

REGIONAL PROFILES: ETHICAL ISSUES in seafood

**Top line summary of Seafish regional profiles
(15 countries or regions initially selected by the Seafood Ethics Common Language Group for detailed profiles)**

In early 2015 Seafish commissioned a study to assess the ethical issues impacting on the UK seafood supply chain. This work is being presented in three parts: PART A comprises an analytical report, leading to strategic recommendations for follow-up; PART B comprises a set of 15 risk assessment profiles; and PART C comprises a comprehensive literature review.

The 15 countries or regions which Seafish, after consulting with industry representatives, has analysed are: Chile, China, Ecuador, India, Indonesia, New Zealand, Philippines, Russian Federation, South Africa, South Korea, Taiwan, Thailand, United Kingdom, United States and Vietnam.

Main areas covered in each profile:

- Main seafood products/ Seafood exports to UK
- Employment in seafood
- Human trafficking and forced labour indicators and rankings and research reports
- Ratification of international human rights and labour instruments
- Fisheries policy and management structure/administration
- Control of IUU fishing and related labour abuse
- Measures to protect migrant fishers
- Partnerships and improvement projects
- Overall assessment or criteria for overall risk assessment
- For Thailand - Remedial measures: industry partnerships in the seafood sector

Baseline comparison:

- TIP report status (2015)
- Global Slavery Index
- Ratification of ILO conventions
- Ratification of UN human rights instruments

This covers:

(ranked according to 2014 imports to UK)

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CHINA							
Ranked according to 2014 imports to UK	Volume/value of imports to UK	TIP report status (2015) Footnote 1	Global Slavery Index 1. The higher the better 2. The lower the better Footnote 2	Ratification of ILO conventions sign up Footnote 3	Ratification of UN human rights instruments	Key issues highlighted	Key species supplied to UK
1	Vol: 58 million kg Value: <UK£ 151 million	Tier 2 No change No mention of fishing or seafood	1. 109 out of 167 (84 in 2013) = 0.239% of pop in Mod Slavery 2. Ranked 91 out of 167 for positive Govt response. No mention of fishing or seafood	4 of the 8 human rights conventions	Yes – 4 in total	DWF Migrant workers	Cod Pollock Haddock Salmon Prawns
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/ChinaEthicsProfile_201509.pdf</p> <p>On land, as regards the very large processing and re-processing industry, the risks are now medium to low, and would appear to be declining. Most UK importers, which either conduct their own audits of processing plants or use Chinese auditors, stress that working conditions have been improving in recent years. There may still be arduous conditions and long hours of work, but wages appear to have increased. This is part of a national trend of rising labour costs, arguably affecting the competitiveness of China's previous low cost industries. By contrast, the risks at sea are extremely high. Though media reports are sporadic, and other reports are largely anecdotal, there appears to be a pattern of abuse aboard Chinese and Chinese-flagged vessels in DWF, in a variety of oceans. There are indications that, as the labour market and economic prospects improve for Chinese nationals, they will be increasingly reluctant to work on DWF vessels. If China continues with its policies of DWF expansion, it is likely that Chinese companies will follow the trend of neighbouring Asian countries with DWF fleets, and seek to recruit migrant fishers from the poorer Asian countries.</p> <p>As to the extent to which wild-caught fish captured through Chinese DWF may be entering the UK seafood supply chain, the data is not really available to assess this. The complexity of the Chinese seafood trade, and the uncertainty over statistics, mean that it will be extremely difficult to trace the origins and capture methods of wild-caught fish that may end up in Chinese processing factories. China's own fisheries statistics suggest that a significant proportion of the DWF catch is sold abroad, rather than transported back to China. Difficult though it may be to secure reliable information concerning recruitment and employment practices on the Chinese DWF fleet, this may well be a candidate for a high profile media exposé in the foreseeable future. UK seafood companies with significant exposure to China need to be on alert.</p>							

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USA							
Ranked according to 2014 imports to UK	Volume/value of imports to UK	TIP report status (2015) Footnote 1	Global Slavery Index 1. The higher the better 2. The lower the better Footnote 2	Ratification of ILO conventions sign up Footnote 3	Ratification of UN human rights instruments	Key issues highlighted	Key species supplied to UK
7	Volume: 23,302,419 kg Value: UK£ 98,718,167	Tier 1. No change No mention of fishing or seafood	1. 145 out of 167 (134 in 2013) = 0.019% of pop in Mod Slavery 2. Ranked 3 out of 167 for positive Govt response. No mention of fishing or seafood	2 of the 8 human rights conventions	Yes – 3 in total	Processing sector Temporary foreign workers	Salmon Pollock Lobsters Scallops WWP Monkfish Haddock Crabs
<p>Summary of profile produced by Seafish. September 2015. http://www.seafish.org/media/publications/USEthicsProfile_201509.pdf</p> <p>The overall risk level for UK companies importing U.S. seafood products should generally be considered low, though rising to medium in a small and select number of industries. In assessing risk in this country, it has to be remembered that there is a high degree of attention by the U.S. media and activist groups, both to the issue of slavery in global seafood supply chains, and to forced labour and human trafficking concerns within the U.S. Though there has not so far been high profile attention to labour abuses in seafood production within the US, this could easily change with one or two reports by the mainstream media, or one well publicised profile prosecution of an individual company. Fraud and deception in foreign labour recruitment are specific criminal offences under U.S. anti-trafficking law. There will always be a risk of serious labour abuse, in any industry which has recourse to foreign labour providers for the recruitment of overseas seasonal workers.</p> <p>UK companies need to be attentive to these issues, if sourcing processed seafood products from the U.S. They should exercise due diligence, in investigating contractual and employment conditions within these processing factories, particularly when there are reasons to believe that recourse is needed for seasonal workers recruited from overseas.</p>							

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THAILAND							
Ranked according to 2014 imports to UK	Volume/value of imports to UK	TIP report status (2015) Footnote 1	Global Slavery Index 1. The higher the better 2. The lower the better Footnote 2	Ratification of ILO conventions sign up Footnote 3	Ratification of UN human rights instruments	Key issues highlighted	Key species supplied to UK
10	Volume: 20,575,000 kg Value: UK£ 111,846,229	Tier 3. No change after being downgraded to Tier 3 in 2014. Lots of references to the fishing industry.	1. 44 out of 167 (24 in 2013) = 0.709% of pop in Mod Slavery 2. Ranked 48 out of 167 for positive Govt response. Features study on modern slavery in the fishing industry.	3 of the 8 human rights conventions	Yes – 6 in total	Fishing (migrant workers) Labour brokers Forced/child labour	WWP Tuna Crabs Cod Salmon Mackerel Feed fisheries
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/ThailandEthicsProfile_201509.pdf</p> <p>Thailand clearly remains a high risk country, as attested by its Tier 3 ranking in the US TIP report, the critical observations and unfavourable ranking in the Global Slavery Index, and the disturbing media reports of abuse of migrants on Thai vessels that continued to be published throughout 2015. At the same time, Thailand clearly represents a unique opportunity for different stakeholders, including the seafood industry and government, to work together to seek a solution to the problems. Despite the continued international criticism, there is consensus that Thailand is a very open country. International as well as national NGOs can operate there freely. And the Thai media is free, often containing outspoken reports about human trafficking, forced labour and slavery-like practices.</p> <p>The various partnerships described in this country profile show how various partnerships, involving the seafood industry and others, are already working together in different ways to remediate problems. It is important that the various partnerships should avoid the risk of overlapping, and should also share pertinent information and resources with each other. It can also be important to differentiate the role of government from that of industry, for example with regard to law enforcement. It is however positive that the industry, with the support of NGO partners, is sharing international expertise with the government in order to support technical measures against IUU, as well as policy reforms. It is equally positive that problems detected through industry-led initiatives on the ground are generating specific requests to the government for improved policy reform and implementation, monitoring and oversight. Continued due diligence through deep supply chains will be essential in Thailand, until policy reforms and law enforcement measures have had a real effect in addressing the severe exploitation of migrant workers, particularly at sea but also in some cases on land. As for broader policy measures and reforms to clean up supply chains it must always be remembered that, while Thailand accounts for a significant part of UK seafood imports, for Thailand the UK is a relatively small market compared with such countries as the U.S. and Japan. For these reasons, as apparently proposed for a next stage of the GLP programme, industry partnerships would be advised also to reach out to companies from these countries. If carefully documented, the lessons learned from the Thai experience could be of considerable value in addressing the ethical aspects of seafood production and trade in other at-risk countries.</p>							

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RUSSIAN FEDERATION							
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14	Volume: 14.6 million kg Value: UK£ 56,515,544	Tier 3. No change No mention of fishing or seafood	1. 32 out of 167 (49 in 2013) = 0.732% of pop in Mod Slavery 2. Ranked 136 out of 167 for positive Govt response. Special commentary on Russia and the Eurasian region which mentions fishing	All 8 human rights conventions	Yes – 6 in total	Where Asian migrants are employed as crew, most likely in the Far Eastern region.	Cod Haddock Pollack Salmon Coley Crabs
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/RussiaEthicsProfile_201509.pdf</p> <p>Given the reported widespread incidence of trafficking and labour abuse, particularly against migrant workers, Russia has to be considered a medium to high risk country. However, the risk may vary by region. Though the information is largely anecdotal, it appears that the risk is highest where Asian migrants are employed as crew, most likely in the Far Eastern region.</p> <p>The risk is not absent in the Barents Sea region, producing most of the exports to the UK and other EU countries. Human rights violations have been documented also in this region over the past decade. However, here has not been recent documentation of serious labour abuse against either Russian or migrant fishers in this region. Investment in new technology and modern vessels, a declared part of Russia’s new fisheries policy, could serve to attenuate the risk. UK importing companies need to exercise due diligence identifying contractual arrangements (including the possible presence of migrant workers) on the vessels catching cod, haddock and other species for the UK market.</p>							

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INDONESIA							
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15	Volume: 14 million kg Value: UK£ 61,103,061	Tier 2. No change. Increase in number of foreign and Indonesian fishermen subjected to forced labour on Indonesian and foreign-flagged fishing vessels in Indonesian waters.	1. 102 out of 167 (114 in 2013) = 0.286% of pop in Mod Slavery 2. Ranked 47 out of 167 for positive Govt response. Affirmed forced labour is used in the fishing industry	All 8 of human rights conventions	Yes	Fishing Child labour	Tuna WWP Crabs
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/IndonesiaEthicsProfile_201509.pdf</p> <p>Indonesia should be considered a country of medium risk, though also a country whose government has recently strengthened its efforts to prevent and eradicate labour abuse, including forced labour and human trafficking on foreign owned or flagged vessels in Indonesian waters. The vast size of Indonesia’s territorial waters, and the presence of fishing fleets from different countries within them, means that the risk of abuse will remain until Indonesia can increase its monitoring and enforcement capacity, together with heightened vessel registration.</p> <p>The extensive NGO involvement, and the various partnerships within the seafood industry, suggest that there is a positive environment for addressing the concerns. UK seafood importers should closely follow the activities of the task forces on slavery and IUU fishing, using their influence to press for specific remedial measures against any problems detected. It would also be useful to identify ways in which labour concerns can be addressed within the framework of existing FIPs.</p>							

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INDIA							
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		Footnote 1	Footnote 2	Footnote 3			
16	Volume: 13 million kg Value: UK£ 65 million	Tier 2. No change. Fish farms are mentioned.	1. 5 out of 167 (4 in 2013) = 1.141% of pop in Mod Slavery 2. Ranked 59 out of 167 for positive Govt response.	4 of the 8 human rights conventions	Yes – 5 in total	Migrant workers (processing) Fishing	WWP Crabs
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/IndiaEthicsProfile_201509.pdf</p> <p>Given the very large incidence of bonded and forced labour in India today, it will inevitably be a high risk country on ethical grounds. Certain social groups are seen to be at particular risk, for example migrant workers away from their communities of origin, religious minorities, and the Dalit or tribal peoples officially referred to as the Scheduled Castes and Scheduled Tribes. While the overall risk is high, in recent times severe labour abuse has not been documented in the seafood and seafood processing industries, either by the active Indian NGO community, or in the rankings of the TIP reports and Walk Free Foundation. This does not mean that problems are not necessarily there, only that they have not so been high on media or NGO radar screens.</p> <p>The UK industry is increasingly importing from India, notably from its shrimp industry, at a time when India's export-led industry is undergoing rapid expansion with some official support. Some UK companies have invested in modern plants, and report that their audits have not detected labour abuse. UK importing companies will need a very thorough understanding of recruitment and employment characteristics, and features of the labour force, in the Indian plants from which they source. What percentage are migrant workers? How are they recruited? Do they have direct contracts of employment?</p> <p>At a broader level, as part of risk prevention and analysis UK companies might raise with the Indian State governments of the areas from which they source, the need for updated surveys on labour conditions and recruitment practices, particularly in the seafood processing industry. India has a strong capacity to conduct such surveys. And as the UK is likely to grow in importance as an export market for India's seafood products, it would be in its interest to conduct such surveys as an important aspect of risk prevention.</p>							

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ECUADOR							
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17	Volume: 12,493,696 kg Value: UK£ 50,572,587	Footnote 1 Tier 2. No change. No mention of fishing or seafood	1. 114 out of 167 (69 in 2013) = 0.218% of pop in Mod Slavery 2. Ranked 81 out of 167 for positive Govt response.	All 8 of human rights conventions	Yes – 7 in total	Fishing	Tuna WWP Mackerel
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/EcuadorEthicsProfile_201509.pdf</p> <p>The overall risks for UK importers for Ecuador would appear to be currently low, though possibly rising to medium. There have been no recent reports of serious labour abuse in any parts of its seafood industry. However, it is significant that Verité has singled out Ecuador, as apparently the only one among Latin American countries, for a study on forced labour risks in the seafood industry. Such reports can have a snowball effect, generating similar attention from other human rights and labour groups, and the findings may well be repeated in such publications as the US TIP report. Verité’s findings will therefore need to be awaited with interest.</p> <p>In the meantime, in addition to labour conditions in aquaculture or on industrial vessels in the tuna industry, there needs to be attention to labour conditions in the shrimp feed and fish meal sectors, potentially of importance for export production. There has been almost no public documentation of these issues, though the attention of human rights and labour activists may grow significantly in the not too distant future.</p>							

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VIETNAM							
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19	Volume: 24,500 tonnes Value: UK£ 80 million	Tier 2. No change. Footnote 1 Vietnamese working abroad may be subjected to forced labour in fishing, in Asian and other destinations	1. 89 out of 167 (64 in 2013) = 0.359% of pop in Mod Slavery 2. Ranked 73 out of 167 for positive Govt response.	5 of the 8 human rights conventions	Yes – 6 in total	Low wages (shrimp production)	WWP Crab Tuna Nephrops Cod Haddock Pangasius??
<p>Summary of profile produced by Seafish. September 2015. See: http://www.seafish.org/media/publications/VietnamEthicsProfile_201509.pdf</p> <p>Available data suggests that the overall risk assessment for Vietnam, at least with regard to serious forms of labour abuse in seafood production, is medium to low. Though quite significant levels of trafficking for both labour and sexual exploitation have been documented by such sources as the US TIP reports, these have not been identified specifically in the seafood industry. A key factor is the essential absence of migrant workers in the seafood industry. Though abuses have been documented by labour brokers, these relate mainly to Vietnamese workers seeking work abroad. The Government has been taking steps to improve protection for Vietnamese migrant fishers in the deep water fisheries (DWF) of other countries, for example on Taiwanese and Taiwanese-flagged vessels.</p> <p>Some concerns have been expressed about employment conditions, particularly wage levels, in the rapidly growing aquaculture and seafood processing industries. There are indications that Government policies will give continued priority to their modernisation, and their concentration into larger production units. No reports have come to light about abusive contractual systems. But UK importers should be watchful about working conditions in this highly dynamic sector. They are advised to document working hours and wage rates, comparing these with the real cost of living. They should also be alert to policies and ongoing policy reforms on freedom of association and trade union rights, and the extent to which there may be attempts to create independent worker organisations in the seafood processing sector. This may be a low risk area at present, but should be identified as potential risk in broader horizon scanning.</p>							

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PHILIPPINES							
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20	Volume: 0.6 million kg Value: UK£ 31.8 million	Tier 2. No change. Specific mention of fishing and a case study example	1. 103 out of 167 (98 in 2013) = 0.266% of pop in Mod Slavery 2. Ranked 29 out of 167 for positive Govt response.	All 8 of human rights conventions	Yes – 7 in total	Fishing; forced and child labour	Tuna WWP
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/PhilippinesEthicsProfile_201509.pdf</p> <p>The Philippines appears not to be a high risk country at present. Different assessments have highlighted the positive measures taken by the Government against both human trafficking or “modern slavery”, and IUU fishing. However, following the investigation by Verité several years back into labour practices in the tuna canning industry, there have been continued reports of labour abuses in this industry. Several factors, including the presence of internal migrant workers and the methods of labour contracting, contribute to risk in this particular industry. Moreover, the country has something of a record of good legislation (including the widespread ratification of international human rights and labour standards), but often weak law enforcement. Once the new regulations against IUU fishing are adopted, their implementation needs to be carefully monitored.</p>							

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CHILE							
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33	Volume: > 1 million kg Value: UK£ 6,088,796	Tier 1. No change. No mention of fishing or seafood Footnote 1	1. 121 out of 167 (89 in 2013) = 0.21% of pop in Mod Slavery 2. Ranked 41 out of 167 for positive Govt response.	All 8 human rights conventions	Yes – 8 in total	Aquaculture	Salmon Tuna
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/ChileEthicsProfile_201509.pdf</p> <p>Chile can be considered a country of low to medium risk. Since the return to democratization almost two decades ago, it has had a good human rights record. It has a particularly good record in the ratification of international human rights instruments. Its high rankings in both U.S. TIP reports and the Global Slavery Index further attest to this. There are concerns, however, that economic growth in recent years has not been evenly distributed. In industries that make extensive use of temporary and contract labour, there is always a risk that employment conditions will be sub-standard. This appears to be the case with the salmon aquaculture industry. As almost all UK imports from Chile in recent years have been from this industry, UK importing companies should exercise due diligence over recruitment and contracting systems, and wage payments, to ensure that labour conditions are consistent with Chilean labour laws. It could also be advisable to support an updated study on employment conditions in salmon aquaculture, as the data used in an FAO study (though it was published in 2014) is now a decade old.</p>							

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SOUTH KOREA							
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49	Volume: 112,580 kg Value: UK£ 299,206	Tier 1. No change. Footnote 1 There are numerous mentions of fishing	1. 128 out of 167 (137 in 2013) = 0.187% of pop in Mod Slavery 2. Ranked 76 out of 167 for positive Govt response.	4 of the 8 human rights conventions	Yes – 6 in total	Fishing (migrant workers) DWF	Tuna Crabs WWP Pollack Mackerel
<p>Summary of profile produced by Seafish. September 2015. See: http://www.seafish.org/media/publications/SouthKoreaEthicsProfile_201509.pdf</p> <p>On land, South Korea should be considered low risk. There has been a clear improvement in fisheries management, as well as the implementation of social standards. The country’s Tier 1 ranking in the US TIP report, as well as the measures described above, suggest that the government is taking firm measures to improve employment practices.</p> <p>In distant water fishing, despite the recent measures and regulations, the risk remains at least medium. While recent government efforts have focused to some extent on West Africa, there is a question mark regarding recruitment methods and employment conditions in practice on the high seas elsewhere. Serious labour abuses, against mainly Indonesian migrants on Korean-flagged vessels, have still been documented over the past year in New Zealand waters. Various sources have also documented labour abuse and discrimination in offshore as well as distant water fishing in South Korean waters.</p> <p>At least one UK company has developed a template for auditing Korean supplier vessels, with specific questions about labour standards, recruitment and employment conditions. A key concern is how these issues can henceforth be monitored on a regular basis, in close cooperation with government authorities.</p>							

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SOUTH AFRICA							
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51	Volume: 56,661 kg Value: UK£ 340,160	Tier 2. No change. Footnote 1 There are mentions of fishing	1. 126 out of 167 (115 in 2013) = 0.2% of pop in Mod Slavery 2. Ranked 85 out of 167 for positive Govt response.	All 8 human rights conventions	Yes – 6 in total	Fishing (migrant workers) Foreign flagged vessels	WWP Monkfish
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/SouthAfricaEthicsProfile_201509.pdf</p> <p>Despite the incidents of labour abuse against Asian migrants in South African waters, the risk for UK companies in South Africa would appear to be low. The main export products to the EU region emanate from a hake industry in the Western Cape region, from there no ethical concerns have come to light. At present the UK has a small number of imports from South Africa, primarily shrimps and prawns, The signs are that the Government will promote more investment in this industry, As in other countries, if there is to be a trend towards more imports from the South African aquaculture sector, it will be important to exercise due diligence with regard to contractual arrangements and conditions.</p>							

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NEW ZEALAND							
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53	Volume: 46,795 kg Value: UK£ 386,952	Tier 1. No change. Footnote 1 There are mentions of fishing	1. 159 out of 167 (115 in 2013) = 0.013% of pop in Mod Slavery 2. Ranked 27 out of 167 for positive Govt response.	6 of 8 human rights conventions	Yes – 6 in total	Fishing (migrant workers) Foreign charter vessels	Cod Crabs Monkfish Salmon WWP
<p>Summary of profile produced by Seafish. September 2015. See http://www.seafish.org/media/publications/NewZealandEthicsProfile_201509.pdf</p> <p>New Zealand can be considered a low risk country for UK seafood imports. It has excellent rankings on the issues of forced labour and human trafficking, and a good record in the ratification and application of international human rights instruments. Though abuses against migrant fishers on foreign chartered vessels in the country’s waters have been quite extensively documented in recent years, there is evidence of strong remedial action by the Government, with the support of representatives of the fisheries industry. Comprehensive legislation on the subject, when all provisions are implemented after May 2016, should significantly reduce the risk of abuse on these vessels. Though this aspect of New Zealand’s fisheries should have limited impact on the UK import market for New Zealand seafood, attention should nevertheless be paid to the enforcement of this new legislation.</p>							

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TAIWAN							
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		Footnote 1	Footnote 2	Footnote 3			
59	Volume: 1.3 million kg Value: UK£ 3.6 million	Tier 1. No change. There are numerous mentions of fishing	1. 152 out of 167 (not enough info in 2013) = 0.013% of pop in Mod Slavery 2. Ranked 30 out of 167 for positive Govt response.	4 of 8 human rights conventions	Yes – but most countries do not recognize Taiwan as an independent State,	Labour brokers Fishing (migrant workers) DWF	Tuna Squid Tilapia Eels
<p>Summary of profile produced by Seafish. September 2015. See: http://www.seafish.org/media/publications/TaiwanEthicsProfile_201509.pdf</p> <p>By reference to international human rights standards and their application, to measures against forced labour and human trafficking, and also to official safeguards for the protection of migrant fishers, Taiwan might be considered low risk. It has also taken significant steps to modernize its fishing industry, to control IUU fishing, and to develop high standards in aquaculture and processed seafood. The indications are that, deprived of full membership status in major international institutions, Taiwan is particularly concerned to demonstrate to its EU and other international trading partners that it abides by internationally recognized social as well as environmental standards.</p> <p>However, there are outstanding issues of concern, particularly the treatment of migrant fishers on Taiwanese-flagged vessels in DWF. UK importers need to be particularly attentive when dealing with any tuna that can be traced to Taiwan-flagged DWF vessels. This remains medium to high risk. When dealing with Taiwan, UK companies might raise the issue of labour brokerage systems with the relevant authorities, pressing for regulations that ensure employment protections together with adequate monitoring and oversight.</p>							
UNITED KINGDOM							

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UK	Volume/value of UK landings	TIP report status (2015) Footnote 1	Global Slavery Index 1. The higher the better 2. The lower the better Footnote 2	Ratification of ILO conventions sign up Footnote 3	Ratification of UN human rights instruments	Key issues highlighted	Key species landed in UK
	Volume: 624,000 tonnes Value: UK £ 718 million	Tier 1. No change. There is a mention of fishing boats	1. 149 out of 167 (160 out of 160 in 2013) = 0.013% of pop in Mod Slavery 2. Ranked 8 out of 167 for positive Govt response.	All 8 human rights conventions	Yes – 6 in total	Employment of non-EEA nationals working on UK vessels outside UK territorial waters	Cod Haddock Mackerel Herring <i>Nephrops</i> Crabs Scallops

Summary of profile produced by Seafish. September 2015. See: http://www.seafish.org/media/publications/UKEthicsProfile_201509.pdf

For certain parts of the UK seafood industry, the risk of labour abuse would now appear to be negligible, and certainly far lower than a decade or so ago. An example is the shellfish industry, including cockles and whelks. The tragic loss of life of 23 irregular Chinese migrants, recruited through “gangmasters”, in Morecambe Bay in February 2003 led to the creation of the Gangmasters Licensing Authority (GLA) the following year. Since then, there have been no further reports of serious labour abuse in this particular sector. In the UK fishing industry, the main risk relates to the employment of non-EEA nationals working on UK vessels outside UK territorial waters, and therefore not covered by UK immigration law. Working conditions may be governed through industry-led codes of practice, rather than the application of UK employment law. For example, the Scottish Fishermen’s Federation adopted such a code of practice in 2009 for the employment of non-EEA fishing crew, covering among other things conditions of employment. This ensures (for example) that all crew should be paid at least monthly; that repatriation should be paid for by the employer; and that all crew should have adequate minimum rest. As regards contractual conditions, the SFF code of practice (see footnote 5 at the end of the report) refers to the “Standard Terms and Conditions Governing the Employment of Filipino Seafarers onboard Ocean-going Vessels”, which seems to be in common use and to provide protection for both employer and employee. Furthermore, the continued existence of this risk highlights the importance of the Seafish Responsible Fishing Scheme (RFS), which has now been updated to incorporate social dimensions, with ample reference to the international standards on human and labour rights (referred to above, and ratified by the UK Government). With extensive application of the RFS to UK vessels in the future, together with the rigorous application of the maritime provisions of the Modern Slavery Act, it should be possible to eliminate the risk of serious labour abuse on UK vessels.

FOOTNOTES – BASELINE COMPARISON

REGIONAL PROFILES: ETHICAL ISSUES in seafood

1. US State Department Trafficking in Persons report 2015

<http://www.state.gov/j/tip/rls/tiprpt/>

The Department places each country in this Report onto one of four tiers, as mandated by the Trafficking Victims Prevention Act (TVPA). This placement is based more on the extent of government action to combat trafficking than on the size of the country's problem. The analyses are based on the extent of governments' efforts to reach compliance with the TVPA's minimum standards.

TIER 1

Governments of countries that fully comply with the Trafficking Victims Prevention Act (TVPA) minimum standards for the elimination of trafficking.

TIER 2

Governments of countries that do not fully comply with the TVPA's minimum standards, but are making significant efforts to bring themselves into compliance with those standards.

TIER 2 WATCH LIST

Government of countries that do not fully comply with the TVPA's minimum standards, but are making significant efforts to bring themselves into compliance with those standards, and for which:

- a) the absolute number of victims of severe forms of trafficking is very significant, or is significantly increasing;
- b) a failure to provide evidence of increasing efforts to combat severe forms of trafficking in persons from the previous year, including increased investigations, prosecution, and convictions of trafficking crimes, increased assistance to victims, and decreasing evidence of complicity in severe forms of trafficking by government officials; or
- c) the determination that a country is making significant efforts to bring itself into compliance with minimum standards was based on commitments by the country to take additional steps over the next year.

TIER 3

The governments of countries that do not fully comply with the TVPA's minimum standards, and are not making significant efforts to do so. A 2008 amendment to the TVPA provides that any country that has been ranked Tier 2 Watch List for two consecutive years and that would otherwise be ranked Tier 2 Watch List for the next year will instead be ranked Tier3 in that third year.

2. Global Slavery Index 2014

http://d3mj66ag90b5fy.cloudfront.net/wp-content/uploads/2014/11/Global_Slavery_Index_2014_final_lowres.pdf

The Global Slavery Index estimates the prevalence of modern slavery country by country, the absolute number by population, how governments are tackling modern slavery, and what factors explain or predict the prevalence of modern slavery.

Two rankings are mentioned:

REGIONAL PROFILES: ETHICAL ISSUES in seafood

1. Rankings of countries by prevalence of population in modern slavery. This is based on three factors: estimated prevalence of modern slavery by population, levels of child marriage and levels of human trafficking into and out of the country. This gives a 'weighted measure'. Rankings range from 1 to 167 - with 1 the worst and 167 the best, in terms of the prevalence of slavery.
2. Rank of countries in terms of Government response to the issue. This is an indication of how are governments tackling modern slavery. While no country has a fully comprehensive response to modern slavery, most countries within the Index are taking some action to respond to the problem. Rankings range from 1 to 167 - with 1 the best and 167 the worst in terms of positive Government response.

3. The International Labour Organization's Fundamental Conventions

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf

- Freedom of Association and the Effective Recognition of the Right to Collective Bargaining (2)
- Elimination of all Forms of Forced and Compulsory Labour (2)
- Effective Abolition of Child Labour (2)
- Elimination of Discrimination in Respect of Employment and Occupation (2)

Ratifications of fundamental Conventions and Protocols by country

http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:10011:0::NO::P10011_DISPLAY_BY,P10011_CONVENTION_TYPE_CODE:1,F

This is an information service provided by Seafish for industry and key stakeholders. To the best of our knowledge this information is factually correct at the date of publication.

For further information contact: Karen Green, Seafish. E: karen.green@seafish.co.uk T: 01480 431500 M: 07515 993499

Seafish Industry Authority, Origin Way,
Europarc, Grimsby, DN37 9TZ

T: 01472 252300
W: www.seafish.org

Our mission: supporting a profitable, sustainable and socially responsible future for the seafood industry

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