



Guideline for Seafood Processing Standard

5.1 Clause 5.6.5

| Clause | Requirement | Interpretation of the Clause and Audit as Below |
|--------|---|--|
| 5.6.5 | <p>The facility shall document the agencies used to recruit, hire, and/or employ workers, in addition to any known fees paid by or debts accrued by jobseekers and employees in order to secure employment. Starting January 1, 2025, the Seafood Processing Standard shall apply in full the Employer Pays Principle. GSA will provide further clarifications for the requirements of this principle in advance of its implementation.</p> | <p>Starting January 1, 2025, processing plants shall apply the Employer Pays Principle (EPP). The EPP requires that the employer, not the worker, pay for the cost of recruitment. The ILO has defined recruitment fees and related costs to include such things as passports, visas, training, medical exams, and travel to and from the job site. For the complete definition of recruitment fees and related costs see pp.27-29 of the ILO’s General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs (https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_703485.pdf)</p> <p>Compliance is verified by reviewing the facility’s policy requiring the employer, not the worker, to pay recruitment fees and related costs, and records documenting payment of recruitment fees and related costs by the facility to the recruitment agency.</p> |