

Guideline for focus group with salmon company workers

Show video on the UN Guiding Principles on Business and Human Rights, available at:
https://m.youtube.com/watch?v=TaM9_qzgleU

1. Were you aware of the UN Guiding Principles on Business and Human Rights?
2. Name, occupation, position held in the company, length of time in the industry, and time in this company.
3. In your opinion, what are the benefits that the existence of this salmon company represents for its workers (in other words: for you personally, why is it important that this company exists)?
4. And in more general terms, thinking about the whole salmon industry in Chile, in your opinion, what are the contributions or positive effects of the salmon industry for this region and for the country?
5. On the other hand, what are the main problems faced by workers in salmon farming companies (address for example: a. working conditions, such as cold and humidity, b. adequate clothing, such as thermal clothing and dry boots, c. working hours and night shifts, d. salaries: are they sufficient to cover the needs of a family)?
6. In other places, we have heard that there are salmon companies where women are given numbers to go to the toilet in shifts. Have you heard of this practice? Is it common? Are there other types of (bad) practices similar to this in salmon companies?
7. Are there trade unions in this company? If so, what is the name(s) of the union(s)? 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? If so, how are they treated?
8. In your experience, is it common for salmon companies to have workers' unions?
9. Recently, a report (Salmones de Sangre, by Ecocéanos) indicated that in the salmon industry there are many deaths of workers, especially divers. Do you have any close experience with this issue? In your opinion, why do so many deaths occur?
10. Women workers tend to have different needs than men workers, due to situations such as pregnancy and breastfeeding, generally a greater burden in relation to childcare, certain discomforts associated with the menstrual period, etc. Are there special programmes or benefits designed for women workers in this company, or in other companies you have known?
11. Do you consider that salmon farming companies have any kind of impact on the environment?
12. In your opinion, has the Chilean state so far adequately fulfilled its duty to protect the rights of workers in the salmon industry (e.g. through legislation, control, or fair trials) (Pillar I: Duty of the state to protect)?

13. 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).
14. Thinking about good business practices, and in the experience of each of you, what recommendations would you make to salmon companies in general, in order to make them good places to work?
15. If you want to add anything else, please go ahead.