



At-Sea Operations (ASO) Scope

Draft V2 Glossary Edits

(changes from Processing and Manufacturing Scope)

Changes to definition **in red**

New or Revised Terms	Definition
Employment	For workers in an employment relationship, the determination of the existence of such a relationship should be guided primarily by the facts relating to the performance of work and the remuneration of the worker, notwithstanding how the relationship is characterized in any contrary arrangement, contractual or otherwise, that may have been agreed between the parties.
Child	Any person less than 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention No. 138, the lower will apply. Note: The term 'child' refers to any person less than 16 years of age within the ASO scope as relevant criteria are based on the minimum age for work referenced in ILO C188 Art 9.
Employment/recruitment agencies	Any person, company, institution, agency or other organisation, in the public or private sector, which is engaged in recruiting workers on behalf of, or placing workers with, fishing vessel owners.
Entity	The owner of the fishing vessel or another organization or person, such as the manager, agent or bareboat charterer, who has assumed the responsibility for the operation of the fishing vessel from the owner and who, on assuming such responsibility, has agreed to take over the duties and responsibilities imposed on fishing vessel owners, regardless of whether any other organization or persons fulfil certain of the duties or responsibilities on behalf of the fishing vessel owner
Fishing vessel	Any ship or boat, of any nature whatsoever, irrespective of the form of ownership, used or intended to be used for the purpose of commercial fishing.
Hazardous and light work	Hazardous work: work which, by its nature or circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of workers. Light work: work that is not harmful to workers and does not interfere with a their education, or ability to benefit from education.
National legal requirements	All local, state, provincial, or federal laws, rules, and regulations, including laws of the seas, that are applicable to the fishing vessel and fishing vessel owner.
Other personnel	Observers, researchers, government employees, pilots and other authorised persons authorised by the entity to carry out work aboard a fishing vessel.
Personal Flotation Device (PFD)	A PFD is a piece of equipment designed to be worn on the body and assist a wearer to keep afloat in water. Also referred to as a life jacket, life preserver, life belt, life vest, buoyancy aid or flotation suit.
Remuneration	Wages or earnings, however designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract for work done or to be done
Skipper	The worker having command of a fishing vessel.

Terms and conditions of employment/work	Elements that define the essential aspects of the contract of employment or employment relationship including work and rest periods, remuneration, deductions, living and working conditions, food and accommodation provisions, restrictions on work for minors and equal treatment. These can be determined by national legal requirements, by collective agreement or by individual agreement arrangement with workers.
Work Agreement	A contract of employment, articles of agreement or other similar arrangement. A work agreement would be expected to identify the terms and conditions of work (including but not limited to work and rest periods and remuneration) in an appropriate, verifiable and easily understandable manner. The particulars included in work agreements shall be reflective of the size and structure of the entity and type of vessel(s), its operations and level of risk.
Work period	Any established and/or regularly recurring period of work. Except for limitation under applicable national legal requirements, the work period can be of any length, and it need not coincide with the duty cycle or pay period or with a particular day of the week or hour of the day. A fishing vessel owner may have one work period applicable to all workers, or different work periods for different workers or groups of workers.
Worker	Every person employed or engaged in any capacity or carrying out an occupation on board any fishing vessel on behalf of the entity, including (but not limited to) migratory workers, trainee/apprentices and persons working on board who are paid on the basis of a share of the catch.

Terms not applicable under ASO scope
Child Labour
Coercion
Facility
Freedom of movement
Migrant worker
Minimum wage
Monitoring
Overtime
Own Operations
Paid leave
Pay rate for production/quota/piece work
Premium rate
Publicly available
Root cause analysis (RCA)
Senior management
Standard working hours
Vulnerable persons
Wage
Working hours

