

Instrument for Seafood Plant Production

1. General data of the company: Location of the main facilities, city, department. General data of the interviewee: Name, position, contacts.
2. How many employees (including women, children, migrants, by shifts) does the plant have? How does the plant operate? What positions/functions exist?
3. What is the minimum wage of the employees? Do the employees have social security and other employment benefits?
4. What is the origin of the company's capital, and are there any investments from foreign companies?
5. In your opinion, what are the benefits (jobs, social projects, tax payments, local and national government) that your company generates in the department of Gracias a Dios, for the company's headquarters and for the country?
6. Do you know the human rights that correspond to the worker?
7. Are you aware of state actions to protect and remedy the human rights of workers in industrial spearfishing. If yes, please explain.
8. Does the company have a policy or regulation that specifies its commitment to respect human rights and are its workers aware of it? Provide evidence.
9. Does the company have a training programme for management and workers on human rights, social issues, health and safety? Provide evidence.
10. Has the company participated in MSC Board or other certification process? Has the company adopted the standards and certification process on occupational safety (ISO 45001, and others) in terms of?
11. Is there a trade union in the plant? How does it work? Are the leaders elected? And what issues do they address?
12. Does the company have a written contract for work and site work? If yes, what percentage of the workers are under this system?
13. How many hours do workers work (ask if there are shifts, night shifts, overtime, whether they are paid or unpaid)?
14. How much do they earn/get paid per month (minimum and maximum)?
15. Have there been any accidents at the plant, and if so, what kind of accidents, how have they been dealt with, and do they provide any support to the person or their family?
16. Do you have a grievance mechanism for your workers?
17. In your opinion, what are the main challenges at the plant in terms of labour, health, safety, etc.?
18. Do you have any relationship with the community around the plant and how is that relationship with the community?

19. Do you have any approach/relationship with an NGO, on what issues?
20. Was there any environmental assessment process for the installation of the plant in this community?
21. Was there any mechanism for citizen participation prior to the installation of this plant?
22. Are there or have there been conflicts between the community or part of it and the company (plant), for what reasons? How have they been addressed? What are the positive and negative impacts of this plant? Is there treatment for the liquid/solid waste generated by the plant (ask about problems of odours, pests, water use that affects the community, etc.)?
23. How is it guaranteed that the products processed in this plant come from legal fishing?
24. Are there regular monitoring processes of the seafood plant by public entities?