

Seafood plant workers' toolkit

Show video on the UN Guiding Principles on Business and Human Rights, available at: [The UN Guiding Principles on Business and Human Rights: An Introduction - YouTube](#).

1. Were you aware of the UN Guiding Principles on Business and Human Rights?
2. Do you know of examples within the company where work is done on responsible business conduct practices and the exercise of due diligence on HR according to the Guiding Principles (e.g., does the company have a human rights policy, does it train its managers and workers on human rights, do social audits or impact assessments, are they transparent about their impacts, etc.)?
3. General data of the interviewee, what type of company he/she/they work(s) for, occupation, position held in the company, time in this area, time working in the company.
4. In your opinion, what are the benefits (employment, stability, social) generated by the existence of this seafood processing plant for its workers?
5. In more general terms, thinking about all industrial fishing in Honduras, what are, in your opinion, the positive contributions or effects of the lobster industry for this region and for the country?
6. What are the main problems faced by workers in the plant where you work? (address, for example: a. types of labour contracts, b. overtime pay, harassment, accidents, lack of training, discrimination etc. c. occupational health and safety risk)
7. Is there a union in this company? If so, what is the name of the union? Are most of the workers unionised or non-unionised? Are unionised and non-unionised workers treated equally or differently by the employer or co-workers? Do you perceive the union to be functional? How are unionised workers treated?
8. How many hours do workers work in the plant (ask if there are shifts, night shifts, overtime, paid overtime, yes or no)?
9. How much do they earn/get paid per month (minimum and maximum) and is it enough to support themselves?
10. Have there been any accidents in the plant? If you can elaborate what kind of accidents, how have you dealt with them, and do you give any support to the person or his/her family?
11. Female workers have different needs than male workers, given situations such as pregnancy and breastfeeding, generally a greater burden in relation to childcare and certain discomforts associated with being a woman. Are there specific impacts for women working at the plant? If so, please explain which ones? Are there company initiatives to improve benefits for women?

12. How are solid and liquid wastes from the plant managed, and do you think there are any impacts of the plant on the environment? If yes, please explain.
13. Do you know if managers and/or workers have received any training/workshops on human rights, health and safety etc.? If so, please explain?
14. Is there a grievance mechanism in the plant where you work? Have you used it or do you know someone who has used it? How does it work? Do you know if the grievance was resolved? Was it satisfactory?
15. Do you know of cases where a worker has denounced or sued the state (for not protecting) or a company (for not respecting) labour rights or other types of rights? If yes, please give details (Pillar III: Access to Redress).
16. Do you know if minors are employed or work in the company?
17. Have any government institutions carried out labour inspections?
18. Thinking about good business practices, and in the experience of each one of you, what recommendations would you make to the industrial fishing companies and your company to make them good workplaces?
19. Do you know if the company you work for has any certification for social issues (e.g. MSC, other?) Have you participated in a similar interview in the past where someone from outside asked you about your work situation? Who was it? Did anything change afterwards?
20. In your opinion, has the Honduran state so far adequately fulfilled its duty to protect the rights of workers in the lobster industry (e.g. through legislation, enforcement, or fair trials) (Pillar I: State duty to protect)?
21. Anything you would like to add.