For all questions, please mark the best response based on your current fishing trip.

PART I: INFORMATION ABOUT YOURSELF

What is your age?
- 18-29 years
- 30-39 years
- 40-49 years
- 50-59 years
- 60-69 years
- 70 years or older

What is your gender?
- Male
- Female
- Other

What is your nationality (what country were you born in)?

How many years have you worked in fishing?
- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- More than 30 years

What best describes your work in fishing?
- Full-time work, year round
- Full-time work, seasonal
- Part-time work, year round
- Part-time work, seasonal
How many times have you worked for the vessel owner or skipper?
- First trip
- Repeat trip, I've completed 2-5 trips/contracts with this vessel owner or skipper before
- Repeat trip, I've completed more than 5 trips/contracts with this vessel owner or skipper before

What is your job on the vessel?
- Bosun
- Mate
- Engineer
- Deckhand
- Other (please describe) ________________________________

PART II: PRE-DEPARTURE EXPERIENCES

How did you hear about the job (check all that apply)?
- Friend of family member
- Vessel owner
- Skipper
- Recruiter (if so, what country was the recruiter in)? ________________________________
- Agency (if so, what country was the agency in)? ________________________________
- Other (please describe) ________________________________

If a recruiter or agency helped with your placement, do you have debt to the following (check all that apply)?
- I did not use a recruiter or agency
- To a recruiter or agency in your country
- To a recruiter or agency in another country (if so, what country) ________________________________
What expenses did you have to take this job?

<table>
<thead>
<tr>
<th>Expense</th>
<th>I did not have this expense</th>
<th>Yes, I paid for this myself</th>
<th>Yes, I borrowed money to pay for this and I have to pay the debt</th>
<th>Someone else gave me this or paid for this and I do NOT have to pay any debt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Passport</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Work visa</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Travel (airfare, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Placement fee(s)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Onshore living (sleeping quarters, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Onboard food</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Onboard living (sleeping quarters, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Pre-departure medical examination</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Pre-departure trainings &amp; certifications (safety, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Safety equipment (life vest, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Have you completed training courses on the following (check all that apply):

- [ ] Sea survival
- [ ] Firefighting and prevention
- [ ] First aid
- [ ] Health and safety

PART III: CONTRACT

Do you have a contract for your work on the fishing vessel?

- [ ] Yes
- [ ] No (Skip to section IV)
Who is the contract with (check all that apply if you have multiple contracts)?

- Vessel owner
- Skipper
- Recruiter
- Agency
- Other (please describe) ________________________________________________

What is the length of the work period described in the contract?

- By trip (If so, how many trips?) ________________________________
- By month (If so, how many months?) ________________________________
- By year (If so, how many years?) ________________________________
- Permanent
- Other (please describe) ________________________________________________

How well do you understand the terms of your contract?

- Extremely well
- Very well
- Moderately well
- Slightly well
- Not well at all

If you have a contract:

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>Maybe</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Was it written in your own language?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did you have sufficient time to read it before boarding the vessel?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Were you able to ask questions about it?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How accurately does the contract describe the work you are required to do on board the vessel?
- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

How accurately does the contract describe the working and rest hours on board the vessel?
- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

How accurately does the contract describe your salary/wages (how much and when you will receive it)?
- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

How accurately does the contract describe the deductions (if any) from your salary/wages?
- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described
How accurately does the contract describe the living conditions on board the vessel?

- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

How accurately does the contract describe the area of the sea or the country where you are fishing?

- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

How accurately does the contract describe the type of vessel you are fishing on (e.g. longliner, trawler, etc.)?

- Extremely accurately
- Very accurately
- Moderately accurately
- Slightly accurately
- Not accurately at all
- Was not described

Does the contract include information on insurance for you or your family if you get injured or die while fishing?

- Yes
- Maybe
- No

Do you have a copy of the signed contract?

- Yes
- No
At any point during the trip have you been forced to work on a vessel different from the one in the contract?
- No
- Yes, before the trip started
- Yes, while at sea

If you are a migrant fisher, what type of visa do you have for your work in UK fishing (this information will remain anonymous and will NOT be reported to authorities)?
- I'm not a migrant fisher
- Work visa (e.g., Tier 2; have permission to work in the UK)
- Transit visa (e.g., have permission to enter the UK)
- Do not know what type of visa I have
- Do not have a visa

PART IV: SALARY/WAGES

How do you get your salary/wages (check all that apply)?
- Crew share: you are paid a share of the value of fish landed
- Fixed wage: you are paid a fixed monthly amount regardless of the value of landings
- From an agency (if so, specify which country the agency is in) ______________________________
- From a recruiter (if so, specify which country the recruiter is in) ______________________________
- My salary/wages are sent directly to my family
- On board cash bonuses based on catch
- On board cash bonuses not based on catch

How often do you receive your salary/wages?
- Weekly
- Monthly
- At end of trip
- It varies
- Other (if so, please describe) ____________________________________________________________

How long were you working before you received your first salary/wages?
- Less than one month
- 1-3 months
- 4-6 months
- More than 6 months
How do you know you've received your salary/wages?

- It is paid in cash on the vessel
- Received a payslip
- Email following transfer to bank account
- I do not receive confirmation and do not know when I get my salary/wages
- Other ________________________________

If applicable, what is the amount of salary/wages you receive each time (please say currency too)?________

If applicable, what is your average crew share (%)? ________________________________

How does your salary/wages compare to other workers on the vessel in the same position as you?

- More than others in my position
- The same as others in my position
- Less than others in my position
- I do not know

If you were placed by an agency or recruiter, how do you pay them?

- Not applicable
- Pay in advance yourself (if so, how much and what currency) ________________________________
- Weekly or monthly salary deductions (if so, how much and what currency) ________________________________
- One time salary deduction (if so, how much and what currency?) ________________________________
- Other ________________________________
How often do you have the following issues on board the vessel?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Never</th>
<th>Sometimes</th>
<th>About half the time</th>
<th>Most of the time</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary/wages deducted and you do not know why</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Salary/wages delayed and you do not know why</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Overtime work with no extra salary/wages</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>You are asked to give the vessel owner or skipper part of your salary/wages</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>You are asked to give the vessel owner or skipper your bank card</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

How often do others have the following issues on board the vessel?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Never</th>
<th>Sometimes</th>
<th>About half the time</th>
<th>Most of the time</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary/wages deducted and they do not know why</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Salary/wages delayed and they do not know why</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Overtime work with no extra salary/wages</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>They are asked to give the vessel owner or skipper part of their salary/wages</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>They are asked to give the vessel owner or skipper their bank card</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

How often do you send part or all of your salary/wages home?

- ☐ I do not send money home
- ☐ Weekly
- ☐ Monthly
- ☐ A few times per year

If you send part or all of your salary/wages home, how much is the fee (amount and currency)?

____________________________________________________________________
PART V: WORKING CONDITIONS

What is the average length of your shift (the time period during which you are actively working)?

- Less than 5 hours
- 6-10 hours
- 11-15 hours
- 16-20 hours
- More than 20 hours

How often do you receive at least 10 hours of rest in a 24-hour period?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

How often do you receive at least 77 hours of rest in a 7-day period?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

How often are you denied breaks or resting periods?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

How often are you denied days off work?

- Always
- Most of the time
- About half the time
- Sometimes
- Never
How often do you perform tasks onboard that were not described in your contract?

○ Always
○ Most of the time
○ About half the time
○ Sometimes
○ Never

How often are you required to do UNPAID work for the skipper or vessel owner (e.g., cooking or gardening) when in port or on leave?

○ Always
○ Most of the time
○ About half the time
○ Sometimes
○ Never

How often are you threatened with or experience the following?

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Most of the time</th>
<th>About half the time</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loss of salary/wages</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Worsening of working conditions</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Withdrawal of onboard privileges</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Regular insulting</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Reporting to authorities (immigration, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical or sexual violence</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
How often are others threatened with or experience the following?

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Most of the time</th>
<th>About half the time</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loss of salary/wages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Worsening of working</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>conditions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Withdrawal of onboard</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>privileges</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular insulting</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporting to authorities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical or sexual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>violence</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Do the working conditions or how you are treated vary depending on how much fish was caught?

- Definitely yes
- Probably yes
- Might or might not
- Probably not
- Definitely not

How often are you allowed to contact friends or family?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

How strongly do you agree or disagree with the following: I am discriminated against on board the vessel by the skipper and/or senior officers (this could be based on nationality, race, religion, gender, etc.)

- Strongly agree
- Agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Disagree
- Strongly disagree
How strongly do you agree or disagree with the following: I am discriminated against on board the vessel by other crew members (this could be based on nationality, race, ethnicity, religion, gender, etc.)

- Strongly agree
- Agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Disagree
- Strongly disagree

Is the skipper's nationality the same as yours?
- Yes
- No

Is the fishing master or net supervisor's nationality the same as yours?
- Yes
- No
- There is no fishing master or net supervisor on board

How many crew members are on board the vessel?

How many crew members onboard the vessel are the same nationality as you?
- None
- Some
- About half
- Most
- All
What reasons prevent you from getting off the vessel when in port (check all that apply)?

☐ Not applicable, always disembark freely
☐ Do not have possession of personal documents like ID, passport
☐ Concerns about being monitored or the skipper/senior officers going with you
☐ Do not have enough time
☐ Do not have correct visa/permit
☐ Fear that you were illegal or would be arrested or deported
☐ Local attitudes about fishers
☐ Local attitudes about migrant workers
☐ Covid-19 restrictions
☐ Other ________________________________________________

How likely would you be able to change your job before completing your contract if you were not being treated fairly?

☐ Extremely likely
☐ Somewhat likely
☐ Neither likely nor unlikely
☐ Somewhat unlikely
☐ Extremely unlikely

What do you think would happen if you tried to leave your job (check all that apply)?

☐ Could freely leave without consequences
☐ Blacklisting (no other vessel would hire you)
☐ Debt you could not pay
☐ Physical or sexual violence (or threats of physical or sexual violence) against you or your family
☐ Loss of your identity documents because the skipper or someone else had them
☐ Loss of salary/wages
☐ Loss of employment
☐ Stuck somewhere and unable to return to your country
☐ Other (please describe) ________________________________________________
Has a labour inspector or the police inspected the vessel during the trip?

- Yes, but the labour inspector did not speak to me
- Yes, and the labour inspector spoke to me in a language I do not know
- Yes, and the labour inspector spoke to me in my own language
- No labor inspection has been conducted

Has someone ever hid you from authorities (or prevented you from speaking to them)?

- Yes
- No

How often are you at sea for more than 30 days without returning to port?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

How does this experience compare to your previous work in fishing or other fishing trips?

- One of the best
- Better than the others
- About the same
- Worse than the others
- One of the worst

PART VI: ONBOARD ACCOMMODATIONS

How would you rate the quality of the onboard washing facilities?

- Excellent
- Good
- Average
- Poor
- Terrible
How would you rate the quality of the onboard toilets?
- Excellent
- Good
- Average
- Poor
- Terrible

How would you rate the quality of the sleeping rooms?
- Excellent
- Good
- Average
- Poor
- Terrible

Including yourself, how many other crew members sleep in your sleeping room?____________________

Do you have your own berth (e.g., bed, bunk, hammock) for sleeping?
- Yes
- No

How would you rate the quality and quantity of the drinking water?
- Excellent
- Good
- Average
- Poor
- Terrible

How would you rate the quality and quantity of the food onboard?
- Excellent
- Good
- Average
- Poor
- Terrible
How often are you served your requested diet, if requested for health or religious reasons?

- Always
- Most of the time
- About half the time
- Sometimes
- Never

PART VII: VESSEL INFORMATION

What is the vessel's home or administrative port?

What port did you board the vessel in (if you do not know, say I don't know)?

What is the vessel's flag state?

Has the vessel changed flags during this trip?

- No
- Yes (list all flags used during trip)
- I do not know

What best describes the type of gear on the vessel you are working on?

- Carrier
- Troller
- Purse seine
- Squid jigger
- Set longline
- Trawler
- Driftnet
- Set gillnet
- Pole and line
- Drifting longline
- Artisanal gear
- Fishing dredge
○ Pots and traps
○ Other

What is the size of the vessel?
○ Less than 15 metres
○ 15-24 metres
○ 24-45 metres
○ More than 45 metres

Does your vessel have the following onboard?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fisheries observer</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Electronic monitor</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

How often does your vessel transship fish at sea?
○ Always
○ Most of the time
○ About half the time
○ Sometimes
○ Never

How often does your vessel participate in non-fishing activities (e.g., guarding offshore wind farms or oil rigs)?
○ Always
○ Most of the time
○ About half the time
○ Sometimes
○ Never
<table>
<thead>
<tr>
<th>Activity</th>
<th>Always</th>
<th>Most of the time</th>
<th>About half the time</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fishing in illegal area</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Illegal catch (exceeding quota, bycatch, or discard)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fishing without a license</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use of illegal gears</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Illegal dumping/pollution</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Abuse of crew</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drugs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PART VIII: SAFETY**

What safety equipment was onboard the vessel (check all that apply)?

- [ ] Life vest (sometimes called a personal flotation device)
- [ ] Safety rails
- [ ] Safety guards around dangerous moving equipment
- [ ] Personal location beacon
- [ ] Emergency position indicating radio beacon

How well maintained is the vessel's machinery and equipment?

- [ ] Extremely well
- [ ] Very well
- [ ] Moderately well
- [ ] Slightly well
- [ ] Not well at all
How seaworthy is the vessel you are working on?
- Extremely seaworthy
- Very seaworthy
- Moderately seaworthy
- Slightly seaworthy
- Not seaworthy at all

How often does systematic planned maintenance onboard the vessel?
- Regularly
- Often
- Sometimes
- Rarely
- Never

How often are safety risk assessments performed?
- Regularly
- Often
- Sometimes
- Rarely
- Never

Have you been injured while on this trip?
- No
- Yes, and I received good medical care
- Yes, and I received poor medical care
- Yes, but I did not receive medical care
<table>
<thead>
<tr>
<th>Safety Issue</th>
<th>Always</th>
<th>Most of the time</th>
<th>About half the time</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fishing in extreme weather</td>
<td></td>
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<td>Broken, cracked, or damaged equipment that does not get repaired</td>
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<td>Number of people onboard exceeds life raft capacity</td>
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<td>People on board exceed vessel weight capacity/maximum occupancy</td>
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<td>Lack of stability because of overloading</td>
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<td>Extra equipment onboard put vessel in danger of capsizing</td>
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<td>Lack of safety training for workers onboard</td>
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<td>Lack of safety equipment onboard</td>
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<td>Broken communication devices</td>
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<td>Onboard flooding and/or leaks</td>
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<td>Stressed, loose, or swinging rigging</td>
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<td>Loose lines on deck</td>
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<td>Improper use of machinery</td>
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<td>Leaving machinery controls unattended while machinery is operating</td>
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<td>Inadequate lighting</td>
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<td>Cluttered decks</td>
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<td>More deck cargo than permitted</td>
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PART IX: LABOUR RIGHTS

How well do you know your labour rights as a fisher (e.g., laws that make minimum rest periods, require certain terms in your contract)?

- Extremely well
- Very well
- Moderately well
- Slightly well
- Not well at all

Have you heard of the ILO 188 Work in Fishing Convention?

- Yes
- No

If an employee who receives a salary, are you aware that if you are working in UK waters you are entitled to the National Minimum Wage and can make a complaint if you do not receive it?

- Yes
- No

Who would you feel most comfortable making a work complaint to?

- Skipper
- Vessel owner
- Stella Maris chaplain
- Family member or friend
- Someone at church
- Another charity organization
- Union
- Other ________________________________________________

Are you aware of support available in port from Stella Maris?

- Yes
- No
If you have a work-related complaint, how knowledgeable are you about the procedures (how and where) for filing a complaint with your employer?

- Extremely knowledgeable
- Very knowledgeable
- Moderately knowledgeable
- Slightly knowledgeable
- Not knowledgeable at all

How safe would you feel filing a complaint with your employer if you had to?

- Extremely safe
- Very safe
- Moderately safe
- Slightly safe
- Not safe at all

If you had to make a complaint to your employer, would you be afraid of any of the following (check all that apply)?

- Blacklisting (not being able to get another job in fishing)
- Losing your job
- Loss of work visa and/or right to work in the country
- Not getting salary/wages you are owed
- Getting stuck in another port/country and unable to get home
- Other ________________________________________________

Do you belong to a union?

- Yes
- No, but I would like to belong a union
- No, and I am unsure if I want to be part of a union
- No, and I do not want to be part of a union
Please indicate how effective you think each proposed intervention would be in improving fisher welfare and working conditions:

<table>
<thead>
<tr>
<th>Intervention</th>
<th>Extremely effective</th>
<th>Very effective</th>
<th>Moderately effective</th>
<th>Slightly effective</th>
<th>Not effective at all</th>
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<tbody>
<tr>
<td>Collective bargaining (negotiation of salary/wages and other working conditions by an organized body)</td>
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<td>Improved welfare standards</td>
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<td>Improved procedures for making a complaint (a confidential reporting line)</td>
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<td>Protection from retaliation if you report a complaint</td>
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<td>Personalized representation and advocacy if you have a complaint</td>
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<td>Simplified guidance on your rights and vessel owner responsibilities</td>
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<td>Better or more safety equipment</td>
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<tr>
<td>Better or more safety and/or fisher training</td>
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<td>24/7 multilingual helpline for asking questions and seeking information</td>
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We thank you for your time spent taking the survey. Responses will be used to assess and improve the working conditions for fishers.