

# **ETC | Vessel Owner Responsibilities + Data (June 2026)**

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## **Introduction**

ETC is a market-based multistakeholder initiative with the goal of improving outcomes for fishers on tuna vessels. To do this, ETC aims to strengthen the connection between buyers at all levels of the supply chain and vessel owners and provide support for vessel owners to implement improvements. ETC's priorities for the first five years are: 1) timely payment of wages per contract terms; 2) employer-paid recruitment fees; 3) fisher access to Wi-Fi at sea; and 4) fisher access to effective grievance mechanisms.

This document describes the benefits and responsibilities for vessel owners participating in ETC, including the data that vessel owners would report to ETC annually.

## **Benefits**

For vessel owners, benefits of participating in ETC will include:

- Support for implementing improvements, such as:
  - Access to training, online resources, and/or technical assistance.
  - Access to financial support (for example, grants or low-cost loans – details to be determined later in 2026).
- Clearer understanding of and increased ability to meet the expectations of buyers from the U.S. and other markets.
- Market recognition for demonstrating improved outcomes for fishers.

## **Vessel Owner Responsibilities**

### **1. Report annually to ETC on all vessels in your fleet(s).**

Vessel owners commit to report on ETC indicators with required evidence once a year for all vessels they own. Please see the [Data from Vessel Owners](#) section of this document for more information.

**Rationale:** Annual reporting from vessel owners enables ETC to establish a baseline and track vessel progress in implementing improvements.

### **2. Over time, implement improvements in ETC priorities.**

Vessel owners commit to make continued progress toward achieving ETC's four priorities.

**Rationale:** ETC's goal is to improve outcomes for fishers on tuna vessels at scale across supply chains. However, ETC recognizes that some priorities may be achieved more quickly and others will take more time and effort. Continuous engagement and effort from buyers and vessel owners will be necessary to drive and sustain improvements in fisher outcomes.

## **Data from Vessel Owners**

ETC will combine data from vessel owners with data from third parties (such as the International Sustainable Seafood Foundation [vessel lists](#) and Global Fishing Watch [Vessel Viewer](#)) and worker-led sources. ETC will only require vessel owners to provide data that is not accessible from other sources.

The following tables describe the data vessel owners would report in two categories: **basic information** to assess the risk of forced labor and **information on ETC's four priorities**. Vessel owners will provide supporting documentation for their responses.

ETC's objectives for collecting this data are: 1) to establish a baseline and track improvement at the vessel level; and 2) to ensure ETC's resources and focus align with areas of greatest risk, which may evolve over time.

To develop the tables below, ETC has drawn extensively from international human and labor rights standards (such as the [ILO indicators of forced labor](#)), NGO resources (such as the Fishery Governance Project [Defining Corporate Duties in Seafood Supply Chains to Prevent IUU Fishing & Labor Rights Abuse on Industrial Fishing Vessels](#)) and [GDST Basic Universal List](#) and forthcoming Social Accountability Expansion Framework.

### **Basic Information**

All vessel owners participating in ETC will provide the following information for each vessel in their fleet(s).

<b>Data Category</b>	<b>KDE or Indicator</b>
<b>Vessel Identification</b>	Vessel Name
	Unique Vessel ID (prefer IMO number)
	Transshipment at Sea Yes/No
	If Yes: Transshipment Vessel Name & UVI OR Transshipment Date
<b>Ultimate Beneficial Owner</b>	Company Name
	Company Registration Number
	Company Address
<b>Human Rights Policy</b>	Publicly available human rights policy Yes/No  If Yes: does your human rights policy: Fully align with ILO C188? Yes/No Guarantee that all fishers have daily access to free, private, and secure Wi-Fi at sea, with protection against retaliation Yes/No Address operationalization and implementation of the policy (in place of a Code of Conduct) Yes/No

<b>Crew Disembarkment</b>	Port(s) where crew disembarked / where crew changes take place
<b>Third-Party Standards / Certifications / Regulatory Control / private label assessments</b>	Certification or independent social assessment/audit Yes/No  If Yes, select: Responsible Fishing Vessel Standard (RFVS), FISH Standard for Crew, Sustainable Supply Chain Initiative (SSCI), other [list]
<b>Third-Party Assessments (private label assessments, social audits, human rights risks assessments, etc.)</b>	Independent social assessment/audit Yes/No  If Yes, select: Seafood Task Force, Social Responsibility Assessment (SRA) tool, private label assessments, other [list]
<b>Crew Data</b>	Worker nationality
	Worker age
<b>Turnover</b>	Annual crew turnover rate
	Contract completion rate

**Information on ETC’s Four Priorities**

Vessel owners will provide information related to each of ETC’s four priorities for all vessels in their fleet(s) (blue column). ETC has initially prioritized Taiwan-flagged vessels for deeper improvement and capacity-building support. Consequently, owners of Taiwan-flagged vessels will also provide additional information (yellow column). For both, vessel owners will also provide appropriate supporting documentation (not listed here).

<b>Outcome</b>	<b>Indicators - All Vessels</b>	<b>Additional Indicators - Priority Supply Chain Vessels</b>
<b>ETC Priority: Timely payment of wages per contract terms</b>		
All fishers receive full wages on time, as specified in the wage payment terms in their contracts.	% fishers with written contracts in a language they understand, with additional provisions made for illiteracy	% fishers with a copy of their contract and payslip
	Frequency of wage payments per contract terms: A. Monthly B. After the trip C. Every three months D. Other (list)	Who are fishers contracted with? A. Vessel owner B. Recruitment agent in receiving country C. Other (list)

	% fishers paid in full (including base wage and other types of wages), as specified in the wage payment terms of their contract	Who distributes salary to the fishers? A. Vessel owner B. Recruitment agent in receiving country C. Captain D. Other (list)
	% fishers with deductions on wage slips; specify type of deduction (e.g., service charges)	
	[placeholder to assess risk of exchange rate manipulation]	
All fishers receive wages that meet or exceed the ITF/ILO minimum wage scale and/or relevant national minimum wage law.	TBD	% fishers paid wages that are aligned with the flag state minimum wage and the ILO consolidated wage for able bodied seafarers, whichever is higher
<b>ETC Priority: Employer-paid recruitment fees</b>		
Vessel owners commit to the Employer Pays Principle (EPP), including repayment of fisher-paid recruitment fees and related costs.	Buyer/trader communicates an EPP policy to vessel owner, including a commitment to repay fishers for recruitment fees and/or related costs	
	Vessel owner has an EPP policy	
	List of recruitment agency(ies): Name, license number, and indication of public/private	
Vessel owner implements the Employer Pays Principle.	Contracts with labor recruiters include: 1 - List of fees paid by vessel owner and fishers 2 - Clause noting that fishers should pay only legally required fees 3 - Termination clause if fishers are found to have paid illegal fees	
	[placeholder to demonstrate vessel owner pays legally required fees]	

Fishers pay no illegal recruitment fees or related costs.	% fishers wage slips with deductions noted; specify type of deduction (e.g., service charges)	
	% fisher wage slips or contracts indicating payment of a security deposit (or other forms of wage withholding)	
	% fishers taking a pre-departure loan from vessel operator	
	% fishers receiving reimbursement for fisher-paid recruitment fees and related costs	
<b>ETC Priority: Fisher access to Wi-Fi while at sea</b>		
All fishers have guaranteed daily access to free, private, and secure Wi-Fi at sea, with protection against retaliation.	Vessel has Wi-Fi hardware installed	Average data allocated per crew per month [minimum 3GB/fisher/month]
	Vessel has mechanism for continuous validation of individual Wi-Fi use (e.g., smart boxes)	Average data used per crew per month
	% fishers with contracts that guarantee access to Wi-Fi at sea, including non-retaliation clause	
	% crew (including captain) trained on Wi-Fi access and non-retaliation	
<b>ETC Priority: Fisher access to effective grievance mechanisms</b>		
All fishers have access, including at sea, to an effective grievance mechanism with protection against retaliation.	Grievance mechanism is advertised on vessel (e.g., QR codes posted in visible locations)	
	List of mechanisms/operators and contact information	
	% fishers trained on access to grievance mechanism	
	Crew committee (or designated representative) collects grievances and negotiates remedy on behalf of fishers	
	[placeholder: indicator of non-retaliation that could be reported by vessel owners and verified using supporting documentation]	

For the wage payment and recruitment fee priorities, ETC is working to align with demonstrated and emerging best practice to identify and collect indicators of fisher outcomes. This includes learning from pilot projects associated with the ETC initiative, such as [IKAN: A Wage Payment and Digital Contract Tracking Platform](#), and building upon existing platforms that verify implementation of “Employer Pays” recruitment.

For Taiwan-flagged vessels, ETC will integrate additional information from fishers via partnerships with local implementing organizations. Priority will be given to information from unions and other fisher-representative organizations. This information will be used to triangulate information from vessel owners. Over time, as IKAN and potentially other reliable sources of worker-led data are implemented at scale, ETC will increasingly draw upon worker-led data that can directly link fisher outcomes with specific vessels or groups of vessels.