



Workforce

# Worker Livelihood.



New Zealand law protects the human rights, employment conditions and safety of fishers at sea. All rights and protections apply whether fishers are New Zealand citizens or foreign nationals.

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The livelihood of fishers at sea is protected through 13 Acts of Parliament and administered through 7 regulatory agencies.



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FCV's

The New Zealand seafood industry no longer uses foreign charter vessels.



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Workers must be at least 16 years of age to be employed on a New Zealand commercial fishing vessel.

## PROTECTIONS

New Zealand law protects individuals' entitlements to work; freedom of movement; freedom of association; worker respect and dignity; fair and transparent compensation; and reasonable working hours.

## PROHIBITIONS

New Zealand law prohibits forced, bonded or indentured labour; child labour and exploitation; any threats of penalty or sanction; discrimination; bullying, harassment or abuse of any kind; and non-contract wage deductions.

## COMPLIANCE

The New Zealand Government is active in verifying conformance and identifying breaches of worker livelihood. The seafood industry must ensure accurate records are kept in order to demonstrate compliance to Immigration Officers, Fisheries Officers, Maritime Officers and the Labour Inspectorate.

## COMPARABILITY

New Zealand ratified the Universal Declaration on Human Rights in 1948. The independent New Zealand Human Rights Commission's view is that New Zealand has had a good record of ratification and compliance with its international obligations.