

Supplementary Material

APPENDIX S1 Ratification of key regulations for fisheries and labour aspects, by WCPFC members

	LOSC (1982)	United Nations Fish Stocks Agreement (1995)	ILO Forced Labour Convention, 1930 (C029)	ILO Forced Labour Convention, 2014 Protocol	ILO Work in Fishing Convention, 2007 (C188)	Port State Measures Agreement, 2016
Australia	X	X	X	X		X
China	X	X	X			
Canada	X	X	X	X		X
Cook Islands	X	X	X			
European Union	X	X				X
Federated States of Micronesia	X	X				
Fiji	X	X	X			X
France	X	X	X	X		
Indonesia	X	X	X			X
Japan	X	X	X			X
Kiribati	X	X	X			
Korea	X	X	X			X
Republic of Marshall Islands	X	X				
Nauru	X	X				
New Zealand	X	X	X	X		X
Niue	X	X				
Palau	X	X				X
Papua New Guinea	X	X	X			
Philippines	X	X	X			X
Samoa	X	X	X			
Solomon Islands	X	X	X			
Chinese Taipei (Taiwan) ^a	NA	NA	NA	NA	NA	NA
Tonga	X	X				X
Tuvalu	X	X				
United States		X				X
Vanuatu	X	X	X			X

^a As Taiwan is not a UN member and not recognised as a State by the vast majority of UN Members, it is not able to become a party to C188. However, it has voluntarily committed to comply with C188 and has incorporated the principles of C188 into its domestic legislation.

APPENDIX S2 Alignment of national regulations (including adoption date and/or date of latest amendment (amd)) with ILO C188 requirements

	Korea ^a		Taiwan		Japan		China		PNG		Vanuatu	
ILO C188 Requirement	National Fishers	Foreign Fishers	National Fishers	Foreign Fishers	National Fishers	Foreign Fishers	National Fishers	Foreign Fishers	National Fishers	Foreign Fishers	National Fishers	Foreign Fishers ^b
Minimum age	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Employment Service Act 1992 (amd 2018); Labor Standards Act 1984 (amd 2020)	RAM-OEFCM 2017 (amd 2022)	Seafarers Act 1947 (amd 2002)				Employment Act 1978 (amd 1981)		Maritime Act 1981 (amd 2009)	Maritime Act 1981 (amd 2009)
Medical fitness	Seafarers' Act 1962 (amd 2022)	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Employment Service Act 1992 (amd 2018)	RAM-OEFCM 2017 (amd 2022)	Seafarers Act 1947 (amd 2002)		MAFC-PRC 2014					
Working hours	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Employment Service Act 1992 (amd 2018)	RAM-OEFCM 2017 (amd 2022)	Seafarers Act 1947 (amd 2002)		MAFC-PRC 2014		Employment Act 1978 (amd 1981)		Employment Act 1983 (amd 2019)	
Crew list	Seafarers' Act 1962 (amd 2022)	Seafarers' Act 1962 (amd 2022)	RM-CFV 1974 (amd 2021)	RM-CFV 1974 (amd 2021)	Seafarers Act 1947 (amd 2002)				Merchant Shipping Act 1975		Fisheries Act 2014 (amd 2020)	
Contract	Seafarers' Act 1962 (amd 2022)	GL-FSM2003 (amd 2018);	Employment Service Act 1992 (amd 2018); RM-	RAM-OEFCM2017 (amd 2022)	Seafarers Act 1947 (amd 2002)		CR-PRC (amd 2020)		Employment Act 1978 (amd 1981)		Employment Act 1983 (amd 2019)	

^a The regulations are for distant water fishing vessels of more than 20 tons. Vessels less than 20 tons fall under a different regulatory regime.

^b It is unclear whether Vanuatu's legislation covers foreign crew on Vanuatu vessels or foreign vessels in Vanuatu's waters.

			CFV 1974 (amd 2021)								
Repatriation	Seafarers' Act 1962 (amd 2022)	Seafarers Act 1962 (amd 2022)	Employment Service Act 1992 (amd 2018)	RAM-OEFCM 2017 (amd 2022); Employment Contract Template for Overseas Employment of Foreign Crew Members 2022	Seafarers Act 1947 (amd 2002)	CR-PRC (amd 2020)		Employment Act 1978 (amd 1981)	Employment of Non-Citizens Act 2007	Employment Act 1983 (amd 2019)	
Payment	Seafarers' Act 1962 (amd 2022); Labor Standards Act 1997 (amd 2021)	Seafarers Act 1962 (amd 2022); GL-FSM 2003 (amd 2018); Labor standards Act 1997 (amd 2021)	Employment Service Act 1992 (amd 2018)	RAM-OEFCM 2017 (amd 2022)	Seafarers Act 1947 (amd 2002)	CR-PRC (amd 2020)		Employment Act 1978 (amd 1981)			
Accommodation and food	Seafarers' Act 1962 (amd 2022)	Seafarers' Act 1962 (amd 2022)	Ship and Boat Equipment Regulations 1977 (amd 2021)	RAM-OEFCM 2017 (amd 2022); Ship and Boat Equipment Regulations 1977 (amd 2021)	Seafarers Act 1947 (amd 2002); Ship Safety Act 1933 (amd 2022)	MAFC-PRC 2014		Employment Act 1978 (amd 1981)		Employment Act 1983 (amd 2019)	
Medical care	Seafarers' Act 1962 (amd 2022)	Seafarers Act 1962 (amd 2022)	Employment Service Act 1992 (amd 2018)	RAM-OEFCM 2017 (amd 2022)	Seafarers Act 1947 (amd 2002); Seafarers Occupational Health	MAFC-PRC 2014		Merchant Shipping Act 1975		Employment Act 1983 (amd 2019)	

					and Safety Regulations 1964 (amd 2022)						
Occupational safety	Seafarers' Act 1962 (amd 2022); OSHA 1990 (amd 2021)	Seafarers' Act 1962 (amd 2022); OSHA 1990 (amd 2021)	Occupational Safety and Health Act 1974 (amd 2019)		Seafarers Occupational Health and Safety Regulations 1964 (amd 2022); Act on Promotion of Crew Accident Prevention Activities; Industrial Accident Compensation Insurance Act 1967 (amd 2022)	CR-PRC (amd 2020)		Occupational Health, Safety and Welfare Act 1961 (amd 2016)		Employment Act 1983 (amd 2019)	
Social security	Seafarers' Act 1962 (amd 2022); FC-FVACIA 2003 (amd 2018)	Seafarers' Act 1962 (amd 2022); FC-FVACIA; AFWE 2003 (amd 2018)	Employment Service Act 1992 (amd 2018); Labor Insurance Act 1958 (amd 2021); National Health Insurance Act 1994 (amd 2021)	RAM-OEFCM 2017 (amd 2022)	Seafarer's Insurance Act 1939 (amd 2022); Employees' Pension Insurance Act 1954 (amd 2022)						
Medical insurance	Seafarers' Act 1962 (amd 2022); FC-FVACIA 2003 (amd 2018)	Seafarers' Act 1962 (amd 2022); FC-FVACIA 2003 (amd 2018)	Employment Service Act 1992 (amd 2018); Labor Insurance Act 1958 (amd 2021); National	RAM-OEFCM 2017 (amd 2022)	Seafarer's Insurance Act 1939; Industrial Accident Compensation Insurance Act 1947 (amd 2022)	MAFC-PRC 2014					

			Health Insurance Act 1994 (amd 2021)								
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Legend:

GL-FSM: Guidelines for Foreign Seafarers Management

OSHA: Occupational Safety and Health Act

FC-FVACIA: Fishing Crew and Fishing Vessel Accident Compensation Insurance Act

RAM-OEFCM: Regulations on the Authorization and Management of Overseas Employment of Foreign Crew Members.

RM-CFV: Regulations on the Management of the Crew of Fishing Vessels

MAFC-PRC: Measures for the Administration of Fisheries Crews of the People's Republic of China

CR-PRC: Crew Regulations of the People's Republic of China

Appendix S3 Comparison of ILO C188 and FFA HMTc.
The texts provided are extracts from the whole article

	ILO C188	FFA MTCs
Minimum Age:	Art 9. The minimum age for work on board a fishing vessel shall be 16 years (or 15 with authorization of authority). [...]	
Medical Fitness	Art 10(1) No fishers shall work on board a fishing vessel without a valid medical certificate attesting to fitness to perform their duties.	
Working Hours	Art 14(1)(b) [...] Minimum hours of rest shall not be less than: (i) ten hours in any 24-hour period; and (ii) 77 hours in any seven-day period.	Para. 22(j) The Operator shall ensure that Crew are given regular periods of rest of sufficient length to ensure safety and health in accordance with international standards.
Crew List	Art 15. Every fishing vessel shall carry a crew list [...]	
Contract	Art 18. The fisher's work agreement, a copy of which shall be provided to the fisher, shall be carried on board and be available to the fisher [...]	Para 22(b) The Operator shall ensure that a written contract is executed and signed [...].
Repatriation	Art 21(1) Members shall ensure that fishers on a fishing vessel that flies their flag and that enters a foreign port are entitled to repatriation in the event that the fisher's work agreement has expired [...]	Every crew member is allowed to repatriate when the contract has finished or other reasons.
Payment	Art 23. Each Member, after consultation, shall adopt laws, regulations or other measures providing that fishers who are paid a wage are ensured a monthly or other regular payment.	Para 22(m) The Operator prohibits deduction from crew wages by any party for any expenses related to work. [...]
Accommodation and Food	Part V. Arts 25-28. Each Member shall adopt laws, regulations or other measures requiring that accommodation on board fishing vessels that fly its flag shall be of sufficient size and quality and appropriately equipped for the service of the	Para 22(l)(v) Appropriate accommodation which shall be in a clean, decently and habitable condition and is maintained in a good state of repair taking into regard the comfort, the health and safety of the crew.

	<p>vessel and the length of time fishers live on board</p> <p>e.g., Accommodation needs to be a sufficient size and quality, clean. Accessed to sanitary facilities including sufficient supply of hot and cold water Ventilation, heating, cooling and light</p> <p>Food has to be of sufficient nutritional value, quality and quantity. Sufficient water. Crew has not to pay for food.</p>	<p>Para 22(l)(vi) Appropriate sanitary facilities which are hygienic and in a proper state of repair</p> <p>Para 22(l)(vii) An adequate amount of suitable food and water having regards to the crew's health, religious requirements and cultural practices in relation to food.</p>
Medical Care	<p>Art 29(a) fishing vessels carry appropriate medical equipment and medical supplies for the service of the vessel,</p> <p>(b) fishing vessels have at least one fisher on board who is qualified or trained in first aid and other forms of medical care</p> <p>d) fishing vessels be equipped for radio or satellite communication with persons or services ashore that can provide medical advice</p> <p>(e) fishers have the right to medical treatment ashore and the right to be taken ashore in a timely manner for treatment in the event of serious injury or illness.</p>	<p>Para 22(e) [...] Medical care has to be provided without any cost for the fisher.</p>
Occupational Safety	<p>Art 31. Each Member shall adopt laws, regulations or other measures concerning:</p> <p>(a) the prevention of occupational accidents, occupational diseases and work-related risks on board fishing vessels, including risk evaluation and management, training and on-board instruction of fishers;</p> <p>(b) training for fishers in the handling of types of fishing gear</p>	<p>Para 22(k) The operator is responsible that the vessel is safe as per international standard and that the crew received on-board occupational safety and health awareness training.</p>

	they will use and in the knowledge of the fishing operations in which they will be engaged;	
Social Security	Art 34. Each Member shall ensure that fishers [...] are entitled to benefit from social security protection under conditions no less favourable than those applicable to other workers [...]	Para 22(i) The Operator shall provide the following at no cost to the Crew: (ii) full insurance coverage, to and from, and on, the vessel throughout the duration of the contract. (iii) Copy of the insurance policy
Medical Insurance	Art 38(1). Each Member shall take measures to provide fishers with protection, in accordance with national laws, regulations or practice, for work-related sickness, injury or death.	Para 22(e) The Operator shall be responsible for the provision to Crew for health protection and management for sickness, injury or death while employed [...]
Abuse		Para 22(d) The Operator shall take all reasonable steps to ensure that Crew are not assaulted or subject to torture, cruel, inhumane or degrading treatment and shall treat all crew with fairness and dignity.
Notification of next of kin		Para 22(g) The Operator shall be responsible for advising the Crew's next of kin in the event of an emergency or death [...]
Human rights		Para 22(c) The Operator shall observe and respect any form of basic human rights of the Crew in accordance with accepted international human right standards.