



Food and Agriculture
Organization of the
United Nations

VIGO DIALOGUE
on benefits of decent employment
in fisheries and aquaculture

VIGO, SPAIN, 9 OCTOBER 2015

VIGO DIALOGUE

on benefits of decent employment in fisheries and aquaculture

Working for blue growth:

Social responsibility in the fish business – a win-win situation for all

Vigo, Spain, 9 October 2015

Compiled by Mariaeleonora D'Andrea and Uwe Barg

FAO Fisheries and Aquaculture Department

The designations employed and the presentation of material in this information product do not imply the expression of any opinion whatsoever on the part of the Food and Agriculture Organization of the United Nations (FAO) concerning the legal or development status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or products of manufacturers, whether or not these have been patented, does not imply that these have been endorsed or recommended by FAO in preference to others of a similar nature that are not mentioned.

The views expressed in this information product are those of the author(s) and do not necessarily reflect the views or policies of FAO.

ISBN 978-92-5-109724-3

© FAO, 2017

FAO encourages the use, reproduction and dissemination of material in this information product. Except where otherwise indicated, material may be copied, downloaded and printed for private study, research and teaching purposes, or for use in non-commercial products or services, provided that appropriate acknowledgement of FAO as the source and copyright holder is given and that FAO's endorsement of users' views, products or services is not implied in any way.

All requests for translation and adaptation rights, and for resale and other commercial use rights should be made via www.fao.org/contact-us/licence-request or addressed to copyright@fao.org.

FAO information products are available on the FAO website (www.fao.org/publications) and can be purchased through publications-sales@fao.org. This publication has been printed using selected products and processes so as to ensure minimal environmental impact and to promote sustainable forest management.

Cover photo © FAO/Filipe Branquinho

CONTENTS

Preparation of this document	VI
Executive Summary	VII
Introduction	1
Background and purpose	3
Summary of discussions and main outcomes	6
Suggestions and follow-up actions	9
Statements of intent	13
ANNEXES	
Annex 1: Announcement of 2015 Vigo Dialogue	22
Annex 2: Guiding questions for discussion	25
Annex 3: Summary of 2014 Vigo Dialogue	28
Annex 4: List of participants attending Vigo Dialogue 2015	33
Annex 5: Summary notes of contributions and discussions, Vigo Dialogue 2015	35
APPENDICES	
Appendix 1: Introductory remarks: Árni M. Mathiesen, FAO	42
Appendix 2: Introductory remarks: B. Wagner, ILO	44
Appendix 3: Introductory remarks: U. Barg, FAO	47
Appendix 4: Presentation: G. Navarro, Argentina	52
Appendix 5: Presentation: T. Pickerell, Seafish	57
Appendix 6: Presentation: J. de la Cerda L Baspino, Pescanova	64
Appendix 7: Presentation: F. Delpierre, Regal Springs	67
Appendix 8: Presentation: M. Rodriguez Moya, Carrefour	71
Appendix 9: Presentation: S. Mathew, ICSF	75

PREPARATION OF THIS DOCUMENT

On 9 October 2015 FAO held the Vigo Dialogue in Vigo, Spain, focusing on the benefits of promoting decent employment in fisheries and aquaculture, with the subtitle “Working for blue growth: Social responsibility in the fish business – a win-win situation for all”. The organization of this Vigo Dialogue is part of a larger consultative effort undertaken by FAO’s Fisheries and Aquaculture Department in collaboration with the Economic and Social Department and in consultation with the International Labour Office (the secretariat of the International Labour Organization) on the main decent work issues within the sector. It was held as a parallel event to the First International Fisheries Stakeholder Forum in Vigo, Spain, organized by FAO, the Spanish Ministry of Agriculture, Food and Environment, and CONXEMAR. The forum was held on 8–9 October 2015, in conjunction with the CONXEMAR XVII International Frozen Seafood Exhibition, on the occasion of the celebration of the 20th Anniversary of the Code of Conduct for Responsible Fisheries.

It is with great appreciation that all support and arrangements made by the hosts and in particular CONXEMAR and its staff is acknowledged. In particular, Idoia Mancebo Galiot of CONXEMAR and José Estors Carballo of FAO jointly facilitated all preparations and arrangements made for the Vigo Dialogue meeting. This process aims to identify pertinent labour issues and suggest priority actions, including listing the relevant legal frameworks, guidelines and codes to inform further programming under FAO’s Strategic Programme (SP3 – Reduce rural poverty and outcome on decent rural employment) and the Blue Growth Initiative. The report was compiled by Mariaeleonora D’Andrea and Uwe Barg, based on contributions from participating stakeholders that were received during and after the Vigo Dialogue event. Nicole Franz contributed with suggestions to the report and advice on efforts supporting the Vigo Dialogue process.

The Statements of Intent and the material presented in the Annexes and Appendices are reproduced as submitted.

EXECUTIVE SUMMARY

As a side event to the First International Fisheries Stakeholder Forum, FAO convened on 9 October 2015, the Vigo Dialogue on the Benefits of promoting decent employment in fisheries and aquaculture. Working for Blue Growth: Social responsibility in the fish business – a win-win situation for all. Stakeholder representatives in fisheries and aquaculture including government administrations, private sector industries, civil society organizations (small-scale fishers, workers' unions), auditing/certification initiatives and international organizations discussed priority issues and actions on labour conditions in the sector (including capture fisheries, aquaculture, fish processing, distribution, fish trade), however with major emphasis on benefits and incentives of addressing those issues for different stakeholders, e.g. better reputation for companies, more efficiency in production and operation, improved conditions for producers/workers, etc. The meeting recognized that promoting decent working conditions has become a central issue for sustainable business development and agreed that abuses of human rights and labour rights often coincide with illegal, unreported and unregulated (IUU) fishing. Ensuring social responsibility in the seafood industry reduces the risks of poor image and bad reputation for companies and improves labour relations and workers' commitment to company operations and business. Seafood industry and retailers emphasized their interest in advancing decent working conditions in seafood supply chains through social and labour standards and certifications schemes. Capacity development, institution building, strengthening of fish workers organizations along with investments in training, skills development and occupational safety and health were identified as important entry points to achieve decent working conditions in fish value chains. Governments should widely ratify the ILO Work in fishing convention, 2007 (No.188) - as a matter of high priority – and ensure protection of migrant and foreign workers, who often are lacking legal protection.

D'Andrea, M. & Barg, U. (comp.). 2017.

Vigo Dialogue on benefits of decent employment in fisheries and aquaculture, 9 October 2015, Vigo, Spain.
Rome, FAO.





01

INTRODUCTION

On the occasion of the celebration of the 20th Anniversary of the Code of Conduct for Responsible Fisheries, FAO, the Spanish Ministry of Agriculture, Food and Environment, and CONXEMAR ¹ organized the First International Fisheries Stakeholder Forum in Vigo, Spain, which was held on 8–9 October 2015 in conjunction with the CONXEMAR XVII International Frozen Seafood Exhibition. This event was attended by approximately 600 participants from industry, government institutions, civil society organizations and support institutions (research and development, certification, industry consultants, etc.).

On 9 October, FAO held a parallel event focusing on **the benefits of promoting decent employment in fisheries and aquaculture** (see Annex 1 for the announcement of this event, and Annex 2 for a set of suggested guiding questions for discussion). This event was a continuation of the Vigo Dialogue on Decent Employment in Fisheries and Aquaculture, which was initiated at the 2014 FAO-CONXEMAR Global Shrimp Congress. Annex 3 provides a brief summary on this first Vigo Dialogue held in October 2014.

¹ **CONXEMAR** is the Spanish Association of Wholesalers, Importers, Manufacturers and Exporters of fish products and Aquaculture. It is considered as an essential instrument in uniting the frozen seafood sector in Spain. For more information: www.conxemar.com/v_portal/apartados/apartado.asp





02

BACKGROUND AND PURPOSE

FAO called for this consultative meeting among key stakeholders in fisheries and aquaculture (including government administrations, private sector industries, civil society organizations and international organizations) to continue the discussions on priority issues and actions regarding labour conditions in the sector (including capture fisheries, aquaculture, fish processing, distribution and fish trade), however with major emphasis on the benefits and incentives of addressing those issues for different stakeholders, e.g. better reputation for companies, more efficiency in production and operation, improved conditions for producers/workers, etc.

Certain segments of the seafood industry – like other segments of the fisheries and aquaculture sector – are presently being accused of not adhering to decent work standards. However, the private sector, in partnership with governments, United Nations agencies, non-governmental organizations and civil society, is increasingly interested in addressing decent work deficits in the industry and in improving its performance and reputation as regards the promotion and application of labour standards. The overall aim of the event was to encourage further dialogue between governments, the private sector and civil society on improving labour conditions in fisheries and aquaculture, in order to contribute to achieving decent employment for all.

The organization of the Vigo Dialogue is part of a larger consultative effort undertaken by FAO's Fisheries and Aquaculture Department in collaboration with the Economic and Social Department and in consultation with the ILO. This process aims to identify pertinent labour issues and suggest priority actions, including listing the relevant legal frameworks, guidelines and codes to inform further programming under FAO's Strategic Programme (SP3 – Reduce rural poverty and outcome on decent rural employment) and the Blue Growth Initiative. Prior to the meeting, FAO encouraged the Vigo Dialogue participants to focus their contributions and suggestions on the specific benefits and incentives of promoting decent working conditions in the seafood value chain, as well as on statements of commitment for action and cooperation to help ensure improved working conditions within the sector.

The session was attended by some 30 participants (see Annex 4 for a list of participants), and gathered representatives from the private sector (Europeche, Pescanova, Carrefour Spain, Regal Springs); governments (Argentina, Namibia, France and United Kingdom); fishworker unions and organizations (International Collective in Support of Fishworkers – ICSF; International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations – IUF; International Transport Workers’ Federation – ITF); media (Seafood Intelligence); and certifiers (Marine Stewardship Council – MSC). Introductions to the session were presented by Mr A. Mathiesen, Assistant Director-General, Fisheries and Aquaculture Department, FAO, and by Mr B. Wagner, Head, Transport and Maritime Unit, Sectoral Policies Department, International Labour Organization (ILO).

The panellists and participants of the session were invited to:

- Share experiences** with decent work and employment promotion (good practices and success stories);
- Discuss market trends and current topics** in relation to working conditions and decent employment;
- Highlight incentives and benefits** of decent employment for the different stakeholders;
- Identify possibilities and means** of ensuring decent employment in fisheries and aquaculture;
- Recommend areas of focus** for policies, partnerships and action to help advance the decent work agenda;
- Identify issues** for future discussion at the Vigo Dialogue and for joint action (e.g. communication between retailers and consumers, labour issues in the fish trade, role of fishworker unions, etc.).

FOCUS ON

THE VIGO DIALOGUE ON DECENT EMPLOYMENT IN FISHERIES AND AQUACULTURE

In 2014, FAO’s Fisheries and Aquaculture Department started a consultative process on labour issues in the seafood value chain. Dubbed the Vigo Dialogue, the process involves stakeholders from the private sector, workers’ organizations, international organizations, academia, and others. In consultation with the ILO, FAO works to facilitate a platform for discussion and presentation of stakeholder interests, needs and commitments; for sharing best practices; and for raising awareness of relevant labour issues in the seafood value chain among relevant actors. Supporting this dialogue is part of FAO’s efforts to promote decent work and employment conditions in agriculture and rural areas, as a key component of the FAO rural poverty reduction strategy for the 2010–2019 period.





03

SUMMARY OF DISCUSSIONS AND MAIN OUTCOMES

The meeting recognized that promoting decent working conditions within the fisheries and aquaculture sector has become a central concern for sustainable business development. There are significant links between efforts to combat and overcome illegal, unreported and unregulated (IUU)² fishing to achieve environmental sustainability, and efforts to ensure decent work and enhance social responsibility in the fisheries and aquaculture sector.

Promoting decent working conditions and workers' welfare in the seafood industry does reduce the risk of poor image and bad reputation for companies and the sector. At the same time, it improves labour relations and workers' commitment to company operations and business. It is therefore essential to ensure high levels of responsibility on decent work issues and collaboration between different actors along the whole value chain. At stake are consumers' perceptions and preferences and, therefore, the marketability of seafood products.

Many of the participants emphasized their growing interest and the opportunities for promoting social standards and certification for better and fairer practices (i.e. social labels with a focus on ethical issues in fisheries, including in particular on labour conditions) in the sector. Explicit reference was made to social risk assessment in seafood sourcing, such as Seafish's RASS tool, and to corporate social responsibility and initiatives such as the Responsible Fishing Scheme, Business Social Compliance Initiative (BSCI), Global Social Compliance Programme (GSCP), Global Compact, Initiative Clause Sociale (ICS), and "Fédération internationale des ligues des droits de l'Homme" (FIDH).

Seafood retailers and producers expressed a significant desire to include and further promote labour issues and general workers' welfare in their sourcing and production operations, and also to cooperate with FAO on decent work issues, which may help in giving visibility to such efforts, in identifying and sharing good practices for implementation, etc. There is growing interest by some governments in developing certification schemes that focus on labour issues in fisheries and aquaculture, not

² For an official definition of IUU fishing see the International Plan of Action to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing (IPOA-IUU), available at: www.fao.org/docrep/003/y1224e/y1224e00.htm.

only at national but also at international levels, such as within related efforts of the European Commission and initiatives of the International Organization for Standardization (ISO).

However, it was also noted that the issue should be addressed not only from the demand side (i.e. certification initiatives and consumers' and retailers' interests) but also from the supply side (i.e. recognizing and addressing the working and living conditions of fishworkers who dominate most of the fisheries, aquaculture and fish processing sector in many countries). There is a significant risk that a large majority of fishworkers will be ignored if labour issues are not properly considered and addressed at the supply end. In particular, small-scale fishers and fish farmers and migrant workers need to be brought into this picture. Certification schemes can represent a way of tackling decent work deficits but there is a risk of creating two sets of standards, one for exports and one for products sold locally. Creating strong institutions and workers' organizations remains central to enabling efforts towards balanced bargaining relations.

An international legal framework including core labour standards to protect workers' rights exists, but is apparently poorly applied in many segments of the seafood sector. Unfortunately, not many people working in the seafood and fisheries sectors are benefitting from all these rights. Often, it is not only the violation of human rights but also the breach of international labour standards that are at the root of extreme cases of labour exploitation in the sector, such as forced labour, child labour and disregard of rights to freedom of association and occupational safety and health. The ILO's Work in Fishing Convention, 2007 (No. 188) which sets minimum standards for working and living on fishing vessels has not yet entered into force, having been ratified by only eight countries (as of June 2016).³

Participants also acknowledged the need:

to support institution-building and fishworkers' organizations for effective social dialogue and collective bargaining power;

for opportunities of employment creation and enterprise development, increased investment in training and skills development, and occupational safety and health of fishworkers;

to address conditions of migrants and foreign fishworkers, who largely lack legal protection;

to recognize causes of poor labour regulation in the fish sector which often include lack of interest, high enforcement costs, and limited institutional capacity;

to widely ratify the ILO Work in Fishing Convention, 2007 (No. 188), as a matter of high priority; and

for greater commitments from governments to enforce, and the seafood industry to apply, the existing legal framework including international labour standards.⁴

Contributions by panellists and participants are summarized in the brief meeting notes that are attached as Annex 5.

3 For official updates on the number of ratification instruments deposited, please visit: www.ilo.org/dyn/normlex/en/F?p=1000:11300:0::NO:11300:P11300_INSTRUMENT_ID:312333.

4 For information on the ILO's labour standards, see: www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_318141.pdf. As noted, the ILO has standards concerning all workers, including those concerned with fundamental principles and rights at work, and also specific standards concerning specific issues, such as labour inspection, and specific types of work, such as work on board fishing vessels. The ILO's Fundamental Principles and Rights at Work cover in particular: i) freedom of association and protection of the right to organize; ii) elimination of forced labour and compulsory labour; iii) freedom of association and the effective recognition of the right of collective bargaining; iv) the elimination of discrimination in respect of employment and occupation.





04

SUGGESTIONS AND FOLLOW-UP ACTIONS

During the side event, various participants made suggestions on possible further action for consideration by interested stakeholders, as indicated below:

1. FAO–ILO collaboration

FAO and the ILO should continue to work together on labour issues in fisheries and aquaculture in general as well as on the promotion and implementation of the decent work agenda in the seafood industry. The ILO's guidance on normative aspects including standard setting and terminology on labour was considered important, as was FAO's experience and competence in technical and policy matters in fisheries and aquaculture.

It was noted by some participants that the use of the term “decent employment in fisheries and aquaculture” may cause some confusion because it was similar but not identical to the ILO's concept of “decent work”; thus it was suggested that care be taken to ensure consistency with the ILO concept of decent work in both name and content.

2. Towards a reference framework on decent work in the seafood sector

Some participants suggested that documentation could be developed which would compile all relevant international labour standards and instruments (ILO conventions, protocols, recommendations, etc.), with due reference to the human rights-based approach and relevant human rights instruments. These would clarify and illustrate their direct and specific relevance to labour practices in fisheries, aquaculture and seafood processing, and also advise and provide specific guidance on their application and compliance, including for example in the implementation of the Small-Scale Fisheries Guidelines.⁵

⁵ The Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines), available at: www.fao.org/3/a-i4487e.pdf; www.fao.org/3/a-i4356e.pdf

3. Practical guide for fishworkers on legal labour instruments and standards

To build the capacity of operators in the sector, the ICSF representative suggested that FAO and the ILO develop a guide on applicable and relevant legal instruments to protect the rights of fishers, fish farmers and those working in the post-harvest sector.

Another participant said that a guide for fishers, fish farmers and those working in the post-harvest chain would be helpful in establishing which legal instrument or convention applies to a given case.

4. Strengthening and developing partnerships

Participating organizations confirmed their continued interest in collaborating with FAO and the ILO, in contributing to the Vigo Dialogue, and in exploring opportunities for multistakeholder cooperation. For the ILO, tripartite participation by representatives of governments, employers' organizations and workers' organizations (e.g. trade unions) was essential.

5. Institutionalizing the Vigo Dialogue

The Vigo Dialogue on Decent Employment in Fisheries and Aquaculture should be continued, and could be developed into a multistakeholder platform possibly facilitated by FAO.

6. Monitoring improvements in labour issues and decent work benefits

It was also suggested by one participant that an observatory on working conditions run by an independent organization could monitor improvements in labour issues in fisheries and aquaculture. Advances in decent work and employment issues are key demands ⁶ of Sustainable Development Goal 8 of the 2030 Agenda for Sustainable Development. ⁷ Commitments and actions to effectively address SDG8 targets in the seafood value chain could be identified, and their implementation monitored, within the context of a reference framework on decent work in the seafood sector.

7. Statements of intent

The participants agreed to issue statements of intent on actions and measures to be undertaken for the improvement and promotion of decent work in the sector. These statements of intent would highlight measures and activities which the interested company, institution or initiative envisaged to implement in the near future in order to address decent work issues and improve working conditions for their employed fishworkers and/or fishworkers in general. These statements of intent would then be shared by FAO and made available online on the Vigo Dialogue website (to be developed).

⁶ SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. See: sustainabledevelopment.un.org/sdg8

⁷ UN. 2015. Resolution adopted by the General Assembly on 25 September 2015. A/RES/70/1. Available at: sustainabledevelopment.un.org/post2015/transformingourworld/publication



SUGGESTIONS AND FOLLOW-UP ACTIONS

1

FAO-ILO COLLABORATION



2



TOWARDS A REFERENCE FRAMEWORK ON DECENT WORK IN THE SEAFOOD SECTOR

3

PRACTICAL GUIDE FOR FISHWORKERS ON LEGAL LABOUR INSTRUMENTS AND STANDARDS



4



STRENGTHENING AND DEVELOPING PARTNERSHIPS

5

INSTITUTIONALIZING THE VIGO DIALOGUE



6



MONITORING IMPROVEMENTS IN LABOUR ISSUES AND DECENT WORK BENEFITS

STATEMENTS OF INTENT



7





05

STATEMENTS OF INTENT

As agreed during the discussions of the Vigo Dialogue meeting in October 2015, interested parties would share their Statements of Intent on actions their company, organization or institution would undertake in the near future in order to address decent work issues and to improve working conditions for their employed fishworkers and/or fishworkers in general.

Five contributions as **Statements of Intent** have been shared to date. These contributions are reproduced here below as they have been received by FAO. Interested parties are encouraged to send their Statements of Intent to decent-fish-work@fao.org.

Statement of Intent by the Seafish Responsible Fishing Scheme (RFS)

Received from Dr Tom Pickerell, Technical Director,

Tom.Pickerell@seafish.co.uk

15 October 2015

I presented at the recent FAO “Decent Employment in Fishing” side-event in Vigo where I was alerted to this dedicated email address.

I thought it would be helpful to send you some information on the Seafish Responsible Fishing Scheme (RFS) which has crew welfare at its heart.

Seafish is the UK Seafood Industry Authority, a Non-Departmental Public Body that reports to the 4 fisheries Ministers in the UK.

RFS is a third-party certification for fishing vessels and skippers to demonstrate they are operating high standards on board. These standards include crew welfare, health & safety, care of the catch and responsible environmental behaviour.

We have produced a short animation that gives a concise overview: youtu.be/sqiapk3mlqw. We also have a Spanish version that I can send.

We also have a guide to the RFS: www.seafish.org/media/1345960/guide_to_rfs_-_feb_2015_8pp_screen_version.pdf

And the actual standard can be found here: www.seafish.org/media/1345434/rfs_crewed_vessel_standard_final_0215.pdf

While there are already a number of standards that consider welfare of workers on farms and in the supply chain but to date there have been no means available to provide assurance of the conditions on board fishing vessels. The RFS provides this assurance (www.seafish.org/media/1346558/rfs-leaflet-finalartwork-infogrphic-1a.jpg) and has already garnered significant attention from the supply chain, and the aquaculture industry who suffer from serious, well-publicised social concerns related to aquafeed production: www.gaalliance.org/newsroom/news.php?GAA-Partners-with-IFFO-Lyons-Morrisons-to-Address-Social-Responsibility-176.

We are hoping to work with GLOBALGAP to utilise their Chain of Custody standard/process. This will provide the supply chain with a mechanism to be able to incorporate the RFS into their sourcing policies.

Furthermore, we have a joint-statement with the MSC that explains how the programmes are complementary and when used together the certifications can demonstrate a fishery has been managed sustainably and harvested responsibly.

Finally, using the framework of the new RFS standards, we are proposing to develop an organized RFS Improver Programme, allied to the main RFS programme, to enable developing regions to establish a measurable approach to demonstrating responsible catching practices and improving crew welfare on fishing vessels. Seafish are currently looking for partners and funding to pilot this process with an aim of producing structured guidance for a 'Social' Fishery Improvement Programme (FIP) that can be used in isolation or alongside a traditional 'environmental' FIP.

If you or your colleagues have any queries or would like to know more, then please do not hesitate to get in touch.

The RFS website is: www.seafish.org/rfs/

Statement of Intent by FranceAgriMer

Received from Claire Geroudet, Project Manager, Fisheries

claire.geroudet@franceagrimer.fr

16 November 2015

Please find enclosed a presentation of our new label "Pêche Durable" that includes social criteria.

FranceAgriMer

Certification of products from sustainable marine fishery « Pêche Durable » Label



Started during the Grenelle environmental forum, the label was created to meet the demand of the fishing sector to hold a public label suited to the activity.

- **A label rewarding sustainable fishing:**

By combining a high level of environmental criteria (resource and habitat), with ethical criteria and product quality, this label gives value to the numerous characteristics of the sector.



- A certification of the whole sector, from the producer to the final consumer: two certification categories are provided, one for the fishing activity and one for the marketing chain.

- **A participatory approach with continuous monitoring:**

The standard has been developed by a Committee composed of all representative stakeholders of the sector, from top to bottom, and representatives of government, NGOs, consumers and scientists.

Two public consultations have completed the specifications with the opinions of the general public.

The specifications and the enforcement plan have been approved by ministerial decree, published in the Official Journal of 16th December 2014.

Revisions for updating and improving the standards are set whenever the Ecolabel Committee deems it necessary and at least every three years.

- **An impartial and transparent certification system:** inspections are carried out by certification bodies accredited by the French national accreditation agency, COFRAC, each certification body acts completely independently and impartially, in accordance with international certification standards (ISO 17065).

- **A label open to all:** Although registered in French law, this label will be awarded to candidates from other countries.

Requirements for applicant fisheries:

Prerequisites:

A prerequisite is a criterion whose value is independent from the activity conducted by the certification unit. These prerequisites (PR) have to be checked before any certification process by the auditee and the auditor.

PR1 : The target stock exploitation rate corresponds to the maximum sustainable yield (F_{MSY}).

PR2 : There is an international framework to maintain in the precautionary limits the stock concerned by the ecolabelling application.

PR3 : The fishing activity does not threaten the non target stocks.

PR4 : The flag State has signed the agreements of the International Labour Organisation (ILO) on the working conditions in fishing vessels.

PR5 : The States implement a strategy to achieve good environmental status of the marine environment at the latest in 2020.

PR6 : The loss of fishing gear has to be reported to a management body as soon as it is detected.

Themes, principles and criteria of the specifications:

The requirements are divided into 4 themes: **Ecosystem, Environment, Social aspects and Quality**. Each theme is divided into principles, themselves split into criteria. In total, the specifications include **36 criteria**.

Ecosystem

Principles	Criteria
P1. An appropriate governance of the certification unit ensures the supervision of sustainable use.	1.1 Governance enables adaptive management. 1.2 Management measures should be taken in consultation with various stakeholders.
P2. The certification unit protects the reproductive capacity of the impacted stocks.	2.1 Means are implemented to limit the catch of juveniles. 2.2 The fishing activity does not affect the functional areas known (nursery / spawning grounds).
P3. The certification unit, through the catch, has no impact on protected or endangered species.	3.1 The fishing activity is adapted to limit unwanted catches of protected or endangered species. 3.2 Recording and reporting of unwanted catches of protected or endangered species. 3.3 Maximizing survival of individuals caught accidentally.
P4. The certification unit has little or no impact on the habitat.	4.1 The impacts of fishing on the funds and on the sessile flora and fauna associated do not affect the habitat irreversibly. 4.2 The rules of the special habitat area management body are followed. 4.3 Dialogue and collaboration exist between the certification unit, scientists and managers of the special habitat area.

Environment

Principles	Criteria
P5. The certification unit uses fossil energy in a limited way.	5.1 : The energy used is limited. Certified ships implement a Quality and Energy Plan.
P6. Pollution from solid, liquid, oil and gas is avoided.	6.1 : Prevention of pollution by sewage. 6.2 : Prevention of pollution by garbage. 6.3 : Prevention of pollution in the atmosphere.

Social aspects

Principles	Criteria
P7. The crew has good employment conditions and sea life.	7.1 : Guaranteed minimum wage for the sailors. 7.2 : Easy access to additional protections including pension provision for temporary incapacity or disability. 7.3 : Information on the economic activity of the company.
P8. The crew has good security conditions.	8.1 : Information for newcomers. 8.2 : Work areas and product processing area onboard enable the crew to operate safely. 8.3 : Monitoring of work accidents.
P9. The crew is made aware and trained in safety, hygiene and sustainability issues.	9.1 : Additional training on safety. 9.2 : Training on hygiene. 9.3 : Raising awareness of the dangers of addictive consumption. 9.4 : Training on the topics of resource, biodiversity and environment.

Quality

Principles	Critères
P10. The freshness and quality of eco-labelled products are guaranteed	10.1 : Preservation of the quality of the products on board. 10.2 : Quality of fishery products landed.
P11. The products are well valued	11.1 : Forecast of the landing.
P12. Traceability is guaranteed	12.1 : Maintaining traceability and requirements up to the first sale.

Requirements for operators in the marketing chain

Principles	Criteria
P1. Control of inputs: the company shows proper management of inputs and sources certified products	1.1 : Control of Suppliers: supply from certified vendors. 1.2 : Guarantee of inputs certification.
P2. Identification of certified products	2.1 : Clear and permanent product identification (reception, storage, processing, packaging, sales). In the case of product processing, the reference to the ecolabel has to be indicated on the new packaging. 2.2 : Guarantees of non mixing of certified and non-certified products.
P3. Traceability: presence of a traceability system formalized within the company	3.1: The traceability system enables tracking and tracing of incoming and outgoing products and the realization of a material balance of the certified products. 3.2 : 2 Keeping of the records necessary for traceability.
P4. Quality of certified products	4.1: Quality of the products sold as whole fish, fresh, and not packaged. 4.2 : The presentation for sale of fresh certified products frozen-defrosted without further processing operations (cooking, smoking, curing, marinating) is not allowed.
P5. . Proper use of the logo and marketing indications	5.1: Proper use of the logo and marketing indications.

Issuance and validity of certification

- The audits must be performed by certification bodies accredited by COFRAC, according to the NF EN ISO 17065 and meeting the accreditation scheme established for the label specifications.
- Certification can be applied for a group of ships or a group of marketing units.
- The certification is valid:
 - 5 years for the production
 - 3 years for the marketing chain
- Annual surveillance audits will be carried out by the certification bodies.

For further information : www.franceagrimer.fr
Email : ecolabel@franceagrimer.fr



MINISTÈRE
DE L'AGRICULTURE
DE L'AGROALIMENTAIRE
ET DE LA FORÊT
MINISTÈRE DE L'ÉCOLOGIE
DU DÉVELOPPEMENT
DURABLE
ET DE L'ÉNERGIE

FranceAgriMer : Établissement national des produits de l'agriculture et de la mer
12, rue Henri Rol-Tanguy / TSA 20002 / 93555 Montreuil cedex
tél. : +33 1 73 30 30 00 / fax : +33 1 73 30 30 30
© FranceAgriMer 2015 / www.franceagrimer.fr
Écolabel des produits de la pêche maritime - label «Pêche Durable»
Unité Normalisation - Claire Géroudet
Impression - Atelier d'impression de l'Arborial

Statement of Intent by Europêche and European Transport Workers' Federation (ETF)

Received from Daniel Voces de Onaindi, Policy Advisor, Europêche,

daniel.voces@europeche.org

20 November 2015

“Promoting decent work in the maritime sectors

Maritime transport, shipping, shipbuilding and fisheries are highly globalised sectors of the economy; so promoting working conditions in these sectors in accordance with internationally recognised standards is of crucial importance for competition and social justice. Based on the ILO instruments as well as on the European Council conclusions on decent work for all, the EU should increase efforts, in cooperation with its partners to further promote decent work in the maritime sectors.

While illegal practices are a threat to the viability of fish stocks and of great concern, recent developments are showing that some third countries' fishing industries are working under unacceptable conditions. European IUU legislation makes no reference to substandard living and working conditions of fishers as a denominator of illegal fishing activities.

The ILO Work in Fishing Convention, 2007 (No 188) is designed to ensure that fishermen worldwide have access to decent working and living conditions. The Convention sets out a basic framework of obligations for employers and for governments to guarantee minimum standards in national legislation. Once ratified and implemented by the states concerned, it will cover all fishermen on board fishing vessels regardless of their flag and the nationality of the crew.

Notwithstanding the repeated request of the EU Social Partners in the fisheries sector, the European Commission has shown little interest in transposing the Social Partners' Agreement on implementation of the Work in Fishing Convention, 2007 (C188) submitted in June 2013 into Union law. The non-implementation of this Convention contributes to a lack of transparency and inhibits flag and port state control. The lack of enforcement of safety and labour standards make fishers particularly vulnerable to forced labour and human trafficking.”

In addition, please find attached a **joint press release from ETF/Europeche** (EU Social Partners) concerning a meeting in Madrid to prompt Spain to swiftly ratify the ILO Work in [Fishing Convention C188](#).

Statement of Intent by International Union of Food Workers (IUF) and International Transport Workers Federation (ITF)

Received from Kirill Buketov, International Officer,

IUF Fish and Seafood Sector

27 May 2016

Building compliance with international labour standards to promote decent work as a foundation for a sustainable seafood industry

The IUF and ITF are two global union federations which bring together workers in the global seafood chain, workers who grow, catch and process seafood products.

Growing media attention has highlighted the extent to which gross abuses of fundamental human rights permeate much of the global seafood industry. As trade union organizations, we believe that movement towards a socially and environmentally responsible seafood industry can only be built on a strong foundation of respect for human rights, including the internationally recognized, fundamental right of workers to form trade unions and to collectively negotiate the conditions of their employment. The push for new compliance and certification schemes, including measures to combat illegal, unreported and unregulated fishing, frequently fails to link fish and food standards with human rights standards for workers in the industry, or links them only rhetorically.

We welcome the FAO's initiative in addressing and promoting Decent Work in Fisheries and Aquaculture through the 'Vigo dialogue', and the clear reference to the leading role of the ILO in defining the decent work agenda. FAO initiatives in this area should include clear references to the relevant ILO Conventions – core labour standards as well as Conventions specific to the seafood sector – and integrate respect for international labour standards into its activities at every level. Member states should be encouraged to ensure implementation and enforcement of core labour standards and urged to ratify the new protocol to the ILO Forced Labour Convention and the ILO Work in Fishing Convention in the FAO's activities in the seafood sector. The IUF and ITF would participate in such initiatives and in developing effective systems of tripartite representation in carrying this forward.

Reinforcing the state duty to protect, the first pillar of the UN Guiding Principles on Business and Human Rights, is fundamental to ensuring progress towards decent work in seafood, but ensuring that companies in the sector comply with their responsibility to respect human rights obligations is also an integral component of progress towards decent work. There can be no substitute for effective trade union organizations. The IUF is committed to ensuring that workers along the seafood chain can join unions, can build genuine union representation and can secure the right to collective bargaining, all of which are encompassed in international human rights instruments, and we would welcome the support of the FAO in this work.

Statement of Intent by the Marine Stewardship (MSC) Council Board

Received from Laura Rodríguez Zugasti, MSC Program Director for Spain and Portugal

Laura.Rodriguez@msc.org

15 June 2016

The Marine Stewardship Council recognizes the relevance of the social conditions in the fisheries and processing sector and support all the efforts to fight the forced labour and other severe labour issues. A demand for social provisions to be included in our standard has been transmitted through our Stakeholder Council and is currently under consideration within the organization.

In the meantime, MSC has taken several steps to reduce the risks in this field. In 2014 the Board of Trustees of MSC issued a [statement](#) with a clear policy on the issue of forced labour.

This policy has been implemented in the new version of the Fisheries Standard (v2.0), which entered into force in April 2015. Version 2.0 includes a social element in the scope requirements which determine the criteria that the CABs need to check in order to confirm eligibility of a fishery to be assessed against the MSC standard. In this sense, [certification requirement 7.4.1.4](#) states: “*The client or client group shall not include an entity that has been successfully prosecuted for a forced labour violation in the last 2 years. a) If an entity that belongs to a certified client group is successfully prosecuted for violations of laws on forced labour, such entity shall be considered as having become out of scope and shall be withdrawn from the certificate or client group*”.

Apart from this provision, in the [draft standard for seaweed](#) developed jointly by MSC and ASC there are two principles that are related to social components: “*Principle 4: Social responsibility Harvesting and farming activities operate in a socially responsible manner. Principle 5: Community relations and interaction Harvesting and farming activities operate in a manner that minimizes impacts on other farms, activities and communities.*”

Following the mandate of our Board, MSC is willing to engage with other standard setter wishing to develop social standards for fisheries and seafood supply chain. We are very interested in contributing actively to the Social Dialogue led by FAO with our expertise of 15 years of work with a diverse and global range of stakeholders of the fishery and processing sectors.



Benefits of decent employment in fisheries and aquaculture

ANNOUNCEMENT OF 2015 VIGO DIALOGUE

Working for blue growth: Social Responsibility in the fish business – a win-win situation for all

Background

Both the private and policy actors in fisheries and aquaculture are increasingly aware of the connection between the social and economic aspects in the industry. More than 58 million people are directly employed in fisheries and aquaculture; additional indirect employment opportunities occur along the value chain from harvesting, processing to distribution, supporting the livelihoods of 10-12% of the global population. There remains, however, a gap between internationally recognized labor standards and good practices and their application.

Parts of the industry have been accused of failing to apply decent work standards. The private sector, local governments, the United Nations, non-governmental organizations, and civil society are increasingly partnering to address such decent work deficits. “Corporate social responsibility” initiatives have been undertaken, and standard setting, voluntary codes of conduct and other types of guidelines as well as policies have emerged.

While at the intergovernmental level, the International Labor Organization (ILO) leads the global employment and decent work agenda, the FAO plays a crucial complementary role in promoting employment and decent work in rural areas, as reflected in the revised strategic framework of the FAO.

Due to the significance of the topic and its relevance to the whole sector and the different stakeholders, the 2015 Forum in Vigo is a good occasion to discuss the incentives and benefits of addressing Decent Employment in Fisheries and Aquaculture and to strengthen FAO’s engagement with the private sector as mandated repeatedly by the COFI-Subcommittee on Fish Trade. The side event on decent employment in fisheries and aquaculture at the Shrimp Congress in Vigo 2014 was the starting point of what was then dubbed ‘The Vigo Dialogue’- an open dialogue between the different stakeholders in fisheries and aquaculture on decent employment. This event on decent employment in fisheries and aquaculture at the 2015 Forum is the continuation of this ‘Dialogue’ and expected to become a permanent event on the agenda.

Decent employment is work that respects at least the set of core labor principles highlighted in the 1998 ILO Declaration on Fundamental Principles and Rights at Work, and some other criteria specific to rural areas. This includes:

- Work that does not involve worst forms of child labor or forced labor;
- Work which ensures a living wage (beyond the poverty line);
- Work that does not involve excessive working hours (according to national standards);
- Work where no gender/age/other discrimination is experienced and positive measures have been taken to support the economic empowerment of women/youth/other vulnerable groups;
- Work where minimum specific value chain standards for Occupational Safety and Health (OSH) are respected;
- Work where freedom of association is guaranteed

Objectives

The overall objective of the event is to continue the dialogue between governments, private sector, civil society and other relevant partners on improving labor conditions in fisheries and aquaculture. Last year the emphasis was on identifying main issues in relation to decent employment in fisheries and aquaculture. This year the focus will be on the benefits of addressing those issues for different stakeholders, e.g. better reputation for companies, more efficiency in production and operation, improved conditions for producers/workers, etc.

The panelists and participants are invited to:

Share experiences with decent employment: good practices and success stories

Discuss market trends and current topics in relation to working conditions and decent employment

Highlight incentives and benefits of decent employment for the different stakeholders

Identify possibilities and means of ensuring decent employment in fisheries and aquaculture

Recommend areas for policies, partnerships and action to help advancing the decent work agenda

Identify issues for future discussion at the “Vigo Dialogue” and for joint action (e.g. communication: retailers and consumers; labor issues in fish trade; role of fish worker unions, etc).

Presenters will include governments, private sector, civil society, FAO and ILO. The participants will be invited to consider issuing a joint “Vigo Dialogue” Statement of Intent to highlight primary interests in decent employment in fisheries and aquaculture and elements of a future agenda for action. The outcome of the discussions will also be part of a larger stocktaking exercise on decent employment in the fish business sector which will inform ongoing and future initiatives of FAO and aims to inspire engagement of other stakeholders.

Agenda - tentative		
09:00 09:10	Opening remarks	Á.M. Mathiesen , Assistant Director-General, FAO Fisheries and Aquaculture Department B. Wagner , Head, Maritime and Transport Unit, ILO
	Government Perspectives	B. Esau , Minister of Fisheries and Marine Resources, Namibia Warapon Prompoj , Deputy Director General, Dept. of Fisheries, Thailand T. Pickerell , SeaFish United Kingdom
	Industry Perspectives	J. de la Cerda L. Baspino , Pescanova M. Wallhoff , Regal Springs Tilapia M. Rodriguez , director de Sostenibilidad, Carrefour
	A civil society perspective	S. Matthew , International Collective in Support of Fishworkers
	Panel Debate/ Questions and answers	moderated by U. Barg , FAO
09:50 10:20		
10:20 10:30	Conclusion: recommendations for action	U. Barg , FAO

Conxemar and FAO

This event is arranged by FAO and will take place within the framework of the First International Fisheries Stakeholder Forum and the 20th anniversary of the Code of Conduct for Responsible Fisheries, jointly organized by the Spanish Ministry for Agriculture, Food and Environment (MAGRAMA), Conxemar and FAO. For the last three years, FAO's Fisheries and Aquaculture Department has been directly involved in the co-organization of international congresses on seafood commodities, together with Conxemar, a national association representing 222 companies involved in processing, importing, exporting and distribution of frozen seafood in Spain. In 2014 more than 375 professionals from 24 different countries attended the event in Vigo, Spain. FAO facilitated the attendance of different Ministers and country representatives from developing countries.

The following notes summarize the contributions and discussions from the 2015 Vigo Dialogue. Statements and presentations contributed by panellists are attached in Appendices 1–9.



Benefits of decent employment in fisheries and aquaculture

GUIDING QUESTIONS FOR DISCUSSION

Working for blue growth: Social Responsibility in the fish business – a win-win situation for all

1. Background and scope of the 2015 Vigo Dialogue event

The Vigo Dialogue Event in 2014 highlighted the wide range of issues and problems of poor working conditions in the fisheries and aquaculture sector, which include forced labor, child labour, excessive working hours, dangerous work, low wages, low number of formal contractual arrangements, discrimination of women and migrant workers, low levels of social protection, poor representation, association and organization among fish workers, insufficient social dialogue, lack of application or enforcement of national and international labour standards in the fish sector. The participants recognized the diversity of stakeholders concerned with labour issues in the fish sector ranging from suppliers, producers (fishers & farmers), processors, retailers, and consumers in addition to civil society and governmental institutions.

The overall objective of the 2015 event is to continue the dialogue between governments, private sector and civil society on improving labor conditions in fisheries and aquaculture. The 2015 Dialogue will focus on the benefits and incentives of addressing and facilitating decent employment in fisheries and aquaculture for the different stakeholders, as they may include:

- Better reputation for companies: fulfilling consumers' expectations (working conditions are good, decent and fair) > good reputation > higher level of CSR recognized > advantages in marketing > increase in revenues and market position;
- Competitive marketing: setting examples and targets for the sector;
- "Marketing" for decent work is an important tool for social development: it is important for bettering livelihoods, education, health standards, food security and poverty reduction of many stakeholders like small-scale fishers, fish farmers or people working in fish processing;
- In the long run, more efficiency and less costs in production and operation through improved working and living conditions for fish workers;
- Fish workers will appreciate decent labour environment and will be more likely

to contribute to further enterprise development and expansion, product quality, and presence at the workplace (less sick leave/accidents, etc.);

- Avoiding or reducing accidents on fishing vessels, fish farms and processing factories;
- Healthier and “happier” fish workers and their families, for example, through career opportunities;
- Good reputation for the whole sector when seen to be promoting and enabling decent work conditions of fish workers;
- Recognition of “doing the right thing” by contributing to sufficient income of fish workers, employment creation, secure employment, poverty reduction in local communities or along the value chain;
- Enterprise will enjoy greater acceptance in local communities when seen to provide for decent work conditions of local fish workers;
- Ensuring fish workers’ rights and decent work conditions on fishing vessels can contribute to combating IUU fishing and better management of fishery resources

Growth of decent work opportunities is both means and end for sustainable development, as recognized by the recent International Conference on Financing for Development. In its outcome document, the Addis Ababa Action Agenda, governments committed to “Generating full and productive employment and decent work for all, and promoting micro, small and medium-sized enterprises”.

2. Suggestions for discussion and presentation

Share your experiences with decent employment: good practices and success stories in small scale fisheries, industrial fisheries, processing industry, aquaculture.

Which benefits do you realize with decent work conditions?

What incentives should be in place for promoting decent work in the fisheries sector, in fish factories, on board fishing vessels, on fish farms? Which means are necessary to implement decent employment (e.g. knowledge, enabling institutional environment, financial support...)?

How would you like to promote decent work? What do you think would be the added value of improving labour conditions? Have you already taken actions in that regard?

Based on your experience, what approach or strategy is most promising to introduce or facilitate decent employment conditions? What do you see as a priority/start to address decent employment issues?

Would it strengthen labour issues if they were included in labels and certification schemes, similar to ecolabels?

Who are key players in improving working conditions? What are the roles of governments, industry, CSOs/ NGOs in enhancing benefits and providing incentives on decent employment issues?

Which actions and incentives in your own institution / company / organization would help promote decent employment?

Which actions should other players / institutions / companies / organizations take to promote decent employment?

How can we improve dialogue and collaboration on work conditions and labour rights, and on related benefits and incentives? What do you think is necessary for cooperation with other stakeholders? What kind of cooperation you think is needed (partnerships, projects, joint-activities, and others)? What would you be working on in that/those cooperation(s) specifically?

Do you think there are collective actions the industry can take (those present in Vigo for example)? How can we work together to promote decent employment? What joint actions could be developed (e.g. communication of decent work conditions: retailers and consumers; labor issues in fish trade; importance of fish worker unions, etc)?

What kind of technical support (e.g. awareness raising, capacity development, development of tools) should be provided by FAO, ILO and other UN agencies?

Which issues should be discussed at future “Vigo Dialogues” ? In your opinion what other kinds of decent work issues should be included or discussed?



SUMMARY OF 2014 VIGO DIALOGUE

Decent employment: a crucial factor for the fisheries and aquaculture industry

Launch of the Vigo Dialogue among stakeholders of industry, government, civil society and international organizations to promote decent work in the fisheries and aquaculture sector

On 6 October 2014, FAO and CONXEMAR invited key stakeholders in fisheries and aquaculture (including government administration, private sector industries, civil society organizations and international organizations) for a discussion on priority issues and actions regarding labour conditions in the sector (including capture fisheries, aquaculture, fish processing, distribution, and fish trade). The first Vigo Dialogue meeting was held as a side event to the FAO-CONXEMAR Global Shrimp Congress, held on 6–9 October 2014 in Vigo, Spain. Attached are the announcement and programme of the Vigo Dialogue as well as a set of guiding questions.

Eight presentations were given which highlighted the wide range of issues and problems of poor working conditions, including forced labour; child labour; excessive working hours; dangerous work; low wages; low number of formal contractual arrangements; discrimination against women and migrant workers; low levels of social protection and social security; poor representation, association and organization among fishworkers; insufficient social dialogue; and lack of application or enforcement of national and international labour standards and conventions for the fisheries and aquaculture sector. The participants recognized the diversity of stakeholders concerned with labour issues in fisheries and aquaculture including suppliers, producers, processors, retailers, and consumers in addition to civil society and governmental institutions.

The session provided opportunities for exchange and discussion on ways and means to improve labour conditions in the sector. Recommendations for additional efforts to promote decent work included:

- Strong focus on labour conditions and social and economic challenges of small-scale fishers, their livelihoods and their communities;
- Urgent need for capacity development of small-scale fishers, fish farmers and people working in fish processing and distribution;

- Implementation of existing national and international legislation on labour in the sector, including due recognition of labour issues in fisheries policy development;
- Investment of resources towards communicating and addressing labour issues;
- Establishment of and support to social platforms, at national and international levels, with participation of all actors to facilitate processes and enable dialogue, leading to policy changes and application of labour standards;
- Strategies which ensure abolition of forced labour and child labour in fisheries and aquaculture;
- Promotion of fishworker participation in fisheries management fora and the development of fisheries resource management plans, as well as identification of alternative employment options and diversification of livelihood opportunities;
- Implementation of the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication,⁸ adopted by COFI in June 2014;
- Ratification of the ILO Work in Fishing Convention, 2007 (No. 188).

FAO reiterated its key programmatic emphasis on rural poverty reduction and highlighted ongoing collaboration with the International Labour Organization (ILO) on labour issues in agriculture. FAO invited all stakeholders to continue the Vigo Dialogue and to join forces with FAO and other partners in the promotion of better working conditions in the fisheries and aquaculture sector. An example of FAO-ILO collaboration is the publication in 2013 of the *Guidance on addressing child labour in fisheries and aquaculture*.⁹

8 Guidelines on securing sustainable small-scale fisheries: www.fao.org/fishery/ssf/guidelines/en ftp://ftp.fao.org/FI/DOCUMENT/ssf/SSF_guidelines/TC/2014/2e.pdf

9 Guidance on addressing child labour in fisheries and aquaculture (FAO-ILO 2013. www.fao.org/docrep/018/i3318e/i3318e.pdf)

**Working towards Blue Growth -
Decent Employment: A crucial factor in the fisheries and aquaculture industry
FAO/Conxemar Side-event to the Global Shrimp Congress , 6 October 2014**



While shrimp is one of the most popular seafood products in the world, the industry – as other segments of the fisheries and aquaculture sector - is sometimes accused of not adhering to decent work standards. The private sector, in partnership with governments, United Nations agencies, non-governmental organizations and civil society is increasingly addressing decent work deficits.

The overall objective of the event is to encourage further dialogue between governments, private sector and civil society on improving labour conditions in fisheries and aquaculture, with an emphasis on the shrimp industry to contribute to achieving decent employment for all. The objectives of the side event are to:

- Share insights and views on employment trends and identify particular issues of concern.
- Share experiences and good practices on how deficits have been addressed.
- Identify areas of joint action and commitment.

PROGRAMME	
11:00 -11:05	Introduction (moderator) Uwe Barg, Fisheries and Aquaculture Officer, FAO Nora Kokanova, Rural Employment Officer, FAO
11:05 – 11:20	Government Perspective Alejandro Gertosio Ramirez, Chief, Fisheries Development Division, Subsecretaria de Pesca y Acuicultura de Chile
11:20 – 11:40	Industry Perspective Robins McIntosh, Vicepresident, Charoen Pokphand Foods Public Co. Ltd. Magdalena Wallhoff, Vicepresident, Regal Springs
11:40 – 11:55	FISHINFONetwork Perspective Roland Wiefels, Director, INFOPECA Aina Afanasjeva, Director, EUROFISH
11:55 – 12:05	Civil Society Perspective Manuel Maneiro Castro, Secretario General, AGAMAR
12:05 – 12:15	Perspective from a FAO global project on shrimp trawling Petri Suuronen, Fishery Industry Officer, FAO
12:15 – 12:55	Questions and answers
12:55 - 13:00	Conclusions and recommendations for action

Panelists and participants will be invited to:

- Share experiences with decent employment: challenges and good practices
- Discuss the role of the private sector and civil society in promoting decent employment
- Identify other initiatives and partners addressing decent employment in fisheries and aquaculture
- Recommend areas for policies and action to help advancing the decent work agenda

Decent employment is work that respects at least the set of core labour principles highlighted in the ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and some other criteria specific to rural areas. This includes:

- Work that does not involve worst forms of child labour or forced labour;
- Work which ensures a living wage (beyond the poverty line);
- Work that does not involve excessive working hours (according to national standards);
- Work where no gender/age/other discrimination is experienced and positive measures have been taken to support the economic empowerment of women/youth/other vulnerable groups;
- Work where minimum specific value chain standards for Occupational Safety and Health are respected;
- Work where freedom of association is guaranteed.

Internationally recognized labour standards are available but often there is still a gap in terms of their application and enforcement. Providing guidance on decent employment to policy makers and those responsible for the implementation of policies in fisheries and aquaculture, including the private sector, is therefore considered critical. While at the intergovernmental level the International Labour Organization (ILO) leads the global employment and decent work agenda, FAO plays a crucial complementary role in promoting employment and decent work in rural areas, which is also reflected in the revised strategic framework of FAO as well as in the *Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication*, adopted by COFI in June 2014.

The discussion should allow for a better understanding of the current situation and related needs for improvement in different regions of the world. The outcome of the discussions will be part of a larger stocktaking exercise being conducted on decent employment in fisheries and aquaculture and will feed into ongoing and future initiatives of FAO.

Food, Agriculture and Decent Work - ILO & FAO working together

FAO-ILO joint website: <http://www.fao-ilo.org/faoilo-about/en/>

Guidance on addressing child labour in fisheries and aquaculture (FAO-ILO 2013)

<http://www.fao.org/docrep/018/i3318e/i3318e.pdf>

Contacts: Uwe.Barg@fao.org; Nora.Kokanova@fao.org; Jose.EstorsCarballo@fao.org; Nicole.Franz@fao.org

Guiding questions for discussion

What do you consider specifically pertinent labour issues in the shrimp industry?

For example: low wages; dangerous working conditions; forced labour; child labour others.. Explain if there are differences depending on geographical location, type of production (for example wild or grown), size of production and so on.

Major issues in small scale fisheries, industrial fisheries, processing industry, aquaculture?

What do you think could be the causal factors behind the labour challenges you highlighted?

Why do you want to promote decent work? What would be the added values of improving labour conditions? Have you already taken actions in that regard?

Who are the players who do have a role to play in improving working conditions?

Can you identify actions that you would like your own institution / company / organization to take to promote decent employment?

Can you identify actions that you would like other players / institutions / companies / organizations to take to promote decent employment?

Role of governments, industry, CSOs

Do you think there are collective actions the industry can take (those present in the shrimp congress for example)?

How can we improve dialogue and collaboration on work conditions and labour rights?

What kind of technical support should be provided by FAO, ILO and other UN agencies?

How can we work together to promote decent employment ? What joint actions could be developed?

Are there any areas where further research is required?

Would it be relevant to strengthen labour issues in different marketing labels and certification schemes, similar to ecolabels?



LIST OF PARTICIPANTS ATTENDING VIGO DIALOGUE 2015

Name and Surname	Organizations	Role	Contact
Luz BAZ BELLA	International Transport Workers' Federation (ITF)	ITF Inspector NW Spain	Baz_Luz@itf.org.uk
Kirill BUKETOV	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations (IUF)	Coordinator, IUF Fish and Seafood Division	kirill.buketov@iuf.org
Bertrand CHARRON	Seafood Intelligence	Editor, Journalist and Consultant	bcharron@seafoodintelligence.com
Juanjo DE LA CERDA Y L.-BASPINO	Pescanova	Technical Director	juanjoc@pescanova.es
Francois DELPIERRE	Regal Springs	EMEA Sales Manager and By Product Development	Francois.delpierre@regalsprings.com
Camiel DERICH	Marine Stewardship Council	Regional Director for Europe	Camiel.derichs@msc.org
Claire GEROUDET	FranceAgriMer	Project Manager, Fisheries and Aquaculture	claire.geroudet@franceagrimer.fr
Sebastian MATHEW	International Collective in Support of Fishworkers (ICSF)	Technical Officer	icsf@icsf.net; sebastian1957@gmail.com
Gabriela NAVARRO	Sub Secretaría de Pesca, Government of Argentina	Directora Nacional de Planificación Pesquera, Sub Secretaría de Pesca, Government of Argentina	subsecretariadepesca delanacion@gmail.com

Laura RODRIGUEZ ZUGASTI	Marine Stewardship Council	Country Manager, Spain and Portugal	Laura.Rodriguez@msc.org
Mariano RODRIGUEZ MOYA	Carrefour Spain	Director, Quality and Sustainability	mariano_rodriguez_moya@carrefour.com
Tom PICKERELL	Seafish	Technical Director	Tom.Pickerell@seafish.co.uk
Daniel VOCES	Europeche	Policy Advisor	daniel.voces@europeche.org
FAO and ILO			
Brandt WAGNER	International Labour Organization (ILO)	Head, Transport and Maritime Unit	wagner@ilo.org
Árni M. MATHIESEN	FAO	Assistant Director-General, Fisheries and Aquaculture Department	
Audun LEM	FAO	Deputy Director	audun.lem@fao.org
Jacqueline ALDER	FAO	Chief	Jacqueline.Alder@fao.org
Kathrin BACHER	FAO	Consultant	Kathrin.bacher@fao.org
Mariaeleonora D'ANDREA	FAO	Consultant	Mariaeleonora.Dandrea@fao.org
Junning CAI	FAO	Aquaculture Officer	junning.cai@fao.org
José ESTORS	FAO	Technical Officer	jose.estors@fao.org
Uwe BARG	FAO	Aquaculture Officer	uwe.barg@fao.org



SUMMARY NOTES OF CONTRIBUTIONS AND DISCUSSIONS, VIGO DIALOGUE 2015

The following notes summarize the contributions and discussions from the 2015 Vigo Dialogue. Statements and presentations contributed by panellists are attached in Appendices 1–9.

Arni Mathiesen, Assistant Director-General, FAO Fisheries and Aquaculture Department

welcomed the participants to the session. In his opening remarks (**Appendix 1**) he stressed the commitments taken by the international community at the 2015 UN Summit on Sustainable Development Goals and the Third International Conference on Financing for Development held in Addis Ababa. He underlined the responsibility of FAO and of different actors to reduce poverty, granting human dignity and promoting decent work as a basic human right. In this regard, the FAO Blue Growth Initiative represents a relevant reference framework for responsible practices for sustainable fisheries and aquaculture and their contributions to social and economic development, trade and employment.

Brandt Wagner, Head, Transport and Maritime Unit, ILO briefly introduced the ILO's work concerning improving conditions of work in the fishing sector.

He first drew attention to the ILO's fundamental principles and rights at work, as set out in the Declaration on Fundamental Principles and Rights at Work and in the related standards covering freedom of association and the right to collective bargaining, the abolition of child labour, the elimination of forced labour and the elimination of discrimination.

He described two ILO Conventions specifically concerned with work at sea: the Maritime Labour Convention, 2006 and the Work in Fishing Convention, 2007 (No. 188). The Maritime Labour Convention, 2006 provides protection to seafarers and covers different aspects of their professional life. The Convention entered into force in 2013. It covers several aspects of the working and living conditions on board the ship. (See **Appendix 2** for slides presented.) With respect to fisheries, it is of particular relevance to vessels engaged in the transport and processing of fish.

In 2007 the ILO adopted the Work in Fishing Convention. This Convention covers commercial vessels and covers fishers on board of fishing vessels, setting out specific

minimum requirements for working and living conditions on board fishing vessels. Mr Wagner stressed the need to promote the ratification of the convention as widely as possible to allow its entry into force.

Mr Wagner also noted that the above only covered a portion of the ILO's work in the fishing sector. For example, the Protocol of 2014 to the Forced Labour Convention, 1930, aids in addressing forced labour, including trafficking, in the seafood sector.

He also noted that the ILO had a number of projects and other work underway concerning the seafood and fisheries sector. More information on the ILO's work can be found at the following website: www.ilo.org/fishing, which serves as a portal to other relevant ILO sites.

Uwe Barg, Aquaculture Officer, FAO recalled the increasing attention given to decent work issues in the sector during the FAO-CONXEMAR Global Shrimp Congress in 2014. He identified the main issues that emerged during the 2014 Vigo Dialogue on Decent Employment in Fisheries and Aquaculture; these included the need to combat and eliminate child labour and forced labour, to promote the participation of workers, to find alternative employment opportunities and to focus on the livelihoods of small-scale fishers. He briefly presented the theme of this year's Vigo Dialogue meeting with its focus on the benefits and incentives of promoting decent employment and decent working conditions in fisheries and aquaculture sector. (See **Appendix 3** for slides presented.)

Gabriella Navarro, Directora Nacional de Planificación Pesquera, Sub Secretaría de Pesca, Government of Argentina introduced her government's perspective on promoting decent working conditions in fisheries and aquaculture. Ms Navarro briefly presented the system of quotas under the National Fisheries Law, detailing the criteria to assign the quotas and emphasizing that a part of them is kept for social purposes to be divided among different provinces of the country. In addition, new national collective agreements have been signed with the different fisheries trade unions in the country. In terms of promoting decent work conditions, Ms Navarro underlined the case of the construction of a kindergarten in support of women working in a processing factory. Another measure in support of the workers was the realization of a census for fishworkers in the harbour of Mar de Plata.

She also emphasized that certifications are a powerful tool for recognizing government efforts to ensure responsible management of fisheries resources and promote decent working conditions in the fishing sector. Argentina has developed a certification scheme, MAR ARGENTINO: salvaje y austral, which aims to provide certifications for environment, resources and the social and economic conditions of the sector. She noted that preference is given to national government-led certification rather than to produce certification. She underlined the responsibility of each country to grant decent working conditions to its citizens and eventually get recognition from markets. (See **Appendix 4** for slides presented.)

Tom Pickerell, Technical Director, Seafish, United Kingdom introduced the Responsible Fishing Scheme (RFS), a global standard developed by Seafish for compliance on board fishing vessels, including criteria for safety and welfare; training and professional development; care for the environment; the vessel and its mission; and care for the catch. Safe working conditions for all the crew, and no discrimination, are at the centre of this scheme.

The RFS is a vessels-based accreditation system that certifies vessels and skippers who use sustainable methods of catch and who meet safety and welfare criteria. The unit of certification is the vessel and the skipper together. Seafish is also developing an Improver Programme linked to the main RFS programme to enable developing regions to establish a measurable approach for demonstrating responsible catching practices and improving crew welfare on fishing vessels. Seafish welcomed partnerships and funding to pilot this process with the aim of producing structured guidance for a “social” Fishery Improvement Programme (FIP) that can be used in isolation or alongside a traditional “environmental” FIP.

Furthermore, a Risk Assessment for Sourcing Seafood (RASS) tool was developed by Seafish to enable seafood buyers to be informed on various sustainability issues in fishing while sourcing seafood. The tool provides strong data on environmental risk. It also provides data on other risk factors such as stock status, habitat, management and bycatch, and encourages dialogue between the scientific community and industry.

Seafish also worked in 2015 on a UK supply chain risk assessment to review ethical issues impacting UK seafood chains. The outcome of the study will inform the preparation of 15 regional profiles and the RASS tool, in particular the preparation of social risk factors to be inserted into the tool.

Seafish created a Seafood Ethics Common Language Group, consisting of different fish supply sectors (including retailers, processors and environmental non-governmental organizations), to address the growing ethical concerns in the fish value chain. In particular, the group aims to establish a common understanding of ethical issues in the seafood supply chain, communicating the ongoing work and setting an agenda for the future.

Mr Pickerell briefly described the outreach strategy of Seafish. Seafish welcomes collaboration and participation in the organization of a pre-summit workshop on the occasion of the SeaWeb Meeting in Malta in February 2016. (See **Appendix 5** for slides presented.)

Juanjo de la Cerda y L.-Baspino, Technical Director, Pescanova briefly presented the company, its evolution and the integration of different operations. Pescanova employs more than 12 000 people in 26 countries. The enterprise is vertically integrated with fisheries and aquaculture operations, processing and marketing. Founded in 1960 with the first freezer vessel in the world, ten years later the company became the biggest fish company in Europe with a fleet of more than 100 vessels sailing in distinct parts of the world. With the progressive recognition by coastal states of their economic zones in the 1970s, and after the 1982 United Nations Convention on the Law of the Sea, the company developed the first joint ventures with local companies in coastal states. Pescanova managed to keep the same standards when associating with these local companies. In the beginning, the crew was composed essentially of Spanish nationals, but gradually local nationals were recruited as officials and crew.

He stressed that the responsible management of fish stocks is strongly correlated with decent working conditions. Managing fisheries resources well supports the sustainability of the company, which in turn generates favourable conditions to ensure decent work conditions (including job security and stability), the possibilities of professional development, and workers’ access to social benefits. Over the years Pescanova has contributed to employment creation through community aid programmes in different countries where it operates, and has invested in the creation of training centres for locally recruited crew.

He reiterated that collaborative efforts to improve workers' conditions within the sector can be initiated, such as training technical staff and providing access to health services for workers' families. He also underlined that many financing institutions are starting to consider concrete contractual provisions with requirements on working conditions in the companies they are dealing with. He stressed that promoting decent working conditions is beneficial and effective in reducing the risk of poor reputation for an enterprise. However, collective bargaining is an issue in developing countries. (See **Appendix 6** for contribution and slide presented.)

Francois Delpierre, EMEA Sales Manager and By Product Development, Regal Springs recalled Regal Springs' initial steps in developing fish farms in Indonesia as a way of building local communities. The company's mission was "growing premium Tilapia while building communities" and underlined that people would be at the centre of the company. Once people were trained and skilled, they would contribute more to the company's mission. Providing jobs through aquaculture and fisheries is a strategy for tackling rural-urban migration. In Mexico, Honduras and Indonesia, Regal Springs works in rural communities with limited and uncertain living conditions. In the beginning, the mentality was very short-term and workers showed very limited commitment. However, Mr Delpierre indicated that justice and stability would be at the core of the company's principles, which would work with fair rules applied to all staff in a clear manner. Decent work would be at the core of their and their families' development.

Establishing itself as a company in Mexico was not an easy process. Regal Springs experienced suspicion and open opposition from local communities. With time, it managed to gain the trust of local communities and to establish an environment of working stability, trust, equity and security. In exchange, it contributed to the development of those communities by providing access to health and life insurance, literacy classes, public health and education. Workers' welfare needs to be at the centre of any economically sustainable operation.

Central to the company are core values such as strict rules, high standards, stable work, and capable and proud employees. He underlined the responsibility of different actors, including those present, to make a difference in rural communities. (See **Appendix 7** for slides presented.)

Mr Delpierre was asked whether the company carried out any economic evaluation to assess the long-term benefits of promoting decent work in their company, as it would be very important to show the resulting benefits to other companies. Regarding the use of aquaculture certification approaches, he confirmed that Regal Springs would use the Business Social Compliance Initiative which covers social issues and criteria.

Mariano Rodriguez Moya, Director of Quality and Sustainable Development, Carrefour Spain highlighted that the company has a corporate social responsibility policy in accordance with different international legal instruments. In addition, the company has an internal mechanism for risk reduction based on Red Lists of products and countries. Responsible sourcing from different partners is achieved through an internal ethical chart applied to Carrefour's suppliers. The suppliers agree to put the chart into practice and ensure that this is done together with all their own suppliers. The principles contained in the ethical chart require:

- no child labour;
- no forced labour;

- occupational safety and health for workers;
- prohibition of any form of discrimination and physical or psychological violence;
- established working hours and right to rest;
- freedom of association and right to collective bargaining;
- decent salary, benefits and social security.

The ethical chart is also coupled with a monitoring/control system for Carrefour's direct suppliers and according to a country risk analysis. Internal audits are regularly performed according to ICS methodology, and include inspections in the production site. These inspections are also the baseline to suspend sourcing in particular sites due to lack of respect for human rights. During 2014, Carrefour carried out a total of 1 500 social audits across different sectors, which resulted in the elimination of 12 percent of suppliers.

He proposed that social standards applied in good manufacturing practices could and should be adapted to fish production. Collaborating with all concerned actors along the value chain and making them responsible for their sourcing is key to ensuring accountability and responsible practices. It is also necessary to work with competitors, public authorities and different interest groups. He suggested that an observatory on working conditions run by an independent organization such as FAO could monitor improvements in labour issues. He stressed that enterprises need the cooperation and support from states to develop legal frameworks and compliance and control measures for their application. (See **Appendix 8** for slides presented.)

Sebastian Mathew, Technical Officer at the International Collective in Support of Fishworkers (ICSF)

emphasized that promoting decent work provisions leads to greater social justice in the fisheries and aquaculture sector. Particularly relevant are state-led and community-led decent work programmes and policies for shore-based fishers and fishworkers (in both formal and informal relations), as they can improve decent working and living conditions with a great impact on women, who are greatly involved in fish processing, fish harvesting and seed collection.

Decent work provisions adopted by vessel owners (including beneficial owners) for fishers can greatly improve working and living conditions on board fishing and carrier vessels. Decent work can improve the safety of fishing operations; eliminate child labour and criminal offences such as slavery, forced labour and human trafficking in fisheries; and could raise the profile of the sector as a whole.

Decent work on fishing vessels can ensure access to a trained and responsible workforce with genuine interest in fishing that can help comply with the flag State duties in relation to fisheries conservation and management, and safety of fishing vessel operations.

Decent work for migrant fishers and fishworkers (non-citizens) and local fishers and fishworkers (citizens) can lead to protection of the rights of all individuals employed or engaged in fisheries for their livelihood. It can also help extend social protection to migrant fishers and fishworkers. (See **Appendix 9** for contribution.)

Discussion

Kirill Buketov (International Union of Food Workers – IUF) underlined that issues of decent work are relevant in fisheries, aquaculture and fish processing, i.e. the entire value chain, which is affected by a high level of illegal and criminal activities. Referring to the experience of IUF and ITF – two international federations that represent workers across the whole seafood industry – he stressed that where there is IUU fishing, there is normally no room for respect of human rights and workers’ rights. However, the vision of a clean and responsible fish industry should include both environmental and social standards. While big progress has been achieved during the past 20 years in preservation of marine resources, the industry should still make a real effort to improve the human rights situation, and it is essential to involve workers in all debates on decent work. Workers should be able to voice their concerns and report cases of abuse via their own organization or trade union. Forming a trade union is also the way to improve working and living conditions, but experience shows that the right to form trade unions and the right to freedom of association are not respected across the seafood industry, which leads to inappropriate employment practices and inapplicability of international labour standards. This situation should be addressed as a matter of urgency.

Luz Baz Bella (International Transport Workers’ Federation – ITF) emphasized that the basic human rights of fishworkers are often ignored and that international labour standards are not being applied. Working conditions of fishworkers are often appalling and need urgent attention and action by owners and government authorities.

According to **Daniel Voces (Europeche)** a key problem is the lack of awareness in Europe of issues of decent work in the seafood industry. Increasing awareness and political will regarding these issues should go hand in hand with promoting the ratification of ILO C188. Collaboration and coordination between DG MARE and other relevant EC units and national labour agencies should be improved.

Sebastian Mathew (ICSF) stressed that the biggest issue is the lack of accountability and responsibility on the part of (beneficial) owners and operators of flag State vessels fishing in coastal waters. Furthermore, increasing the number of jobs can hinder the development of decent working conditions. Most of the time fishworkers have to choose between lack of employment opportunities or a precarious job. FAO could play a role in assisting fishworkers in situations where there are no formal contractual arrangements; it could work to create safety nets for these situations. In Southeast Asia, fisheries tend to represent an intermediate sector for migrants to reach another country. Building institutions and supporting capacity development efforts on the supply side (production) rather than on the demand side (consumption) is crucial to empowering local producers and workers’ communities. Furthermore, Mr Mathew underlined the risk of creating two sets of standards, one for the produce to be exported and one for the domestic market. In addition, he suggested looking at country data regarding exports of those countries affected by EU bans and trade restrictions. In the case of India, exports are just shifted towards China. He suggested that FAO and the ILO work together to produce a guide for fishers, fish farmers and those working in the post-harvest chain to establish which legal instrument or convention would apply to specific cases of labour issues.

Namibia’s efforts to promote training and skills development as carried out by the Namibian Maritime Fishing Institute for fishers were highlighted by **Sha-Riza Smith (Ministry of Fisheries and Marine Resources)**. She also noted the strong power of unions in her country.

Claire Geroudet (FranceAgriMer) reported that France is supporting work towards a new ISO standard on social aspects in fisheries including good working and living conditions of fishers, which should help in developing a label to cover social responsibility and accountability in the seafood industry.

Bertrand Charron (Seafood Intelligence) highlighted that often there is a big gap between the claims of certain companies and the reality in terms of their respect for environmental and social sustainability. For example, some companies have reported having measures against child labour without a clear indication of what child labour is.

In this context, **Brandt Wagner** noted the longstanding ILO-FAO cooperation on eliminating child labour in the fisheries sector and the production of a joint guidance manual to address child labour in fisheries and aquaculture.¹⁰ According to Mr Wagner, the ILO guidelines¹¹ on [Flag State inspection of working and living conditions on board fishing vessels](#) represent a potential entry point for continued collaboration between FAO and the ILO. In the future it will be important to understand who or which agency will go on fishing vessels for inspection purposes. It could be a maritime safety official or a fisheries official. He also underlined that tackling forced labour in the sector is very much linked with understanding and regulating how manning (fishworker recruiting) agencies work.

10 FAO-ILO. 2013. Guidance on addressing child labour in fisheries and aquaculture.

11 ILO. 2015. [Flag State inspection of working and living conditions on board fishing vessels](#)



INTRODUCTORY REMARKS: ÁRNI M. MATHIESEN, FAO

Introductory remarks to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Árni M. Mathiesen , ADG, FAO Fisheries and Aquaculture Department

Distinguished delegates, dear friends and colleagues,

We have come together in Vigo to celebrate the 20th Anniversary of the Code of Conduct for Responsible Fisheries.

And we called for the First International Fisheries Stakeholder Forum in Vigo to encourage and engage fisheries stakeholders to come up with improvements and solutions for better fisheries and aquaculture, for more fish and income, and for happier people working in our sector.

Governments attending the recent UN summit on Sustainable Development Goals in New York and the Finance for Development Conference in Addis Ababa have called for more efficient management of our resources and for more equitable, fairer and more inclusive social and economic development. “We have to overcome hunger and poverty” is the clear message. And we have to recognize – and realize - human rights and defend the dignity of every person. Decent work is a human right.

FAO is promoting “Blue Growth” as a coherent approach for the sustainable development and management of oceans, wetlands and coastal zones. Blue Growth provides a global framework to promote the development of responsible fisheries and aquaculture, and improvement of associated social and economic conditions, including trade and employment.

Here we also are advocating poverty reduction, social protection and decent employment in fisheries. In our sector, our social responsibility also covers people who do work in fisheries, aquaculture, fish processing, supplies, fish distribution and trade. In our sector, we need to look at the working conditions of our fishworkers. We need to ensure better jobs and decent working and living conditions for our fishworkers, and wherever possible generate opportunities for more jobs. Decent work conditions can help improve livelihoods of fishworkers, their families and their communities. For Blue Growth to succeed it is vital that blue jobs are decent jobs.

We all can learn from each other and we at FAO are keen to hear and learn from you.

Today we invite you to join this Vigo Dialogue to share your experiences and views on benefits of decent employment and on incentives that could be put in place for all stakeholders to work together towards improved working conditions in our sector.

We would like to encourage you to agree, collaborate and undertake actions for more decent work in our sector.


Thank you

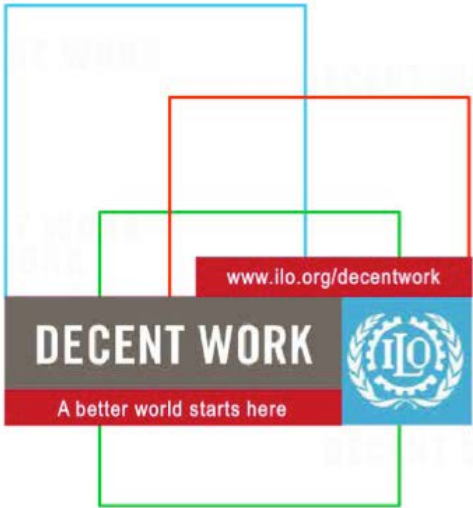


INTRODUCTORY REMARKS: B. WAGNER, ILO


Introductory remarks to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Brandt Wagner, Head, Transport and Maritime Unit, ILO

ILO, Decent Work and Fishing 



www.ilo.org/decentwork

DECENT WORK 

A better world starts here

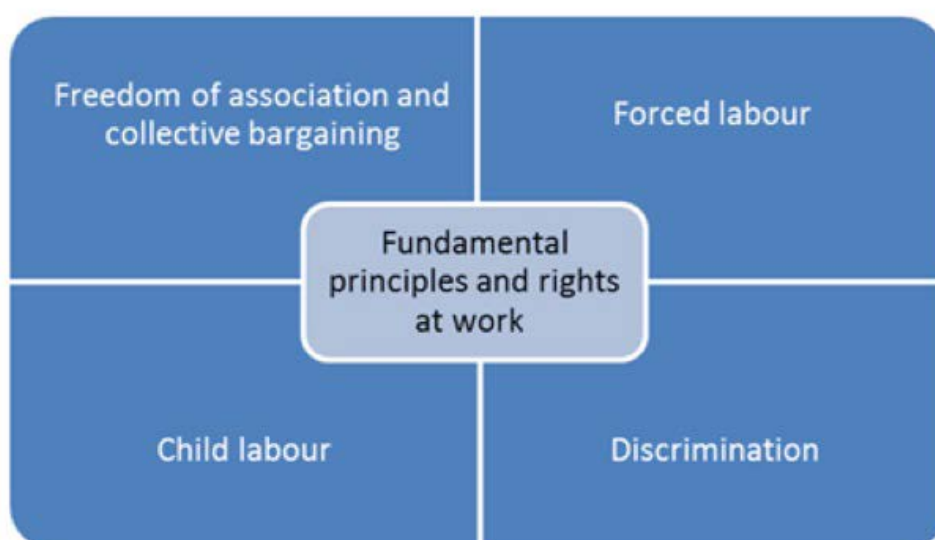
Brandt Wagner
International Labour Office



Decent work - fishing



International labour standards



Work in Fishing Convention, 2007 (No. 188)



Ratification Convention No. 188 is needed



MLC, 2006



C188





INTRODUCTORY REMARKS: U. BARG, FAO

Introductory remarks to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Uwe Barg, Aquaculture Officer, FAO

Decent employment for Blue Growth

Benefits & incentives of decent work in fisheries and aquaculture



Vigo dialogue on labour conditions with governments, industry and civil society

Vigo 09 October 2015
E-mail: decent-fish-work@fao.org



Benefits & incentives of decent work in fisheries and aquaculture



Benefits & Incentives of Decent Work in Fisheries and Aquaculture

Vigo Dialogue 2014

Our social responsibility towards people working within our sector

We need more and better blue jobs to improve livelihoods of concerned communities

Blue growth recognizes and addresses the rights of those working in fisheries and aquaculture for their livelihoods

decent-fish-work@fao.org



Benefits & Incentives of Decent Work in Fisheries and Aquaculture

Vigo Dialogue 2014

Recognized many issues in the fish business, for example:

- forced labor, child labour, debt bondage,
- excessive working hours, dangerous work,
- low wages, low number of formal contractual arrangements,
- discrimination of women and migrant workers, low levels of social protection,
- poor representation and organization among fish workers, insufficient social dialogue,
- lack of application of national and international labour standards in the fish sector

Vigo Dialogue 2015

decent-fish-work@fao.org



Benefits & Incentives of Decent Work in Fisheries and Aquaculture

Vigo 2015 → Focus on benefits and incentives of addressing and facilitating decent employment

Examples

- Better reputation for companies – good image for the sector
- Advantages in marketing – better market position along value chain – increase in revenue
- Greater acceptance in local communities
- More efficiency and less costs
- No or less accidents and hazards, healthier fish workers
- Happier fish workers and their families
- Fish workers contribute to enterprise development – product quality
- Support to social development and social dialogue
- Combating IUU fishing and other illegal activities

Vigo Dialogue 2015

decent-fish-work@fao.org



Benefits & Incentives of Decent Work in Fisheries and Aquaculture

Vigo 2015 → Panelists and participants invited to :

- Share experiences with decent work and employment promotion: good practices and success stories
- Discuss market trends & consumer expectations regarding working conditions – ethical considerations
- Highlight incentives and benefits of decent employment *for different stakeholders*
- Identify possibilities and means of ensuring decent employment
- Recommend areas for policies, partnerships and action to help advancing the decent work agenda
- Identify issues for future discussion at the “Vigo Dialogue” and for joint action
- See “Guiding questions”

Vigo Dialogue 2015

decent-fish-work@fao.org



Benefits & Incentives of Decent Work in Fisheries and Aquaculture

Panelists

- A.M. Mathiesen, Assistant Director-General, FAO Fisheries and Aquaculture Department
- B. Wagner, Head, Transport & Maritime Unit, Sectoral Policies Department, International Labour Office (ILO)
- B. Esau, Minister of Fisheries and Marine Resources, Namibia
- Dr Jongkolnee, Dept. of Fisheries, Thailand
- T. Pickerell, SeaFish, United Kingdom
- J. de la Cerda L. Baspino, Pescanova
- M. Wallhoff, Regal Springs Tilapia
- M. Rodriguez, Director of Sustainability, Carrefour
- S. Matthew, International Collective in Support of Fishworkers
- G. Navarro, Director Fisheries Planning, National Secretariat for Fisheries and Aquaculture, Argentina

Vigo Dialogue 2015

decent-fish-work@fao.org



We welcome your suggestions and views

Please share with all of us.

Thank you!



Mariaeleonora D'Andrea
Jose Estors Carballo
Uwe Barg





PRESENTATION: G. NAVARRO, ARGENTINA

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Gabriella Navarro, Directora Nacional de Planificación Pesquera, Sub Secretaría de Pesca, Government of Argentina

The image shows the cover of a presentation document. At the top right, the text reads 'Subsecretaría de Pesca y Acuicultura' with three circular icons: a ship, a fishing net, and a fish. Below this, it says 'I FORO INTERNACIONAL DE STAKEHOLDERS DE LA PESCA | 20 ANIVERSARIO DEL CÓDIGO DE CONDUCTA (FAO) VIGO, REINO DE ESPAÑA – OCTUBRE 2015'. The main title is 'Beneficios del empleo decente en pesca y acuicultura' with the subtitle 'Perspectivas del gobierno de Argentina'. Below the title is a row of five photographs: a fishing boat in a harbor, a boat on the open sea, a red boat on the water, a beach with fishing gear, and a fishing structure at sunset. At the bottom, there are logos for 'Presidencia de la Nación', 'Ministerio de Agricultura', and 'Subsecretaría de Pesca y Acuicultura'.

Administración de los recursos •



ASIGNACION DE CUOTAS: ARTICULO 27 de la Ley Federal de Pesca 24.922 (1997)

- 1) Cantidad de **mano de obra nacional ocupada**;
- 2) **Inversiones** efectivamente realizadas en el país;
- 3) El promedio de toneladas de **captura legal** de cada especie efectuado durante los últimos ocho (8) años, medido hasta el 31 de diciembre de 1.996, por buque o por grupo de buques si éstos pertenecieran a la misma empresa o grupo empresario;
- 4) El promedio de toneladas de **productos pesqueros elaborados**, a bordo o en tierra, de cada especie en los últimos ocho (8) años, medido hasta el 31 de diciembre de 1.996 por buque o por grupo de buques si éstos pertenecieran a la misma empresa o grupo empresario;
- 5) La **falta de antecedentes de sanciones** aplicadas por infracción a las leyes, decretos o resoluciones regulatorias de la actividad pesquera.



Administración de los recursos •



CONTROL DEL EMPLEO: Resolución 39/2014

REGISTRO Y EMISION DE CONSTANCIAS DE INSCRIPCION DE LA MANO DE OBRA EMPLEADA DE LAS PERSONAS FISICAS Y JURIDICAS, INSCRIPTAS EN EL REGISTRO DE LA PESCA.

ARTICULO 20.- Toda persona física o jurídica obligada a inscribirse, conforme a lo establecido en el Artículo 41 de la Ley N° 24.922, **deberá presentar anualmente una declaración jurada anual de la mano de obra empleada** a los fines de su anotación en el Registro de la Pesca.



Administración de los recursos •



RÉGIMEN DE ADMINISTRACIÓN DE ITQ'S – Resolución CFP 10/2009 y actualizaciones

d) **Reserva de Cuota Artesanal (RCA):** El porcentaje de la CMP que anualmente el CONSEJO FEDERAL PESQUERO determine de acuerdo a lo dispuesto en el artículo 9°, inciso k), de la Ley N° 24.922.

e) **Reserva Social (RS):** El porcentaje de la CMP reservado para ser asignado, según lo determine el CONSEJO FEDERAL PESQUERO, a los sectores de máximo interés social. Este interés social será determinado por cada una de las jurisdicciones.



DERECHOS DE LOS TRABAJADORES •



CONVENIOS COLECTIVOS DE TRABAJO

- **SINDICATO DE OBREROS MARÍTIMOS UNIDOS (S.O.M.U.)**, la CÁMARA ARGENTINA DE ARMADORES DE BUQUES PESQUEROS DE ALTURA y la CÁMARA DE LA INDUSTRIA PESQUERA ARGENTINA (2015) renovación después de 35 años)
- **ASOCIACION ARGENTINA DE CAPITANES, PILOTOS Y PATRONES DE PESCA** con la CAMARA ARGENTINA DE ARMADORES DE BUQUES PESQUEROS DE ALTURA y la CAMARA DE LA INDUSTRIA PESQUERA ARGENTINA (2012) se firmó el primer convenio en la historia
- **SINDICATO OBRERO DE LA INDUSTRIA DEL PESCADO** y la CAMARA DE LA INDUSTRIA PESQUERA ARGENTINA (2009)
- **SINDICATO ARGENTINO DE OBREROS NAVALES Y SERVICIOS DE LA INDUSTRIA NAVAL DE LA REPUBLICA ARGENTINA** y la CAMARA DE LA INDUSTRIA NAVAL ARGENTINA (2013 y 2014)



ASISTENCIA A LOS TRABAJADORES •



MUJERES Y NIÑOS



- Se han asignado fondos para la construcción de una **guardería para hijos de trabajadoras de la industria del pescado.**

Las mujeres trabajan principalmente en el procesamiento (fileteadoras) y uno de las principales preocupaciones era disponer de un lugar donde poder dejar a sus hijos más pequeños.

- Se acordó la realización de un censo de trabajadores en Mar del Plata, principal puerto pesquero del país



PRECIO JUSTO •



MERCADOS

- Los países en desarrollo que quieren mejorar las condiciones de sus trabajadores, ven reflejado ese crecimiento en una mejora también en su posicionamiento en el ranking mundial (ingreso per cápita), lo cual nos ha dejado a algunos fuera del sistema de preferencias, y eso se volvió un perjuicio para la industria en general.
- Seguimos siendo proveedores de *commodities*, lo cual hace muy difícil que se pueda trasladar a precios competitivos estas mejoras, y por lo tanto no hay incentivos para la industria de mejorar las condiciones de trabajo, sino que tienen que ser fuertemente controladas por los estados.
- La promoción a nivel internacional de políticas que mejoren las condiciones de trabajo conllevan incrementos del valor de los productos, y los mercados deberían reconocerlo.
- Los países son soberanos y responsables de garantizar condiciones de trabajo decente, dignas, para todos sus trabajadores, y por lo tanto son los que deberían promocionar cuales son sus políticas y en “certificar” el cumplimiento de las mismas. En Argentina, el sello “MAR ARGENTINO: salvaje y austral” pretende ser un emblema nacional de sustentabilidad en todo el sentido de la palabra, abarcando el estado de los recursos, del ambiente, y de las condiciones sociales y económicas de todos los agentes del sector.



MUCHAS GRACIAS

Gabriela Navarro
Directora Nacional de Planificación Pesquera
Subsecretaría de Pesca y Acuicultura
Argentina



PRESENTATION: T. PICKERELL, SEAFISH

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Tom Pickerell, Technical Director, Seafish, United Kingdom





Responsible Fishing Scheme

- A global standard that audits compliance on board **fishing vessels**, including safety & welfare criteria
- Complements existing standards in the fisheries and seafood supply chain
- An 'Improver's Programme' to enable developing regions to be supported through continuous improvement

RFS Standard



SEAFISH
the authority on seafood

search vessels... Search

Home What is RFS? What's New How to Join Search Resources Contacts

Welcome to the Responsible Fishing Scheme website

The Responsible Fishing Scheme has been developed to raise standards in the catching sector, enabling those within the seafood supply chain to demonstrate their commitment to the responsible sourcing of seafood. The aim is that, over time, accreditation will become a condition of supply.

Please find a link to our regular update [here](#).

The UK Responsible Fishing Scheme

RESPONSIBLE FISHING SCHEME

0:00 / 1:20

Quick Search
Search by vessel, species, location or tag on the right, or go to our full search.

Vessel name... Location

Vessel number... Species

Search now

Go to full search

www.seafish.org/rfs

RASS

Risk Assessment
for Sourcing Seafood

Online tool to enable seafood buyers to make informed choices **to comply with their own corporate social responsibility requirements** by providing information relating to many aspects of responsible sourcing of seafood

Risk Tool for Ethics in Fisheries



SEAFISH
the authority on seafood

Atlantic cod, Northern stock in Newfoundland and Labrador region, Longlines

Gadus morhua

Content last updated: 3rd Jul 2015

Stock: Northern cod in NAFO Divisions 2(SKL) (Newfoundland and Labrador region)

Management: NAFO

51°10'45.6"N 53°05'09.4"W

Category	Less Risk	More Risk
Overview		
Stock Status	●●●●○	○●●●●
Management	●●●○●	○●●●●
Bycatch	●●●●○	○●●●●
Habitat	●●●○●	○●●●●
Social Risk Factor A	●●●○●	○●●●●
Social Risk Factor B	●●●○●	○●●●●

print full profile | save full profile as PDF

www.seafish.org/rass

UK Supply Chain Risk Assessment

- Aimed to present a detailed review of ethical issues impacting on UK supply chains
- Recommendations:
 - Joint investigations
 - Sharing information on audits
 - Code of conduct on social responsibility in seafood
- 15 Regional Profiles
 - Will form the evidence-base for RASS Social Factor(s)

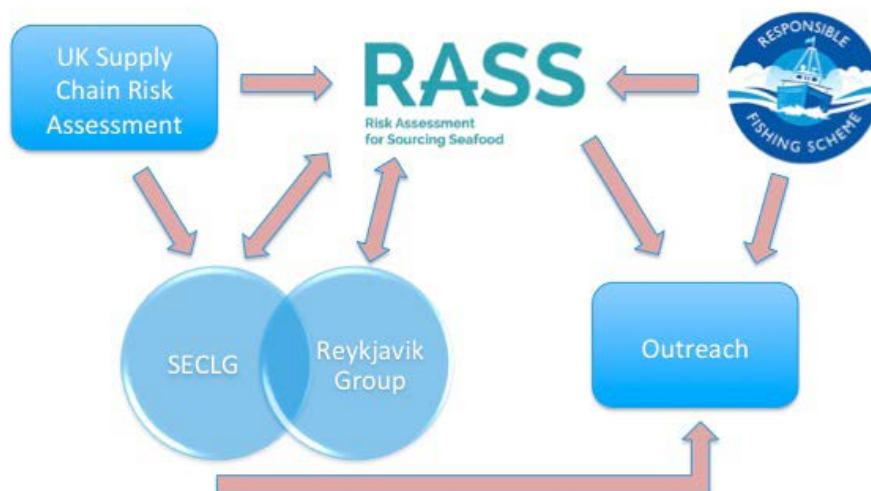
Stakeholder Groups

- Seafood Ethics Common Language Group
 - To establish a common understanding of ethical issues impacting on the seafood supply chain
 - To communicate the work currently ongoing
 - To agree a clear agenda for future action
- Reykjavik Group
 - US/EU Industry Only
 - Knowledge exchange & strategy development

Outreach

- SeaWeb Seafood Summit (Malta)
- Chatham House IUU Event (London)
- IFFO Conference (Berlin)
- GOAL15 (Vancouver)
- SFP/Oxfam Supplier Event (Annapolis)
- North America Seafood Expo (Boston)
- Etc...

How the Work Areas Inter-relate



Seafood Summit – Malta, Feb 16

- **Pre-Summit Workshop**

- Present the different initiatives/tools
- Map them to the supply chain network
- Determine where duplication and redundancy occurs and facilitate discussions on how best to proceed
- Determine where gaps occur to facilitate targeted future work
- Global tool-kit/one-stop-shop for seafood buyers



Thank you

 @drpickerell

 tom.pickerell@seafish.co.uk



PRESENTATION: J. DE LA CERDA L BASPINO, PESCANOVA

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Juanjo de la Cerday L- Baspino, Technical Director, Pescanova

Para la preparación de esta breve presentación, la organización nos ha sugerido compartir con ustedes nuestras experiencias, nuestros logros y nuestra visión de la situación.

He considerado que posiblemente la mejor manera de hacerlo sea transmitiéndoles muy brevemente nuestra manera de hacer las cosas y también las vivencias y situaciones que nos hemos encontrado al respecto durante la historia de la compañía.

Pescanova es hoy una compañía donde trabajamos más de 12.000 personas (más de 12.000 familias), presente en 26 países. Es una empresa integrada verticalmente con operaciones pesqueras (6 países), de acuicultura (3 especies - 7 países), procesado (20 fábricas - 13 países) y comercialización; con una facturación anual de unos 1.000 mm€.

Se fundó en el año 1.960 y en el año 1.961 bota el “Lemos”, el primer buque congelador del mundo; (revisando las notas de prensa) “con una dotación de 32 hombres perfectamente alojados” ¿podía ser de otra manera?

Durante los siguientes años desarrolla una importante flota bajo bandera española y en los años 70 la empresa tenía más de 100 barcos faenando en distintos lugares del mundo. Se convierte así en la primera empresa pesquera de Europa.

A finales de los años 70, con la expansión creciente del reconocimiento por parte de los países ribereños de la zona económica exclusiva de las 200 millas – posteriormente ratificada internacionalmente en la Convención del Mar de las Naciones Unidas en 1.982 – la compañía desarrolla las primeras empresas mixtas (joint venture), en las que se asocia con partícipes locales de los países costeros.

Pescanova aporta capital, bienes pesqueros y buques que se incorporan directamente las flotas respectivas de cada una de estas Empresas Mixtas, en los distintos países en que se desarrollan las operaciones; obviamente sin ningún cambio en los estándares de habitabilidad y condiciones de trabajo a bordo.

En un principio las tripulaciones eran fundamentalmente españolas. Hoy tanto marinería como oficialidad, son básicamente locales eso sí, no sin un esfuerzo importante para desarrollar previamente los programas y centros docentes de formación y capacitación necesarios para disponer de trabajadores cualificados; ya que en muchas ocasiones en estos países ribereños no existía una tradición pesquera.

También es reseñable el impulso dado a la economía local propiciando la creación de empleo y las necesarias infraestructuras que den soporte a las operaciones productivas a bordo y en tierra.

En este punto me gustaría también resaltar como una correcta gestión de los recursos pesqueros tiene directamente una influencia positiva en el “empleo decente”. Ya que ésta ordenación de las pesquerías va a propiciar la sostenibilidad empresarial necesaria que a su vez favorezca el empleo digno; mejorando condiciones laborales en cuanto a estabilidad, formación y capacitación, beneficios sociales, etc.

(También la Reputación Social Corporativa; aunque entiendo personalmente que ésta no debería ser un fin en sí misma).

Después de esto a finales de los 80, comienza el desarrollo de la Acuicultura, fundamentalmente de Rodaballo en España y luego el Salmón en Chile.

Dando un salto en el tiempo, nos situamos ahora entre los años 2006 y 2008, cuando Pescanova conforma una gran operación de Langostino Vannamei en América; hoy posiblemente la segunda mayor del mundo, comprando varias compañías a sus distintos propietarios.

Nos encontramos entonces con un entorno nuevo para nosotros, no se trataba ya de crecimiento orgánico de la compañía - como había sido siempre hasta entonces - con nuestra cultura, filosofía y estándares; si no de un gran plan de crecimiento corporativo que nos ponía enfrente de un importante número de operaciones productoras que procedía de orígenes y formas de hacer distintas.

- Obviamente el trabajo fue, y sigue siendo arduo, pero aprendimos y seguimos aprendiendo mucho; creo que en primer lugar a demostrarnos que “las cosas” son posibles:
- igual que se pueden hacer grandes movimientos de tierras para preparar unos estanques de cultivo, se puede hacer una fosa séptica para mejorar los servicios sanitarios de los campamentos
- de la misma forma que se pueden instalar bombas más eficientes para el suministro de agua a las camaroneras, se puede montar una estación potabilizadora para suministrar agua a los trabajadores de la granja
- como se construye un almacén para el pienso se construye una cocina y un comedor para los camaroneros
- igual que se pueden electrificar las granjas para mover los aireadores de las pilas, se puede tener suministro eléctrico en los alojamientos del personal (para disponer de aire acondicionado o conexión wifi...).

Aprendimos también a que los enfoques pueden y deben ser variados y múltiples. Por supuesto que en un gran número de esas compañías había en marcha iniciativas de carácter local; ayudas a la comunidad, servicios

sanitarios, educativos, bomberos, policía..., todos siguen en marcha, se han reforzado y estableceremos en el futuro programas de carácter horizontal que nos permitan ser más eficientes sin perder la proximidad.

Hay mucho aspectos por desarrollar y son muchas también las iniciativas que pueden ponerse en marcha de una manera sencilla y casi inmediata; posiblemente, el de la capacitación y formación de técnicos y mandos sea uno de los prioritarios; estamos trabajando en ello con las distintas administraciones locales y es frecuente que nuestros técnicos, a la vez, sean formadores en curso o programas abiertos.

También en el campo de la Sanidad, haciendo extensivo el servicio a los familiares de los empleados o incluso a la comunidad.

Quiero también destacar aquí, siguiendo con nuestra experiencia, la importante labor que algunos organismos financieros desarrollan, al recoger en el propio contrato estipulaciones concretas referentes a aspectos relacionados con el trabajo y condiciones laborales, además de otros de índole medioambiental y social. Finalmente se trata de controlar también el Riesgo Reputacional.

Para terminar creo que es importante recordar que no debemos caer en las trampas y los tópicos habituales, hablar de estándares locales, tropicalización, comparar las condiciones y servicios de la empresa con las de sus hogares, ("mejores condiciones que en sus casas")..., planteamientos de este tipo deben ser desterrados.

Entiendo que debemos estar abiertos a la colaboración, aprovechar las herramientas que nos brindan la administración y las instituciones - como el desarrollo de las Alianzas Público-Privadas - y ganar la batalla de la comunicación, obviamente habiendo hecho antes bien las cosas.

Muchas gracias por su atención.

GRUPO PESCANOVA

Líder Global en Productos del Mar

Pesca
Con una flota moderna de más de 90 barcos.

Plantas Procesadoras

Empresas Comerciales
Cumplido 50 años siendo uno de los diez primeros grupos de ría pesquera mundial y los únicos que servimos de enlace entre los mercados: capturamos, cultivamos, producimos y comercializamos diversidad de especies marinas y estamos presentes en 20 países de todo el mundo.

Acuicultura
Langostino, Rodaballo, Tilapia
Cultivo de Langostino en Ecuador, Nicaragua, Honduras y Guatemala. Cultivo de Rodaballo en España y Portugal. Cultivo de Tilapia en Brasil.

En Pescanova apostamos por un desarrollo sostenible, realizando importantes inversiones en I+D+i en sistemas de cultivo de especies marinas, garantizando así el suministro actual y futuro de productos del mar y evitando la sobreexplotación de recursos marinos.

Legend:
- España (E)
- España (E) - Acuicultura: Langostino, Rodaballo, Tilapia
- España (E) - Acuicultura: Langostino, Rodaballo, Tilapia
- España (E) - Acuicultura: Langostino, Rodaballo, Tilapia
- España (E) - Acuicultura: Langostino, Rodaballo, Tilapia



PRESENTATION: F. DELPIERRE, REGAL SPRINGS

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015



Decent Rural Employment

Principles & Pragmatism

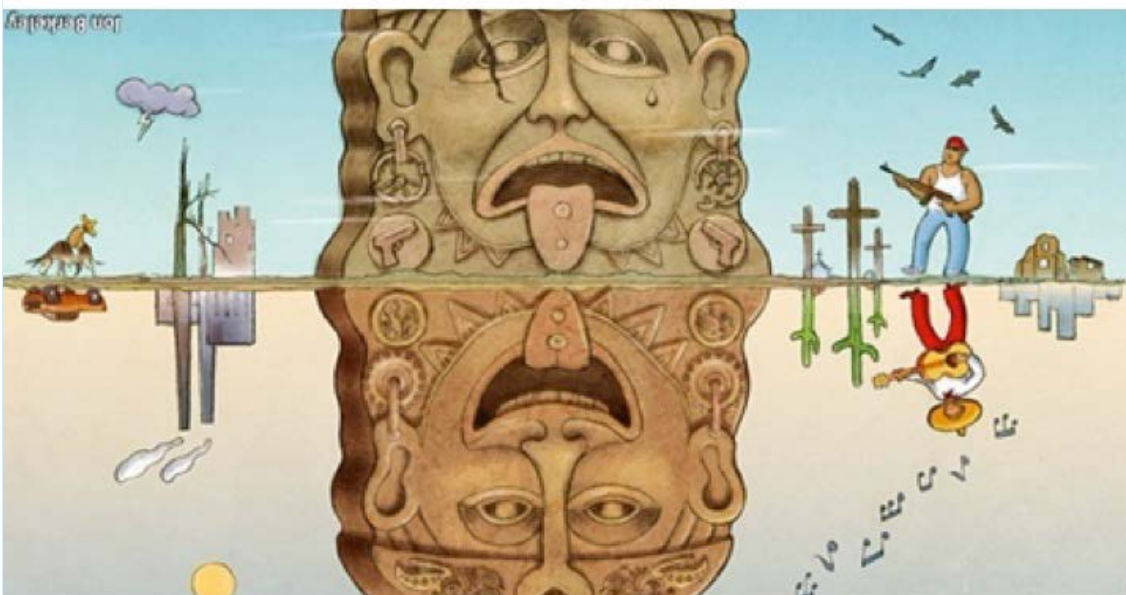
Magdalena Lamprecht
Wallhoff
Regal Springs Tilapia

October 2015

We must use fisheries & aquaculture's potential to keep rural communities intact and ever stronger.



THE REALITY OF WHERE WE WORK AND WHAT OUR RURAL COMMUNITIES EXPERIENCE:
The juxtaposition of prosperity and poverty. Many seek the cities for opportunities, when they only need decent rural employment to improve their immediate communities.



The Economist, 2015



Employees entering our literacy classes, twice a week in the cafeteria (Chiapas, Mexico)



Strict rules, high standards, stable work, capable and proud employees

#yosoyregal



Thank you!

www.regalsprings.com





PRESENTATION: M. RODRIGUEZ MOYA, CARREFOUR

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Mariano Rodriguez Moya, Director of Quality and Sustainable Development, Carrefour

Carrefour

Beneficios del empleo decente en pesca y acuicultura
Responsabilidad social en la industria de la pesca

Posicionamiento Carrefour

I Foro internacional de Stakeholders del sector pesquero.
20 Aniversario del Código de Conducta para la Pesca Responsable (FAO)
Vigo 8-9 octubre 2015

Carrefour España

- 174 Hipermercados
- 112 Supermercados
- 383 Super proximidad
- 17 Plataformas (3 de productos de la pesca)
- Central de compras de frutas internacional



Carrefour España es uno de los líderes de la distribución española en el conjunto de sus distintos formatos

Carrefour 



 market



 express



CARREFOUR y la RSC

- ❖ Declaración Universal de los Derechos Humanos 
- ❖ Directrices de la OCDE para empresas multinacionales.
- ❖ Principios fundamentales de la OIT. 
- ❖ Carta Social en colaboración con FIDH (Federación Internacional de Derechos Humanos) vinculante para proveedores del Grupo. 
- ❖ Código de Integración desarrollado en Global Social Compliance Program (GSCP)
- ❖ Acuerdo con la Federación Sindical Internacional UNI.
- ❖ Adhesión al Pacto Mundial de las Naciones Unidas. 

ACTUACIONES CARREFOUR

Exigencias a productores / proveedores:

- Cartografía de los riesgos país en esta materia con el fin de determinar el nivel de vigilancia en función del riesgo país
- Las exigencias están fijadas en la carta ética de proveedores anexada a todos los contratos de productos con marca / responsabilidad Carrefour.
- Los proveedores se comprometen a su puesta en marcha y a hacerla respetar en su propia cadena de suministro.



ACTUACIONES CARREFOUR

Exigencias a productores / proveedores:

La carta contiene 8 compromisos :

- Prohibición del trabajo infantil
- Prohibición de todo trabajo forzado en situación de servidumbre
- No pueden practicar el trabajo obligatorio, ni retener parte del salario ni documentos.
- Salud y seguridad en el trabajo y condiciones de empleo
- Permitir libertad de asociación sindical y negociación colectiva
- Prohibición de toda discriminación, de violencia física o mental
- Horario de trabajo y descansos
- Salarios dignos, ventajas y condiciones sociales

Un proceso de control es llevado a cabo por Carrefour a nivel de sus proveedores directos y según un análisis de riesgos país realizado con las partes, mediante:

- Auditoria de referencia según metodología ICS
- Control en el lugar de la producción

En base a estos controles Carrefour ha suspendido los aprovisionamientos por unas situaciones de no respecto de los derechos humanos

ACTUACIONES CARREFOUR

Propuestas

- Consideramos que la cuestión del respecto de los derechos humanos no es un asunto competencial o ligado a la competencia.
- Grupo potencia la unificación y reconocimiento mayoritario de la cadena de los estándares sociales, participando, entre otros, el proyecto de fusión entre ICS y el BSCI
- De los estándares aplicados para normas sociales de fabricación se puede y se debe trabajar en colaboración con las partes para hacer adaptación a la producción pesquera
- Necesitamos responsabilizar el conjunto de los actores de la cadena en su campo de responsabilidad.
- Se debe potenciar los intercambios y la colaboración con nuestra competencia , con la administración y con grupos de interés.
- Un observatorio de las condiciones de trabajo compartido y llevado por una organización independiente como la FAO puede ser interesante para constatar la evolución
- Las empresas necesitan también la colaboración de los Estados que elaboran el marco normativo y los sistemas de controles indispensables a su aplicación.

**MUCHAS GRACIAS POR
SU ATENCIÓN**



PRESENTATION: S. MATHEW, ICSF

Presentation to Vigo Dialogue on Benefits of Decent Employment in Fisheries and Aquaculture; Vigo, 9 October 2015

Sebastian Mathew
International Collective in Support of Fishworkers (ICSF)

Talking Points

1. Effective decent work provisions can lead to greater social justice in fisheries and aquaculture.
2. State-led, or community-led, decent work programmes and policies for shore-based fishers and fishworkers, including informal fishers and fishworkers, can improve working and living conditions, and ensure their social protection, as well as that of their families. This would particularly benefit women fishers and fishworkers who are often shore-based (fishing, fish processing, harvesting shrimp seeds, etc).
3. Decent work provisions adopted by vessel owners, including beneficial owners, for fishers can lead to improved working and living conditions on board fishing vessels and carrier vessels. These can also provide greater social protection.
4. Decent work on fishing vessels can ensure access to a trained and responsible workforce with genuine interest in fishing that can help comply with the flag State duties in relation to fisheries conservation and management, and safety of fishing vessel operations.
5. Decent work can improve safety of fishing operations, eliminate child labour and criminal offences such as slavery, forced labour and human trafficking in fisheries and could raise the profile of the sector as a whole.
6. Decent work for migrant fishers and fishworkers (non-citizens) and local fishers and fishworkers (citizens) can lead to protection of the rights of all individuals employed on engaged in fisheries for a livelihood. It can also assist extending social protection to migrant fishers and fishworkers.



As a side event to the First International Fisheries Stakeholder Forum, FAO convened on 9 October 2015, the *Vigo Dialogue on the Benefits of promoting decent employment in fisheries and aquaculture. Working for Blue Growth: Social responsibility in the fish business – a win-win situation for all*. Stakeholder representatives in fisheries and aquaculture including government administrations, private sector industries, civil society organizations (small-scale fishers, workers' unions), auditing/certification initiatives and international organizations discussed priority issues and actions on labour conditions in the sector (including capture fisheries, aquaculture, fish processing, distribution, fish trade), however with major emphasis on benefits and incentives of addressing those issues for different stakeholders, e.g. better reputation for companies, more efficiency in production and operation, improved conditions for producers/workers, etc. The meeting recognized that promoting decent working conditions has become a central issue for sustainable business development and agreed that abuses of human rights and labour rights often coincide with illegal, unreported and unregulated (IUU) fishing. Ensuring social responsibility in the seafood industry reduces the risks of poor image and bad reputation for companies and improves labour relations and workers' commitment to company operations and business. Seafood industry and retailers emphasized their interest in advancing decent working conditions in seafood supply chains through social and labour standards and certifications schemes. Capacity development, institution building, strengthening of fish workers organizations along with investments in training, skills development and occupational safety and health were identified as important entry points to achieve decent working conditions in fish value chains. Governments should widely ratify the ILO Work in fishing convention, 2007 (No.188) - as a matter of high priority - and ensure protection of migrant and foreign workers, who often are lacking legal protection.

ISBN 978-92-5-109724-3



9 789251 097243

I7091EN/1/04.17