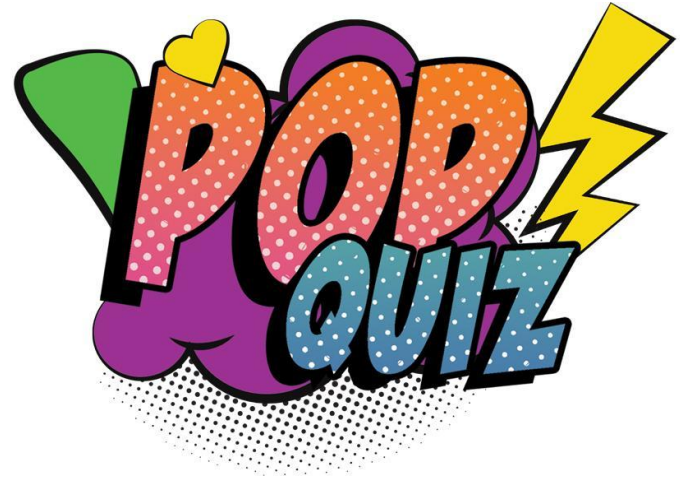
# Who can complete an alternative assessment?

- a) Only qualified HRSR consultants
- b) Any independent, third-party
- c) A social auditor familiar with the FIP
- d) Any of the above, there are no restrictions on who can complete one



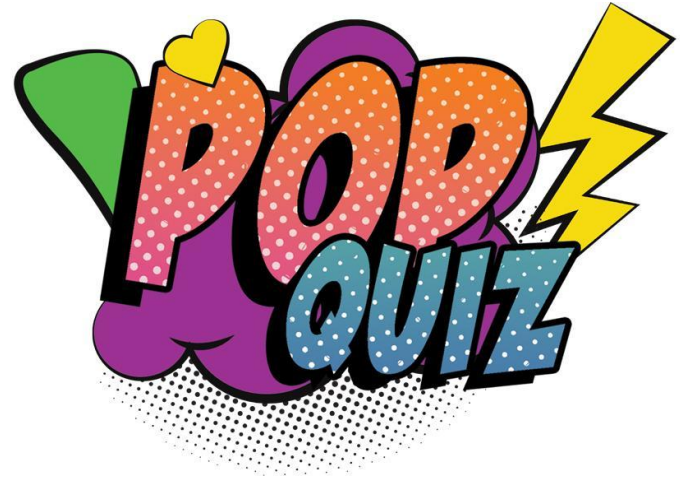
# Who can complete an alternative assessment?

- a) Only qualified HRSR consultants
- b) Any independent, third-party
- c) A social auditor familiar with the FIP
- d) Any of the above, there are no restrictions on who can complete one**



# When does an alternative assessment have to be updated?

- a) No update required
- b) Every 6 months
- c) Annually
- d) Every 3 years



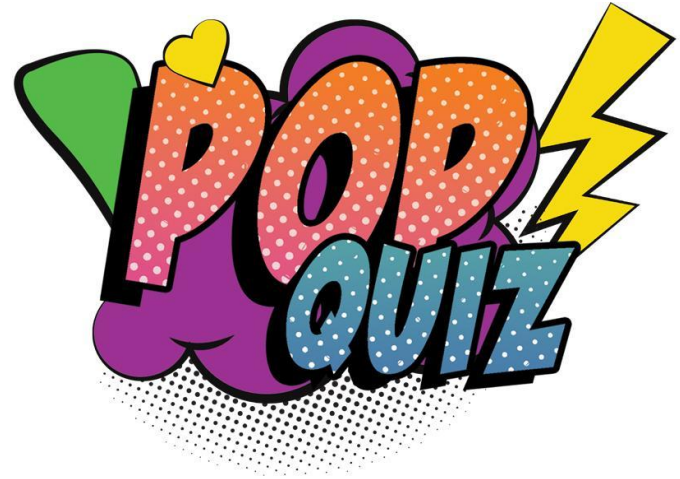
# When does an alternative assessment have to be updated?

a) No update required

b) Every 6 months

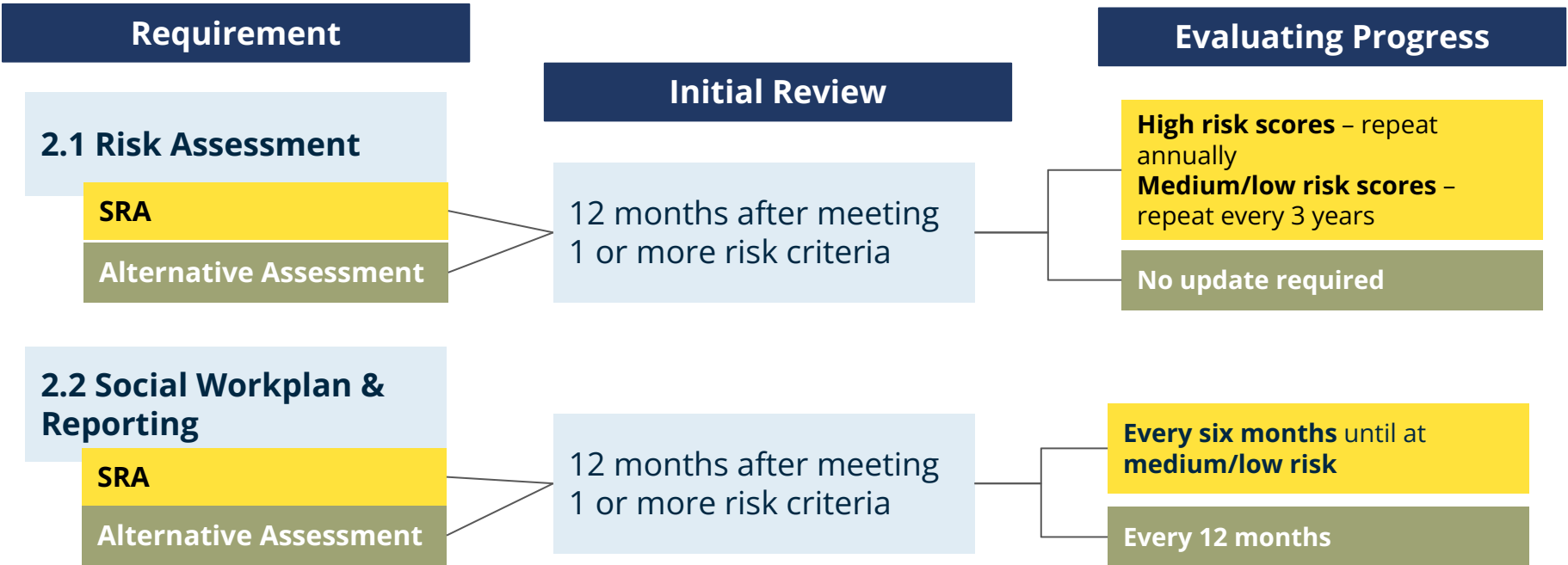
c) Annually

d) Every 3 years



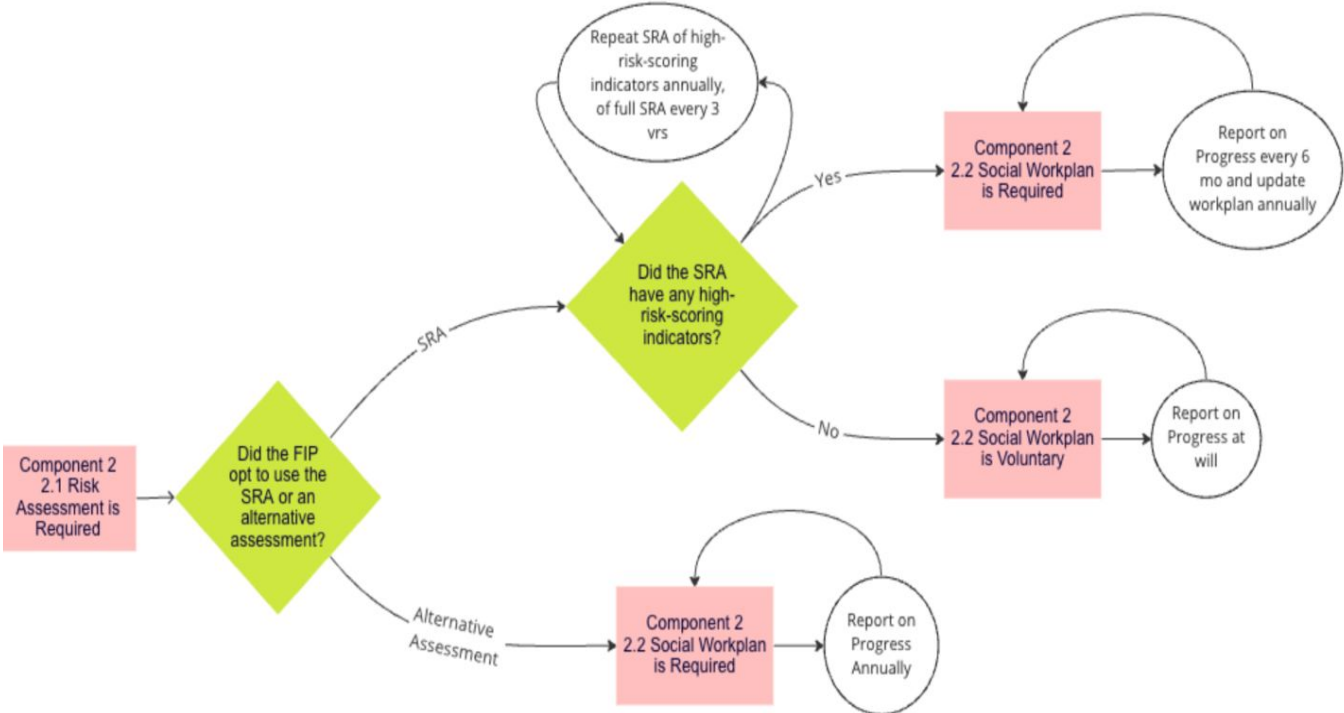


# When are these requirements due?



**\*Specific deadlines for FIPs to meet requirements vary according to their unique reporting schedules.**

# When are requirements due? SRA and Alternative Assessments



# Need more time? *All FIPs are eligible to request a 12-month extension*

## FIP Templates

View Edit Salesforce activity Track

### Resources for FIPs

- Resources for Social Responsibility
- Create a FIP Profile
- FIP Templates
- Find a FIP Consultant
- Update a FIP Profile
- Three-Year Evaluations for Comprehensive FIPs
- FIP Review Guidelines
- Glossary
- Communicating About Your FIP
- General Resources

### Budgeting

At minimum, a FIP's budget must include a list of main expenses and revenue sources for the FIP. **NOTE: the budget does not need to be made publicly available on FisheryProgress.**

FIPs are required to use the budget template when submitting a new FIP profile or submitting an updated budget.

Download the FIP Budget Template [here](#).

### Extension Requests for HRSR Policy Requirements

FIPs currently reporting on FisheryProgress that need more time to fulfill unmet HRSR Policy requirements may request a 12-month extension by submitting a completed extension request form. New FIPs may request extensions for requirements 1.1 and 1.2; the self-evaluation must be completed in order for a new FIP to become active on FisheryProgress. Once active, new FIPs can request extensions for 1.3-1.4 as they come into effect, and 2.1-2.2 (if applicable).

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process and download the [Extension Request Form](#). The completed Extension Request Form must be uploaded to the Social Performance tab on the FIP profile in the corresponding requirement's section.

### Fisher Awareness of Rights

Starting January 1, 2023, FIPs must demonstrate they are undertaking best efforts to make

## FISHERYPROGRESS.ORG

### Human Rights and Social Responsibility (HRSR) Policy

#### Extension Request Instructions

Version 1.0, October 2022

The September 2022 [summary of changes](#) document outlines changes to the website's approach to FisheryProgress HRSR Policy requirement extension requests:

- FIPs that need more time to fulfill requirements (if applicable) are eligible to request extensions by the deadlines.
- New FIPs seeking to become active on FisheryProgress must request a 12-month extension by the deadline. Once active, these FIPs can request extensions as described above.

To request an extension, FIPs must submit a completed extension request form on the [FIP Templates page](#) and complete the form within 12 months. After the first extension request, exceptional circumstances based on the initial requirement deadline may be reported or for providing updates.

**A separate extension request form is required for each requirement. The extension request is due by the deadline. Please see "Guidelines for Determining the FIP's Initial Deadline" for more information.**

**The extension request process:**

- When the six-month or annual deadline for a requirement is reached, the FIP and the rationale for the extension request must be submitted to the [Request Form](#).

## FISHERYPROGRESS.ORG

### Human Rights and Social Responsibility (HRSR) Policy

#### Extension Request Form

Version 1.0, October 2022

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process. **Please fill out one extension request form for each HRSR Policy requirement.**

### 1. Requestor Information

Full Name:

Job Title:

Organization:

### 2. FIP Information

FIP Name

Please use the FIP name as displayed on the FIP's [FisheryProgress profile](#). If not yet listed as active, please provide the country/geography, species, and gear types

A close-up photograph of a person's hand holding a white plastic crate filled with fish. The crate has a grid-like pattern of square holes. The fish are piled inside, and some are visible through the holes. The background is slightly blurred, showing more fish and a yellow container. The word "Questions?" is overlaid in white text in the center of the image.

**Questions?**

**! REMINDER !**

# **Social Responsibility Coaching Session on Risk Assessments and Workplans for CoP Members!**

**Americas (English/Spanish simultaneous interpretation)**

**21 March**

*12:00 - 13:30 PDT (San Francisco) // 13:00 - 14:30 CST (Mexico City) // 15:00 - 16:30 EDT (New York)*

**Europe, Africa (English)**

**22 March**

*09:00 - 10:30 GMT (London) // 11:00 - 12:30 SAST (Johannesburg)*

**Asia Pacific (English/Bahasa Indonesia simultaneous interpretation)**

**23 March**

*09:00 - 10:30 WIB (Jakarta) // 09:00 - 10:30 ICT (Bangkok, HCMC) // 11:00 - 12:30 JST (Tokyo)*

**THANK YOU!**

Email us at [contact@fisheryprogress.org](mailto:contact@fisheryprogress.org)

Presentation icons on slides 11, 12, 37, and 38 sourced from <https://thenounproject.com/>

# Which FIPs must complete a Social Workplan (Req 2.2)?

1

## Social Responsibility Assessment (SRA) Tool

Determined by the results of risk assessment

High-risk scoring indicators:  
social workplan **REQUIRED**

Medium- or low-risk scoring  
indicators:  
social workplan **OPTIONAL**

**Must report** on progress every **six months**

2

## Alternative Assessment

**Must** provide a **workplan** or **corrective action plan** related to the alternative assessment findings

+

**Complete** the Alternative Social Assessment and Workplan **Form**

**Must report** on progress **annually**, and may **voluntarily** report on progress every **six months**