

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
 - Parti-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?

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

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:

	Yes	Maybe	No
Was it written in your own language?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did you have sufficient time to read it before boarding the vessel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were you able to ask questions about it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

	Never	Sometimes	About half the time	Most of the time	Always
Salary/wages deducted and you do not know why	<input type="radio"/>				
Salary/wages delayed and you do not know why	<input type="radio"/>				
Overtime work with no extra salary/wages	<input type="radio"/>				
You are asked to give the vessel owner or skipper part of your salary/wages	<input type="radio"/>				
You are asked to give the vessel owner or skipper your bank card	<input type="radio"/>				

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

	Never	Sometimes	About half the time	Most of the time	Always
Salary/wages deducted and they do not know why	<input type="radio"/>				
Salary/wages delayed and they do not know why	<input type="radio"/>				
Overtime work with no extra salary/wages	<input type="radio"/>				
They are asked to give the vessel owner or skipper part of their salary/wages	<input type="radio"/>				
They are asked to give the vessel owner or skipper their bank card	<input type="radio"/>				

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?

	Always	Most of the time	About half the time	Sometimes	Never
Loss of salary/wages	<input type="radio"/>				
Worsening of working conditions	<input type="radio"/>				
Withdrawal of onboard privileges	<input type="radio"/>				
Regular insulting	<input type="radio"/>				
Reporting to authorities (immigration, etc.)	<input type="radio"/>				
Physical or sexual violence	<input type="radio"/>				

How often are others threatened with or experience the following?

	Always	Most of the time	About half the time	Sometimes	Never
Loss of salary/wages	<input type="radio"/>				
Worsening of working conditions	<input type="radio"/>				
Withdrawal of onboard privileges	<input type="radio"/>				
Regular insulting	<input type="radio"/>				
Reporting to authorities	<input type="radio"/>				
Physical or sexual violence	<input type="radio"/>				

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
- Artisinal 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?

	Yes	No	I do not know
Fisheries observer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Electronic monitor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

How often do you observe the following activities on board?

	Always	Most of the time	About half the time	Sometimes	Never
Fishing in illegal area	<input type="radio"/>				
Illegal catch (exceeding quota, bycatch, or discard)	<input type="radio"/>				
Fishing without a license	<input type="radio"/>				
Use of illegal gears	<input type="radio"/>				
Illegal dumping/pollution	<input type="radio"/>				
Abuse of crew	<input type="radio"/>				
Drugs	<input type="radio"/>				

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
-

How often do you observe the following safety issues onboard?

	Always	Most of the time	About half the time	Sometimes	Never
Fishing in extreme weather	<input type="radio"/>				
Broken, cracked, or damaged equipment that does not get repaired	<input type="radio"/>				
Number of people onboard exceeds life raft capacity	<input type="radio"/>				
People on board exceed vessel weight capacity/maximum occupancy	<input type="radio"/>				
Lack of stability because of overloading	<input type="radio"/>				
Extra equipment onboard put vessel in danger of capsizing	<input type="radio"/>				
Lack of safety training for workers onboard	<input type="radio"/>				
Lack of safety equipment onboard	<input type="radio"/>				
Broken communication devices	<input type="radio"/>				
Onboard flooding and/or leaks	<input type="radio"/>				
Stressed, loose, or swinging rigging	<input type="radio"/>				
Loose lines on deck	<input type="radio"/>				
Improper use of machinery	<input type="radio"/>				
Leaving machinery controls unattended while machinery is operating	<input type="radio"/>				
Inadequate lighting	<input type="radio"/>				
Cluttered decks	<input type="radio"/>				
More deck cargo than permitted	<input type="radio"/>				

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:

	Extremely effective	Very effective	Moderately effective	Slightly effective	Not effective at all
Collective bargaining (negotiation of salary/wages and other working conditions by an organized body)	<input type="radio"/>				
Improved welfare standards	<input type="radio"/>				
Improved procedures for making a complaint (a confidential reporting line)	<input type="radio"/>				
Protection from retaliation if you report a complaint	<input type="radio"/>				
Personalized representation and advocacy if you have a complaint	<input type="radio"/>				
Simplified guidance on your rights and vessel owner responsibilities	<input type="radio"/>				
Better or more safety equipment	<input type="radio"/>				
Better or more safety and/or fisher training	<input type="radio"/>				
24/7 multilingual helpline for asking questions and seeking information	<input type="radio"/>				

We thank you for your time spent taking the survey. Responses will be used to assess and improve the working conditions for fishers.