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Report of the

**FAO VIGO DIALOGUE ON SOCIAL RESPONSIBILITY IN THE
FISHERIES AND AQUACULTURE VALUE CHAINS - ADDRESSING
CURRENT PROBLEMS TRIGGERED BY COVID-19**

Rome, 14 to 16 September 2020 and 21 to 23 September 2020

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PREPARATION OF THIS DOCUMENT

This document presents the primary outcomes of the worldwide multi-stakeholder FAO Vigo Dialogue held virtually from 14 to 16 September 2020 and 21 to 23 September 2020. It also includes gaps and critical elements, supporting the ongoing activities associated with FAO's mandate on social responsibility.

ABSTRACT

The 2020 FAO Vigo Dialogue focused on promoting human and labour rights to ensure better social practices along fisheries and aquaculture value chains, including emphasizing social problems associated with the COVID-19 pandemic. The main issues and challenges that the sector is facing were discussed and identified.

The Dialogue raised awareness of the situation faced by fish workers and the industry due to the pandemic, and allowed FAO to collaborate with relevant stakeholders by providing a clear outline of the significant challenges on social issues in fisheries and aquaculture value chains.

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ABBREVIATIONS AND ACRONYMS

AIPCE -CEP	European Fish Processors & Traders Association
CCRF	FAO Code of Conduct for Responsible Fisheries
CDS	Catch Documentation Schemes
COFI	FAO Committee on Fisheries
COFI:FT	FAO Sub-Committee on Fish Trade
CONXEMAR	Spanish Association of Wholesalers, Importers, Manufacturers and Exporters of Fish products and Aquaculture
GIPP	Interprofessional Group of Fishing Products
HORECA	Hotel, Restaurant and Catering
ILO	International Labour Organization
IMO	International Maritime Organization
IUU	Illegal, Unregulated and Unreported (fishing)
FAO	Food and Agriculture Organization of the United Nations
FEDEPESCA	National Federation of Provincial Associations of Retailers of Fish and Frozen Products
LDAC	The Long Distance Fleet Advisory Council
NGO	Non-governmental organization
OECD	Organization for Economic Co-operation and Development
OHS	Occupational health and safety
OPAGAC	Producers' Organization of Larger Freezer Tuna Vessels
PFA	Pelagic Freezer-Trawler Association
PSMA	FAO Agreement on Port State Measures
SDG	Sustainable Development Goals
SFP	Sustainable Fisheries Partnership
SME	Small and medium-size enterprises
SSF	Small-scale fisheries
UNCTAD	United Nations Conference on Trade and Development
VGDS	FAO Voluntary Guidelines for Catch Documentation Schemes
VGSSF	FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries
WECAF	Western Central Atlantic Fishing

BACKGROUND

Since 2014, the FAO Fisheries Division has organized the “Vigo Dialogue” annually, which is an important benchmark event promoting decent working conditions within the fisheries and aquaculture sector.

The Vigo Dialogue is a multi-stakeholder consultation process aiming to identify the sector's main social problems and challenges in order to suggest priority actions. The Dialogue focuses on measures to combat human and labour rights abuses in fisheries and aquaculture value chains. It facilitates an open discussion to foster feedback and inputs from multiple stakeholders.

From 2014 to 2018, the Vigo Dialogue was organized in collaboration with the Spanish Association of Wholesalers, Importers, Transformers and Exporters of Fishing and Aquaculture Products (CONXEMAR) as a parallel event during the annual International Frozen Seafood Products Exhibition in Vigo, Spain.

In 2019, the eighth edition of the International Congress in Vigo (Spain), organized by FAO and CONXEMAR, already focused on fisheries' social sustainability. Therefore, the Vigo Dialogue did not occur, as the Dialogue's traditional theme was already in line with the Congress itself. The International Congress discussed the importance and the recognition of human and labour rights worldwide to improve social practices along fisheries value chains, including aquaculture. It was attended by approximately 350 participants from industry, government institutions, Non-Government Organizations (NGOs), associations, unions, civil society and academia.

FAO and social responsibility

Institutionally, FAO has a specific mandate to promote social sustainability in fisheries value chains, conferred by the FAO Sub-Committee on Fish Trade (COFI:FT), addressing mainly the recognition and protection of human and labour rights in national and international value chains.

In 2017, during the COFI:FT Session in Busan (Republic of Korea), FAO Members recognized the complexity of addressing social issues involving human and labour rights in fisheries value chains. At that time, it was recommended that FAO collaborate with interested partner organizations and stakeholders to develop a guidance document to assist fisheries and aquaculture value chains actors in improving the implementation of existing instruments (FAO, 2017a).

In the following year, during the FAO Committee on Fisheries (COFI), the most important high-level global body to debate policies involving fisheries and aquaculture issues, FAO Members endorsed the recommendation for FAO to develop guidance on social responsibility. To this end, it was highlighted the need for cooperation with relevant stakeholders, including the industry and fish worker associations (FAO, 2018).

During 2019, following up on the mandate received by FAO Members, FAO conducted four multi-stakeholder consultations worldwide – the Agadir, Brussels, Rome and Shanghai Dialogues. Throughout these Dialogues, FAO received inputs, comments, suggestions and feedback from relevant actors of the sector in order to develop the draft guidance on social responsibility in the fisheries and aquaculture sector. Participants included representatives from trade unions, governments, NGOs, academia, civil society, industry and international organizations. In addition, FAO created an online public consultation with a preliminary draft document on the FAO GLOBEFISH¹ website to get inputs from a wider audience. This consultation received more than 700 comments and feedback. FAO analysed and implemented some of the received inputs into a new draft guidance document. This process contributed

¹ FAO GLOBEFISH is a multi-donor funded project within the FAO Fisheries Division responsible for providing up-to-date trade and market information on fisheries and aquaculture products.

to making the drafting of the guidance more inclusive, practical and consider the entire fisheries and aquaculture value chains from a global approach. The draft guidance was submitted to COFI:FT for general recommendations and guidance on the next steps.

In 2019, at the last Session of COFI:FT in Vigo (Spain), Members recommended FAO to provide specific information on the main social challenges in fisheries and aquaculture while identifying relevant existing international instruments, tools and key stakeholders – including their roles, core competencies, and mandates – associated with other ongoing work and processes on social aspects involving fisheries (FAO, 2019).

In this regard, many FAO activities focus directly or indirectly on the three pillars of sustainability, including the social dimension.

For example, the FAO Code of Conduct for Responsible Fisheries (CCRF) (FAO, 1995), which was unanimously adopted in 1995 by FAO Members, sets out principles and international standards to ensure the effective conservation, management, and development of living aquatic resources. The Code recognizes the nutritional, economic, social, environmental, and cultural importance of fisheries and the interests of all stakeholders of the fishing and aquaculture industries.

As a complement to the CCRF, the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (VGSSF) (FAO, 2015) support responsible fisheries and sustainable social and economic development by promoting a human rights-based approach, focusing on small-scale fishers and fish workers and related activities, including vulnerable and marginalized people.

In this line, FAO has developed other relevant international tools to achieve sustainable practices in fisheries, which can be directly or indirectly linked to improving social sustainability through its implementation. Some of these FAO instruments are:

- In 2017, the FAO Voluntary Guidelines for Catch Documentation Schemes (VGCDS) (FAO, 2017b) were adopted, presenting a comprehensive elaboration on Catch Documentation Schemes (CDSs). The objective of the VGCDS is to assist countries, regional fisheries management organisations, regional economic integration organizations and other intergovernmental organisations when developing and implementing a new CDS or harmonising or reviewing an existing CDS.

The CDS is a system to determine, throughout the supply chain, whether fish originate from catches consistent with applicable national, regional, and international conservation and management measures established following relevant international obligations.

- The FAO Agreement on Port State Measures (PSMA) (FAO, 2016) is the first binding international agreement to target IUU fishing specifically. Its main objective is to prevent, deter and eliminate IUU fishing by restraining IUU fishing vessels from using ports and landing their catches. In this way, the agreement reduces the incentive of such vessels to continue to operate. At the same time, it also blocks fish products derived from IUU fishing from reaching national and international markets. The effective implementation of the PSMA contributes to the long-term conservation and sustainable use of living marine resources and ecosystems and to identify vessels with IUU fishing practices that generally are linked to forced labour.

1. INTRODUCTION

Fish is one of the most traded food commodities worldwide, with millions of people depending on fisheries and aquaculture as a source of employment, income and livelihoods. FAO estimates that 59.5 million people are directly engaged in the primary sector of capture fisheries and aquaculture (FAO, 2020a).

Social issues have become a significant concern in fisheries and aquaculture due to human and labour rights abuses. The media has frequently highlighted labour rights violations and human rights abuses, which were found to occur in distinct phases of the value chain, especially in fish harvesting, farming and processing stages. As a result of the increased awareness, industry associations, labour unions and policymakers have undertaken initiatives to address the existing weaknesses, seek remedies, and improve performance through increased monitoring, transparency, traceability and certification.

Since the COVID-19 outbreak, the pandemic has led to a severe public health problem. It has triggered an economic crisis arising from many measures taken by countries to contain the contamination rate, such as lockdowns, home confinement, travel bans, and business closures, among others. Even though retail food businesses, such as supermarkets, grocery and convenience stores, and takeaway restaurants, are deemed essential and remain operational in many countries, restrictive measures have created a challenging environment where food access could become more problematic.

Consequently, fisheries and aquaculture value chains have become disrupted, causing negative impacts on supply, demand and logistics and adverse social and business consequences (FAO, 2020b). This has particularly affected fish workers, small-scale fishers, fish farmers, fish companies, and restaurants. Therefore, employment and livelihoods in the sector have been affected by COVID-19.

In this regard, the 2020 Vigo Dialogue continued to focus on promoting human and labour rights to ensure better social practices along fisheries and aquaculture value chains, including a particular emphasis on social problems associated with the COVID-19 pandemic, some of them already discussed and identified by FAO (FAO, 2021).

The 2020 Vigo Dialogue raised awareness of the situation faced by fish workers and the industry due to the pandemic. The Dialogue also allowed FAO to continue its collaboration with relevant stakeholders by providing a clear outline of the major challenges on social issues in fisheries and aquaculture value chains. It also includes gaps and critical elements, supporting the ongoing activities associated with FAO's mandate on social responsibility.

Due to the COVID-19 pandemic, the 2020 Vigo Dialogue was performed virtually. This year, the Vigo Dialogue was divided into three Dialogues. By taking advantage of the widespread use of communications technology and videoconferencing, Dialogues were more inclusive and global by reaching and covering different time zones – from Oceania to the Americas. This approach also allowed two dialogues to be conducted in English and one in Spanish. The Dialogues involved 35 experts in the field of social responsibility and working conditions in fisheries and aquaculture. Their expertise and knowledge facilitated the development of relevant outcomes.

The three Dialogues were divided according to the time zones:

- Dialogue A: focused on Oceania, Asia and Africa time zones (in English). See Appendix I.
- Dialogue B: focused on Europe, North America and Latin America time zones (in English). See Appendix II.
- Dialogue C: focused on Europe, North America and Latin America time zones (in Spanish). See Appendix III.

Dialogues A and B took place on 14–16 September 2020 in English, and Dialogue C on 21–23 September in Spanish.

The Vigo Dialogues were attended by 351 people from 63 countries worldwide representing the industry, governments, academia, NGOs, other UN bodies and agencies, and international organizations, with 550 people registered.

The three Dialogues kept the same structure as previous Dialogues, where moderators of each session posed questions to panellists to share experiences and exchange information about the topic. The list of participants, moderators and panellists can be found in Appendix IV.

Each dialogue was divided into four sessions. The Dialogues also had the participation and direct contributions of the International Labour Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD). From ILO, Mr Brandt Wagner, Head of the Transport and Maritime Unit, elaborated on decent working conditions in fisheries and aquaculture, highlighting the importance of ratifying and implementing international standards, in particular, the ILO Work in Fishing Convention (No. 188) (ILO, 2007). From OECD, Ms Shivani Kannabhiran, Sector Lead, Centre for Responsible Business, presented a snapshot of the OECD/FAO Guidance for Responsible Agricultural Supply Chains (OECD/FAO, 2016), including the five steps to identify risk through a due diligence process. Also, from OECD, Mr Will Symes, Fisheries and Agriculture Analyst, illustrated the implications of COVID-19 on fisheries management and policies, including IUU fishing.

Session 1 and 2 tackled social challenges along fisheries and aquaculture value chains during COVID-19. During these sessions, based on the experiences of the panellists, the following issues were discussed: (a) the major social issues present during the pandemic; (b) the situation and problems that could affect the social dimension of the sector in pre-pandemic times; (c) any current work towards social responsibility in fisheries and aquaculture; and (d) the management of COVID-19 from a social angle (workers, employees).

Session 3 discussed measures and actions to ensure social responsibility in the sector: (a) the current status on social issues; (b) viable solutions or measures to help the industry face social problems, in particular, small and medium enterprises (SMEs); (c) the long-term implications about social issues in the sector; and (d) recommendations to improve and ensure social responsibility in the industry focusing on all actors along fisheries and aquaculture value chains.

Finally, Session 4 aimed to encourage the audience to have active participation in the Dialogue, creating the possibility for an open session with direct questions to panellists, raising and sharing personal views about the social problems in the fisheries and aquaculture sector including the recent consequences of the COVID-19 pandemic.

This report compiles the discussions, outcomes and main findings from the three Dialogues to facilitate identifying the main social problems, gaps and actions discussed during the event, including suggested actions directed to different actors along the fisheries and aquaculture value chains.

Detailed information about the 2020 Vigo Dialogue, including the video recordings of each session, agendas, ILO and OECD presentations, short biographies of each participant, is available at the GLOBEFISH website.

2. SOCIAL CHALLENGES ALONG FISHERIES AND AQUACULTURE VALUE CHAINS, INCLUDING COVID-19 IMPLICATIONS

2.1 Small-scale fisheries (SSF)

Communities, vulnerable groups and women

The COVID-19 pandemic has had a profound and immediate economic and social impact on people's lives, especially where their primary income source comes from fisheries or aquaculture. Mainly vulnerable groups and communities, such as women, small primary producers and individual fishers, were the worst affected and strongly impacted by the pandemic. Thus, there has been a widespread reduction in family and community incomes.

Before the COVID-19 outbreak, the situation for women regarding social conditions improved in specific contexts thanks to the implementation of different projects. In some cases, NGOs and international organizations were involved. Nevertheless, it was reiterated that women in SSF usually are marginalized and vulnerable on multiple counts. Generally, only half of the women working, and sometimes even less, are organized in trade unions or cooperatives. This aspect is closely related to the difficulties faced by women when accessing information and resources.

Livelihoods and working conditions

With the COVID-19 outbreak, many fish workers found themselves in critical situations, associated with the family income being severely affected because household members had lost their jobs. Therefore, the reduction of their income caused by the blockade of product commercialization led to fish workers engaging in fishing as a necessity to survive.

The importance of formalizing working relationships in the sector allows fishers and fish workers to access social protection, particularly as a right that all workers are entitled to and not an option. Many small-scale fish workers and fishers do not have access to healthcare services or social security, where fish workers may be placed at significant risk. These problems come from the lack of formalization of working relationships and where fish workers are not aware of their rights. Also, the availability of medical supplies is scarce. More effective implementation of health and social security guidelines is needed to safeguard fish workers. Besides, it is essential to have formal social protection to cope with problems caused by the COVID-19 pandemic.

Working conditions for small fish workers and fishers were complex before COVID-19, and it became even more critical. There is an apparent informality of working relationships in the sector, where access to social protection is minimal. Moreover, the seasonality of the work is still a problem if the sector is not formalized. Consequently, risky and unsustainable practices are still present, with small-scale fish workers being forced to go fishing for survival due to low incomes and irregular work without social and health protection.

Also, climate change is a crucial issue. Coastal communities are affected by this phenomenon, and its importance is not diminished due to the advent of COVID-19. The pandemic's initial stages coincided with disastrous cyclones, putting intense pressure on coastal communities from multiple directions, generating a loss of employment that had been dependent on tourism. But on the other hand, export-oriented jobs have increased. In turn, many workers were left without formal employment, resulting in many others engaging in informal work and migrate back to coastal communities. Besides, fishers have found overall difficulties when undertaking their activities.

Trade in fisheries and aquaculture value chains

The closure of restaurants and hotels for two months, and even more in some countries, has directly affected the fisheries and aquaculture sector. The sector faced a contraction in demand, where only a few businesses could continue operating and with a reduced capacity. On the other hand, the dramatic

reduction of restaurant and catering activities generated an increase in alternative local food retail options, such as supermarket sales.

The COVID-19 pandemic has brought a contraction in demand along the whole fisheries and aquaculture value chains. Thus, fisheries and aquaculture value chain logistics have been affected due to sluggish supply hindering the normal trade flow into other markets. Also, there has been a substantial fall in the prices of fisheries and aquaculture products. All this impacts the income of all actors involved along the fisheries and aquaculture value chains, especially fish workers and fish entrepreneurs.

Nevertheless, the sector was able to become more resilient to overcome the COVID-19 pandemic. Fisheries and aquaculture value chains became shorter, allowing the industry to focus and develop domestic and neighbouring markets. Consequently, the increased availability of diversified fisheries and aquaculture products in new markets was observed through adaptive and mitigation measures. However, many other fishers that rely on international trade for their livelihoods could not find feasible alternative markets for their production, and they were more negatively affected by the pandemic.

Despite the diversification of fisheries and aquaculture products in new markets, it becomes even more critical to boost and enhance social responsibility alliances to implement responsible practices within the sector and promote responsible fish consumption. Simultaneously, specific measures to improve stock assessment, promote traceability, and develop and disseminate sanitary protocols in the industry should be implemented, aiming at improving the conditions of small fishers.

Organization and policy management

Partnership plays a crucial role in communicating SSF's needs to governments. Being organized in associations has played a vital role during the COVID-19 pandemic to allow the continuity of business, overcome challenges and coordinate the activities of different fishers involved. This collective approach also allows fishers, especially small-scale fishers, to have fair and more stable access to marine resources. Nevertheless, an essential purpose of this partnership and connectivity is to be fair towards its stakeholders. Moreover, the women's dimension shall always be present, as women are becoming more involved in the development and management of cooperatives.

Among the main difficulties that fishers face is access to financial aids and support from the national government. During the COVID-19 pandemic, some countries did not support the fisheries or aquaculture sector to overcome social challenges faced during this time. Nevertheless, other countries, including some developing countries, have created specific measures, such as a bonus to fishers and fish farmers, to deal with the economic shortcomings caused by the pandemic.

It was recommended that decision-making should be bottom-up to ensure the achievement of positive social and environmental outcomes. Transparent intervention is needed. Policy development should seek to strengthen alternative incomes, food security, and family wellbeing, especially marginalized groups. In many regions, since the COVID-19 outbreak, community-level attention has been revitalized as producers begin to focus more on local markets. When assessing and evaluating any crisis, policymakers should consider the vulnerability of distinct groups. The importance of communication should be reiterated among various stakeholders to tackle common concerns and problems.

There is a need to update national fishing legislation in different countries to support sustainable fisheries and boost the sector, especially in connection with non-organized participants. Formal guidelines should be translated into simple language and tools that may be effectively implemented at the community level to facilitate the formal organization of actors into associations or cooperatives.

2.2 Industrial fisheries

Fishers and crew members

Public health, crew welfare, and observer safety have been identified as major priorities.

Generally, high seas fisheries are manned by foreign and migrant workers who have left their country and were initially hired temporarily. However, with the introduction of travel bans and border entry restrictions, the return of these workers to their country of citizenship or residence has often been disrupted. Subsequently, many workers faced significant family hardships and financial pressures. Moreover, the prevalence of illegal workers means that many of them are unable to access healthcare services.

Another problem that has caught international attention is the definition of seafarers, where fishers have not always been included. Most of the International Maritime Organization's (IMO) and ILO's declarations refer to "seafarers" not covering "fishers" (IMO and ILO, 2006). However, they are equally affected by the same issues, such as difficulties to disembark, abandonment, among other situations. Thus, fishers are not always included in different governments' definitions of seafarers and cannot benefit from relevant policies. This issue was addressed in September 2020, when a UN Agencies Joint Statement (IMO, 2020) called on all governments to recognize seafarers as key workers immediately and to take swift and effective action to eliminate obstacles to crew changes to address the humanitarian crisis faced by the shipping sector, ensure maritime safety, and facilitate economic recovery from the COVID-19 pandemic.

With the COVID-19 pandemic, crews have had to spend more extended periods at sea due to lockdown restrictions until the national government took any action to disembark in the national territory. In some cases, charter flights were organized in collaboration with other groups in the fisheries sector to transport crew members from the disembarkation port to their countries.

Furthermore, governments should be more flexible in lifting travel restrictions and extending travel documents and certificates of groups for specific work activities, especially those fishers who have been virus negative-tested. During the pandemic and considering travel restrictions imposed, there have been issues affecting fishers and crew member movement with expired documents, mainly working certificates and visas, which has hampered the homecoming of those fishers.

Health requirements and associated measures

During the pandemic, it was reported that false positives during crew member testing were a significant problem. False-positive individuals were not allowed to board fishing vessels. This meant they were not able to work and, therefore, did not get any income. In these situations, it is recommended that governments should extend financial support to crew members, many of them foreign workers.

Testing programmes should be expanded to all fish workers to ensure that those coming on board are not infected. Fishing companies have been active in testing and isolating crew members to limit the spread of COVID-19 on fishing vessels. However, the strict health requirements from countries have created new challenges for the crew, such as restrictions to the number of people working onboard, which means a reduction of fish workers.

International trade and fisheries and aquaculture value chains

Crew movement and changes are an essential aspect of fisheries, where disruption creates difficulties for the industry. Shorter value chains came with positive and negative implications. Producers can often maintain a more significant proportion of a product's final sale in a shorter value chain than in longer chains, with less environmental impact from other stages, such as transport. However, the final product's value may be reduced compared to the price in international markets. The disruption of fisheries and aquaculture value chains has also left many fish workers unemployed. Nevertheless, these recently

created alternative value chains became essential add-ons, improving post-harvest practices and direct marketing to consumers to promote responsible consumption.

The reduction in commercial flights has affected tourism causing diminishing returns in the fish sector, particularly those depending on tourism, such as restaurants and small fish businesses. Furthermore, this transportation disruption has also impacted international trade.

An important new dimension is promoting traceability, focusing on transparency along fisheries and aquaculture value chains, including international markets. Thus, the promotion of this dimension will help correctly identify all stakeholders, such as vessel owners, skippers, or those responsible of fish workers and fishers, to assess their actual situation and working conditions, especially those involved in unsustainable practices such as IUU fishing.

Management and policy

It was recommended that public health and safety policies for fishers should be developed and strengthened to prevent extended periods on vessels in adverse conditions, facilitating an easy return from the sea to their homes.

New tools and digital transformation to create alternative and robust management systems are crucial elements to facilitate, monitor, and better mitigate irresponsible practices with fish workers and fishers and future crises.

Collaboration is also essential in the fisheries sector to promote responsible fish working conditions by all stakeholders, including improvement in traceability systems. On the other hand, cooperation with unions, international organizations, governments, and other relevant stakeholders is essential to ensure and facilitate human management, including crew changes.

There has also been a reduced demand for maritime internships and apprenticeships. Practical experience is an essential point of entry for workers, and the future of the industry is uncertain without new workers. There is a need to encourage maritime internships and promote associated jobs in close collaboration with maritime and navy schools and the national government.

2.3 Aquaculture production

Workers and community

Aquaculture is also reliant on foreign workers. Rural aquaculture is about people, and producers have a responsibility to ensure the welfare of their people.

On many occasions, with the pandemic situation, fish farmers had the time to stop and rethink their working practices, leading to positive changes. For example, fish farmers strengthened their relationship with the community by hearing their needs, including, in many cases, having one representative voice. This approach helped fish farmers better understand the needs of other fish people involved in fish production and work together with other communities to analyze and make community decisions.

Despite the negative impacts of COVID-19, some fish farmers continued to pay full salaries to all workers, even with a decline in sales.

Small-scale aquaculture

Usually, small-scale aquaculture is led by family businesses, which typically face social problems. Thus, social and environmental responsibilities are at their forefront, where the support and strengthening of community relations are essential. This approach allows adaptation of the sector when uncertainty arises, such as in the COVID-19 pandemic. Therefore, it is necessary to consider all participant experiences within and outside the business to enhance and ensure good social practices.

Containment measures

Since the COVID-19 outbreak, measures have been improved and implemented to control the spread of the virus. On many occasions, business continuity was only possible thanks to a workload reduction and administrative tasks being carried out from home.

Fish workers infected by COVID-19 were sent back home for quarantine, around 3 or 4 weeks away. Some companies covered all expenses for those workers infected and maintained their full salary.

Production and trade

Aquaculture production has diversified products, which can be a challenge. It requires constant and strict control of those products, representing a high cost for small fish farmer-owners and producers.

Restricted distribution channels with the outside world due to the pandemic have led to a lack of aquaculture inputs. Besides, the closure of services affected sales, mainly for food service and restaurants, which declined dramatically, in some cases even to zero. Company incomes have been reduced since the COVID-19 outbreak, which could pose a danger for small and medium aquaculture producers, especially those dependent on a regular cash flow and limited reserves.

However, in some cases, the pandemic was not entirely a negative experience. At some point in the pandemic, the collapse of markets forced a quick adaptation by fish farmers by changing how they operated. For instance, fish farmers and producers started seeking new markets and new work opportunities by expanding their business networks. They also improved fish feeding methods, with a shift from fish-based to insect-based feed and other alternative ingredients, primarily due to the price rise in traditional fish-based feed. This allowed keeping employment and income levels of aquaculture production.

Collaboration and management

The adaptation was possible mainly through collaboration with other fish companies, NGOs, and the local community. With this collaboration, the aquaculture sector could access new markets and improve decision-making at the community and sectoral levels. Also, the creation of cooperatives among small fish producers may help overcome social and economic problems, such as production costs, workforce, and other expenses, by negotiating and strengthening their position in the market. The need to develop or enhance strategic business alliances between small fish producers and more prominent companies could facilitate activities along aquaculture value chains, not only in logistics, consumption, and marketing but also in improving workers' and small fish farmers' working conditions.

Since the beginning of the pandemic, aquaculture has not received any support from the government, particularly small fish producers in many countries. As a result, many fish farmers were compelled to take a bank loan to overcome the situation. This forced financing allowed small businesses to continue their activities with lower earnings but ensured that workers could still receive their salaries.

The aquaculture sector deserves more attention from the fisheries sector and more communication campaigns focusing not only on big companies but also on communities and small fish producers, factoring in the needs of all people involved. This approach would ensure that the decision-making is from the bottom to the top, helping to guarantee positive social and environmental outcomes.

2.4 Processing

Workers and management

Before the pandemic, in some countries, labour standards were enshrined in national laws. Efforts to promote the role of women in fisheries were being made. However, even with these actions, there should be more protection to vulnerable groups at the processing stage, particularly women. Currently, women's work is underrepresented and undervalued. Formalization is critical to recognize the role of women in the fish processing sector. A considerable proportion of women involved in post-harvest

activities have been severely affected by the pandemic. Therefore, cooperation among actors engaged in the fisheries and aquaculture value chains is essential to ensure social outcomes and overcome existing and new social problems.

A greater focus must be placed on workers at the processing stage of the fisheries and aquaculture value chains. Businesses should focus on workers' welfare. Transparency is also essential for workers to promote their engagement in the company's vision and for those companies to be able to demonstrate this inclusive approach to buyers. Hence, companies must strive to improve workers' livelihoods as well as engagement with local communities.

A displacement of some fish actors within the processing sector occurs, especially in SMEs, which are often family businesses. In many of these enterprises, social problems are related to low incomes, long working hours, and responsible and sustainable social practices that society hardly acknowledges. Access to information and digitalization is still a problem for many SMEs, negatively impacting their ability to access new markets, expand their business activities, and communicate their efforts to improve social implications in their activities.

Since the pandemic started, flexibility and being nimble have been essential attributes to overcome many of the new social challenges. All actors in fisheries and aquaculture value chains must work together to ensure the continuity of their operations.

The respect and recognition of fish workers' rights should exist to ensure that all stakeholders uphold standards and policies. It is essential to understand that all actors along the fisheries and aquaculture value chains are important and that decisions should be made together whenever possible to guarantee better working conditions. Improved implementation and harmonization of data standards, both horizontally and vertically, could facilitate the sector's monitoring and help control labour conditions.

There is a strong need to enhance communication among the industry, governments, and other stakeholders to facilitate better decision-making. Management organizations and the industry need to communicate and share best practices to increase innovation within the sector to ensure better labour situations.

Processing facilities

Despite the continuous implementation of technology, the human element will always be essential. Better technology integration and the increase of observation levels are required to have comprehensive monitoring and control to ensure the proper implementation of standards and policies of working conditions.

Since the COVID-19 outbreak, fishing enterprises have continued to work while making efforts to protect workers at the premises by implementing protocols to prevent infections. Companies must prioritize workers' health through safety protocols, including work distancing, adequate personal protective equipment, and continuously testing, due to the substantial risk of infection in processing factories. During the pandemic, many processors have had to adjust production to accommodate various health measures and protocols. This adjustment allowed the continued provision of fisheries and aquaculture products and, at the same time, ensured the health and protection of workers. Physical distancing requirements have reduced capacity at a factory level, while demand, particularly international demand, has usually fallen.

In some countries, the government's support has been offered in the form of masks and low-interest loans or grants for the sector. This support helped ensure the effective implementation of health protocols, with the least disruption to processors and other fish business actors.

Supply and demand

A mix of customer and market diversification was an essential aspect of maintaining business continuity during the pandemic.

The pandemic has led to a larger group of people shopping for cheaper, processed, or long-shelf-life products rather than fresh products. Also, there has been a shift in production, passing from fresh fisheries and aquaculture products to longer shelf-life products. Consumers started buying supplies far beyond what is recommended for emergency stocks. Consequently, this has resulted in many fish workers depending directly on fresh fish or fresh fish products remaining without a job or income type.

In this regard, the reduction of work capacity has been impacted by implementing health protocols and the decline of global demand, where social problems have been magnified with the pandemic.

Due to false information about fisheries and aquaculture products being contaminated, demand was significantly reduced in some markets and moments. Consequently, this has affected the continuation of fish companies' activities and left many fish workers unemployed. However, there is no scientific evidence that the virus might contaminate fisheries and aquaculture products.

Despite the disruption in data collection affecting fisheries and aquaculture from multiple angles of government oversight, private certifications have continued to operate with no change, even though many fish companies have faced many economic challenges that lead to social issues, such as longer working hours, dismissal of workers or even recruitment of workers without a contract or any formal work agreement.

The industry should implement more campaigns to promote the consumption of fisheries and aquaculture products. More than ever, these campaigns are needed as they benefit the entire fisheries and aquaculture value chains, with positive consequences for incomes and the consumer. A key element to increase consumption is to enhance the awareness of the health benefits of fish. These coordinated actions could help the recovery of the sector. Thus, with the growth in the consumption of fisheries and aquaculture products, the industry will receive revenues and returns, allowing for more investments focusing on improving the social aspects in the sector.

2.5 Distribution

As fisheries are part of the broader economic ecosystem, there have been unforeseen difficulties emerging outside the industry. The pandemic has caused a shift in storage and logistics. For example, courier services were no longer available as they were before the pandemic. This has led to market access issues for markets that require specific physical documentation for import. The reduction in commercial flights has severely hit the low-volume, high-value exports that relied on them to reach markets.

The food industry is global. Ensuring continuity of operations during the pandemic was associated with being able to find ways of adapting. In distribution, this adaptation meant different routes or logistics to maintain existing markets or even explore new markets. The adaptation was essential. Movements of goods and workers were restricted, so companies had to reinvent coordination activities to transport protective gear and handle logistics. Moreover, distributors who supplied to restaurants were significantly affected due to the overall closure of restaurants and the decline of global tourism.

This situation has also changed the ways of buying. Online buying has become extremely popular, where logistics and distribution play a unique and critical role.

Fisheries and aquaculture activities must continue to be able to supply products. Also, compliance with safety protocols to ensure workers' health during the transport activities is necessary.

In this regard, all these aspects have affected the global fish workforce but also fish business actors. As a consequence of the demand reduction, difficulties in logistics, reduction in commercial flights, among others, have caused that many workers (linked directly or indirectly to fisheries and aquaculture) were dismissed from their jobs. It is important to highlight that most of these workers in developing countries and developed countries do not have any social security protection -i.e., job return assurance and temporary income.

2.6 Retailing and wholesale

Retailers, including the Hotel, Restaurant and Catering (HORECA) sector

As a first measure, with the arrival of COVID-19, retailers sought to continue their business activities by supplying food products while protecting employee and customer health. Thus, the challenge was in adapting store policies and facilities to run their business and protect both customers and employees. Also, as supply chains and consumption patterns changed rapidly, retailers had to find new suppliers to ensure the necessary inputs. However, the access to inputs was also limited because of pandemic measures.

There have been disruptions for all business actors along the fisheries and aquaculture value chains, where some have felt it more acutely than others. For those supplying the international and HORECA markets, the economic loss has been particularly severe since the pandemic's implications on social aspects. The economic problem due to the pandemic has caused a fall in the HORECA sector operations, affecting food prices and services and affecting employees and SME businesses.

SMEs are also facing difficulties due to limited access to information, digitalization, visibility, and financial resources. Some SMEs are trying to become more sustainable and undertake good social practices, such as improving worker conditions, considering environmental aspects, being part of the community, etc.; however, the acknowledgment of these good practices by SME operators is hardly visible.

Supply chains and consumption

It is essential to understand supply chains and the associated risks of products, and the implications on social aspects.

Since the pandemic, demand from retail has been stable, especially for long-shelf-life products.

Consumer shopping habits have changed consumption patterns. Shorter supply chains are becoming more prevalent. Direct consumer delivery services are growing, and e-commerce is developing continuously. Online shopping and demand have increased since the COVID-19 outbreak. Rather than buying fresh products from a fish counter, online shoppers tend to buy more processed foods. Therefore, and particularly for SMEs business, this new trend of purchasing fish affects their activities, where many people had to be dismissed from their jobs. Even when the situation returns to normal, online shopping will not fall to previous levels. Thus, people will not be able to return to their jobs as there will be many job functions that will disappear due to these new consumption trends.

The pandemic has changed the consumption habits of families. Fish consumption had increased at home, whereas fish was consumed in restaurants or through food service before the pandemic. Together with COVID-19 restrictions, this has led to many foodservice closures due to financial problems and the incapacity to maintain employees without any economic flow.

Consumers became more aware of sustainability issues affecting fish resources, where concerns about consuming sustainable products became a reality in many countries. Therefore, the importance of increasing transparency in the sector, not only about the source and production of the products, also included socially sustainable aspects.

The promotion of the consumption of fisheries and aquaculture products, especially now, is essential. Through advertising campaigns and collaboration with other stakeholders, consumption may increase, and the sector's situation can improve. This expansion can generate additional income, benefiting many actors along fisheries and aquaculture value chains, including workers and consumers. Additionally, these promotions should show the health benefits associated with good nutrition.

The continuous promotion and marketing of fisheries and aquaculture products in various forms, including associated information, is critical. Communicating detailed information on the origin and multiple stages of the product to the end consumer became essential these days, and traceability became

even more critical. The exchange of verifiable information within the sector has allowed business continuity, especially in combatting fake news.

As a general trend before the pandemic, fish consumption at home had declined, particularly among youth. Therefore, it is of utmost importance that fish promotion occurs through collaboration and cooperation among different fish actors. The sector alliances among the industry, government, and other stakeholders can facilitate reintroducing and encouraging fish consumption in households, regardless of any modification of consumer patterns associated with temporary crises like the pandemic. Also, these alliances related to the use of technology can reach a broad target audience.

Management

Since the COVID-19 outbreak, concerns about information and communications have been vital during this uncertain time. Business organizations have played a key role in communication by counteracting fake news involving fisheries and aquaculture products.

Additionally, digitalization has helped the sector, and the COVID-19 pandemic has accelerated this process. Before the pandemic, in many countries, national law did not contemplate door-to-door selling. This type of selling allowed the continuity of the business activities of many SMEs, where employees retained their jobs. However, this new model has now been regulated, and since then, this new form of distribution of fisheries and aquaculture products has increased.

It is imperative to reinforce collaboration and cooperation among the sector, governments, and other actors involved along the fisheries and aquaculture value chains. Therefore, institutions need to recognize the role of fish workers and SMEs impacted by COVID-19. The lack of coordination between the sector and national authorities can limit government interventions, where measures shall be implemented to cope with health aspects and overcome the industry's economic crisis, particularly the workforce and SMEs.

3. MEASURES AND ACTIONS TO ENSURE SOCIAL RESPONSIBILITY

Recently, there has been an increasing concern about the situation in fisheries and aquaculture on human rights issues. Notably, some initiatives are tackling modern slavery and forced labour on board fishing vessels. In this area, problems have been reported from developed and developing countries, becoming a global concern. However, few initiatives or activities have focused on human and labour rights throughout the fisheries and aquaculture value chains globally.

Some international buyers have taken steps toward human rights protection from the consumer angle. International organizations and other organizations are developing initiatives to tackle social problems along the fisheries and aquaculture value chains. NGOs and the media are also becoming more vocal in shedding light on these problems by exposing situations and infractions. However, these efforts are not enough. There should be more attention from governments and the industry to cope with and improve such social problems in fisheries and aquaculture.

The human rights approach will facilitate identifying the most affected and vulnerable groups along fisheries and aquaculture value chains to allow actions addressing those situations. Therefore, it is essential to identify the most vulnerable actors based on the fisheries and aquaculture value chains' geographic regions and stages. Typically, these vulnerable groups are women, migrant workers, indigenous people, and small-scale fishers. Additionally, the impact of COVID-19 on these vulnerable groups has been acute.

People in vulnerable situations should have the right to have security in their jobs, access to basic needs, and occupational health and safety (OHS). Access to healthcare services, accommodation, and income diversification are relevant challenges, especially for women and vulnerable people, who should be prioritized. It is important to establish employment policies and formalize the sector to combat social inequalities. Women should have more opportunities, including, for example, access to credit. Young people should be encouraged to participate in the industry. Communities, especially coastal communities, should be revitalized to continue fishing without damaging the environment and inflicting social problems. Moreover, there should be policies supporting and acknowledging women's roles in decision-making and increasing their presence at higher levels of management.

From a social perspective, the rights of workers on boats and vessels are a crucial consideration. This has led to agreements between countries to enforce minimum terms and conditions for all fishing vessels. These requirements are based on ILO Conventions that require, among other things, the contract formalized in the worker's language, provision of medical insurance onboard and inland, repatriation at the end of the contract, among others. Therefore, implementing and enforcing international standards and instruments is key to improving the working conditions for fish workers onboard and all fish workers involved in the fisheries and aquaculture value chains. COVID-19 has also caused crew changes, including the prohibition of disembarking and restrictions of returning to home countries, resulting in the crew staying onboard for prolonged periods on many occasions. The pandemic has slowed the agreement, and implementation processes as central authorities and the industry have not always been fully operational.

Most fishers, fish workers, and other actors involved in the fisheries and aquaculture value chains have experienced income reductions caused mainly by the limited access to markets due to the pandemic. With the COVID-19 outbreak, the demand for fisheries and aquaculture products has declined, creating difficulties in supplies for the entire value chain, from production and processing to distribution and marketing. Demand has contracted in critical markets. Logistics in general, especially transportation, became bottlenecks. The challenge now is to conquer new markets, where the sector's recovery will depend on value addition through product development and new income streams. This also includes access to market information and data, digitalization, marketing campaigns, certification, etc.

Moreover, e-commerce for fisheries and aquaculture products may help overcome disruptions in the fisheries and aquaculture value chains. For example, fresh fish products require fast and efficient distribution channels. Nonetheless, COVID-19 has exacerbated food safety concerns, where consumers

are requesting better access to information about fisheries and aquaculture products, including traceability.

Additionally, all these factors contributed to an increase in social problems associated with a growth in unemployment. Many people started to lose income sources, particularly in the agricultural sector, including fisheries and aquaculture. Even before the pandemic, social issues were a significant concern in the fisheries and aquaculture sector. Therefore, adopting tools and standards to address social issues continues to be critical for the industry and all actors along the fisheries and aquaculture value chains. Companies should seek to go beyond national requirements to implement better and sustainable practices, including social aspects.

Illegal fishing is still a significant social concern in fisheries. The sector's informality forces men and women to go fishing without proper equipment or gear, where in many cases, these situations end up in tragedy. In industrial fishing, notably onboard, illegal fishing is usually related to forced labour and not decent work, leading to unfair competition, causing difficulties of proper and responsible social practices. Unfortunately, in some cases, enforcing national and international regulations implies a high economic cost, resulting in not always relieving illegal fishing. Thus, the discouragement of buying illegal fish can directly influence fishers fishing illegally to stop unsustainable practices along with a possible formalization of their work.

Export fish companies, especially SMEs, face challenging financial situations due to the lower prices and demand. Most SMEs face difficulties accessing financial resources and other types of economic supports, new and international markets, and information and digitalization. Therefore, there should be more support involving financial support by governments and the recognition and acknowledgment of their activities and good practices, when appropriate, by communicating and sharing their efforts with the sector, society, and other actors.

Nevertheless, SSF has a significant role not only in local production but also in exports. The SSF sector offers a considerable contribution to the whole fisheries and aquaculture value chains by generating relevant economic gains worldwide.

Technology plays a crucial role in fisheries. There should be a more comprehensive application of innovative technologies throughout the fisheries and aquaculture value chains. Thus, the improvement of tracking systems and the integration of technology are needed to ensure traceability, which can help identify where social problems are taking place. Traceability and transparency are essential elements to ensure the profitability of the industry in the long term. Transparency and risk-based management strategies are vital features for traceability to make the market more transparent. Governments should support corporate actions involving traceability.

Current challenges should be taken as opportunities for governments to create better sustainability systems for fisheries and aquaculture activities and practices – the build back better philosophy. The implementation of sustainable solutions can make the sector more resilient to future crises or difficult situations. Government support should aim to ensure a self-sustained industry by providing technology, appropriate infrastructure, and an enabling business environment. This could encourage SMEs to start new businesses and ensure food security in their rural and urban communities. Some companies have opened their laboratories during the pandemic to support COVID-19 related testing and the government response to the pandemic. This example shows how collaboration between the industry and public administration can be critical to overcome extreme moments, such as the COVID-19 crisis. The public sector is responsible for investing in public health, sanitary infrastructures, providing essential services in fishing and aquaculture communities, training, and incentives for sectoral organizations. Simplifying bureaucracy will allow fishers and fish workers to be more integrated with the affiliation system of social protection.

The creation and implementation of social requirements, with the industry and other actors involved in the fisheries and aquaculture value chains, should be undertaken. Currently, there are several tools and instruments on social responsibility. The diversity of those tools and instruments can present problems in their understanding and enforcement by fishers and other fish workers.

The industry should be persuaded to engage in social issues as has happened with environmental concerns. The sector should see social requirements as a benefit in the medium and long terms and not as a burden, especially now given the economic impact of the pandemic. Governments could create incentives for those actors that can demonstrate and undertake good social practices.

Regarding national standards on social issues, the fisheries and aquaculture sector is lagging in comparison with other industries. The pandemic has revealed underlying social issues forcing companies to re-examine their practices. The key is to strengthen social responsibility through policies that encourage it, supported by governments through national legislation. The outcome would be to have more equity and better performance of the fisheries and aquaculture value chains while securing labour rights and food security.

The implementation of social standards and social responsibility depends on the cooperation and collaboration of all actors involved directly and indirectly in the fisheries and aquaculture value chains. Therefore, social responsibility can only be achieved by considering the entirety of the value chains, including all the actors, from SSF and industrial fisheries to consumers. Retailers and wholesalers also have a crucial role.

Collaboration between governments and the industry to attract young people, including foreigners, by encouraging and stressing the benefits of being a fisher or a fish worker is fundamental in this process. It is also important to ratify international instruments, e.g., ILO C-188, to ensure better working conditions and associated benefits. Working together and in partnership with trade unions and other critical stakeholders in the fisheries and aquaculture sector is needed to ensure that all workers' human and labor conditions along the value chains are being respected.

Additionally, collaboration with NGOs or other relevant organizations in project implementation should be encouraged. These entities have strong connections with different communities and cultures to facilitate effective interaction and cooperation at a local level. Crew changes and repatriation are critical global challenges that require international collaboration among all stakeholders.

The partnership is also crucial in developing and accessing resources, especially by individual fishers and fish workers. It also helps to fight against informality within the sector. Considering the importance and undervalued work of women in fisheries, it is essential to note that several cooperatives support women that need assistance in many critical aspects, including access to financial resources, insurance, market opportunities, and legal issues, among others. Therefore, there should be more efforts on programmes and actions focusing on helping women organize themselves into cooperatives, supporting better working conditions.

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APPENDIX I
AGENDA DIALOGUE A – ENGLISH

Monday 14 September – Session 1		
Central European Time (CET) (hours)		
9.00–9.10	Opening	Mr Audun Lem Deputy Director, Fisheries Division, FAO
9.10–9.30	Presentation “Decent working conditions in fisheries and aquaculture”	Mr Brandt Wagner Unit Head, Transport and Maritime, ILO Mr El’vis Beytullayev Specialist. Rural economy and related sectors, agriculture, plantations, tobacco, ILO
<i>Session 1 - Social Challenges along the Fish Value Chains during COVID-19</i>		
9.30–10.00	Small-scale fisheries, industrial fisheries and aquaculture production	<i>Moderator</i> Mr David Vivas Legal Officer, United Nations Conference on Trade and Development (UNCTAD) <i>Panel</i> Ms Sana Taktak Keskes President, Association of Continuity of Generations Mr Mohamed Razali Mohamed CEO, Aquagrow International Sdn Bhd Mr Neville Smith Director, Fisheries, Aquaculture and Marine Ecosystems (FAME), Secretariat of the Pacific Community
10.00–10.25	Q&A discussion Wrap-up of session 1	<i>Moderator</i> Mr David Vivas
10.25–10.30	Closure of session 1	Mr Audun Lem Deputy Director, Fisheries Division, FAO
Tuesday 15 September – Session 2		
9.00–9.10	Opening	Mr Audun Lem Deputy Director, Fisheries Division, FAO
9.10–9.30	Presentation “Due diligence and the implication of COVID-19 of fisheries management and policies”	Ms Shivani Kannabhiran Sector Lead, Responsible Agricultural Supply Chains, OECD Centre for Responsible Business Conduct Mr Will Symes Fisheries and Agriculture Analyst, OECD

Session 2 - Social Challenges along the Fish Value Chains during COVID-19		
9.30–10.00	Processing, distribution and retailing	<p><i>Moderator</i> Ms Katarina Sipic Secretary General, AIPCE CEP</p> <p><i>Panel</i> Ms Lamia Znagul Director, FENIP Mr Francisco Blaha Senior Fisheries Consultant</p>
10.00–10.25	Q&A discussion	<p><i>Moderator</i> Ms Katarina Sipic</p>
	Wrap-up of session 2	
10.25–10.30	Closure of session 2	<p>Mr Marcio Castro de Souza Senior Fishery Officer, Fisheries Division, FAO</p>
Wednesday 16 September – Session 3 and Open Discussion		
9.00–9.10	Opening	<p>Mr Marcio Castro de Souza Senior Fishery Officer, Fisheries Division, FAO</p>
Session 3 - Roundtable		
9.10–9.40	Measures and actions to ensure social responsibility	<p><i>Moderator</i> Ms Shivani Kannabhiran Sector Lead, Responsible Agricultural Supply Chains, OECD Centre for Responsible Business Conduct</p> <p><i>Panel</i> Ms Amal Zhioua Engineer, Interprofessional Group of Fishing Products (GIPP) Mr Leonard Rodwell Fisheries Development Officer, Pacific Island Fisheries Forum Agency Ms Shirlene M. Anthonysamy Director, INFOFISH</p>
9.40–10.05	Q&A discussion	<p><i>Moderator</i> Ms Shivani Kannabhiran</p>
	Wrap-up of session 3	
Open discussion		
10.05–10.35	Open discussion	<p><i>Moderator</i> Mr David Vivas Legal Officer, United Nations Conference on Trade and Development (UNCTAD)</p> <p>The audience is encouraged to ask questions, share challenges, experiences and success stories</p>
10.35–10.40	Closure of the event	<p>Mr Audun Lem Deputy Director, Fisheries Division, FAO</p>

APPENDIX II
AGENDA DIALOGUE B – ENGLISH

Monday 14 September – Session 1		
Central European Time (CET) (hours)		
16.00–16.10	Opening	Mr Audun Lem Deputy Director, Fisheries Division, FAO
16.10–16.30	Presentation “Decent working conditions in fisheries and aquaculture”	Mr Brandt Wagner Unit Head, Transport and Maritime, ILO Mr El’vis Beytullayev Specialist: Rural economy and related sectors, agriculture, plantations, tobacco, ILO
<i>Session 1 - Social challenges along the fish value chains during COVID-19</i>		
16.30–17.00	Small-scale fisheries, industrial fisheries and aquaculture production	<i>Moderator</i> Mr David Vivas Legal Officer, United Nations Conference on Trade and Development (UNCTAD) <i>Panel</i> Mr Cor Blonk Secretary of Labour Relations, Pelagic Freezer-trawler Association Ms Citlali Gómez Nemi Natura Mr Julio Morón Managing Director, Producers’ Organization of Large Freezer Tuna Vessels (OPAGAC)
17.00–17.25	Q&A discussion Wrap-up of session 1	<i>Moderator</i> Mr David Vivas
17.25–17.30	Closure of session 1	Mr Audun Lem Deputy Director, Fisheries Division, FAO
Tuesday 15 September – Session 2		
16.00–16.10	Opening	Mr Marcio Castro de Souza Senior Fishery Officer, Fisheries Division, FAO
16.10–16.30	Presentation “Due diligence and the implication of COVID-19 of fisheries management and policies”	Ms Shivani Kannabhiran Sector Lead, Responsible Agricultural Supply Chains, OECD Centre for Responsible Business Conduct Mr Will Symes Fisheries and Agriculture Analyst, OECD

Session 2 - Social challenges along the fish value chains during COVID-19		
16.30–17.00	Processing, distribution and retailing	<p><i>Moderator</i> Ms Katarina Sipic Secretary General, AIPCE CEP</p> <p><i>Panel</i> Mr Hugo Byrnes VP Product Integrity, Ahold Delhaize Ms Yahira Piedrahita Executive Director, National Chamber of Aquaculture Mr Omar Alfi Co-CEO, Pacifico Aquaculture</p>
17.00–17.25	Q&A discussion	<p><i>Moderator</i> Ms Katarina Sipic</p>
	Wrap-up of session 2	
17.25–17.30	Closure of session 2	<p>Mr Marcio Castro de Souza Senior Fishery Officer, Fisheries Division, FAO</p>
Wednesday 16 September – Session 3 and open discussion		
16.00–16.10	Opening	<p>Mr Marcio Castro de Souza Senior Fishery Officer, Fisheries Division, FAO</p>
Session 3 - Roundtable		
16.10–16.40	Measures and actions to ensure social responsibility	<p><i>Moderator</i> Ms Shivani Kannabhiran Sector Lead, Responsible Agricultural Supply Chains, OECD Centre for Responsible Business Conduct</p> <p><i>Panel</i> Ms Tulika Bansal Senior Adviser, the Danish Institute of Human Rights (DIHR) Mr Ignace Beguin Manager Action Platform for Sustainable Ocean Business, UN Global Compact Ms Carmen Pedroza Associate Professor, National Autonomous University of Mexico (UNAM)</p>
16.40–17.05	Q&A discussion	<p><i>Moderator</i> Ms Shivani Kannabhiran</p>
	Wrap-up of session 3	
Open discussion		
17.05–17.35	Open discussion	<p><i>Moderator</i> Mr David Vivas Legal Officer, United Nations Conference on Trade and Development (UNCTAD)</p> <p>The audience is encouraged to ask questions, share challenges, experiences and success stories</p>
17.35–17.40	Closure of the event	<p>Mr Audun Lem Deputy Director, Fisheries Division, FAO</p>

APPENDIX III
AGENDA DIALOGUE C – SPANISH

Monday 21 September – Session 1		
Central European Time (CET) (hours)		
16.00–16.10	Opening	Mr Audun Lem Deputy Director, Fisheries Division, FAO
16.10–16.30	Presentation “Decent working conditions in fisheries and aquaculture”	Mr Brandt Wagner Unit Head, Transport and Maritime, ILO Mr El’vis Beytullayev Specialist. rural economy and related sectors, agriculture, plantations, tobacco, ILO
<i>Session 1 - Social challenges along the fish value chains during COVID-19</i>		
16.30–17.00	Small-scale fisheries, industrial fisheries and aquaculture production	<i>Moderator</i> Ms Claudia Stella Beltrán Chairperson, Scientific Advisory Group at WECAFC <i>Panel</i> Mr Vicente del Cid Manager, Fundación MarViva Ms Griselda Ilabel Pérez Director, Fundación Cocinamar Mr Sergio Guevara Founder and President, Intermareal
17.00–17.25	Q&A discussion	<i>Moderator</i>
	Wrap-up of session 1	Ms Claudia Stella Beltrán
17.25–17.30	Closure of session 1	Ms Mariana Toussaint Fishery Expert (Trade and Social Sustainability), Fisheries Division, FAO
Tuesday 22 September – Session 2		
16.00–16.10	Opening	Ms Mariana Toussaint Fishery Expert (Trade and Social Sustainability), Fisheries Division, FAO
16.10–16.30	Presentation “Due diligence and the implication of COVID-19 of fisheries management and policies”	Ms Shivani Kannabhiran Sector Lead, Responsible Agricultural Supply Chains, OECD Centre for Responsible Business Conduct Mr Will Symes Fisheries and Agriculture Analyst, OECD

Session 2 - Social challenges along the fish value chains during COVID-19		
16.30–17.00	Processing, distribution and retailing	<p><i>Moderator</i> Mr Iván López van der Veen President, Long Distance Fleet Advisory Council (LDAC)</p> <p><i>Panel</i> Mr Mario Aguilar Director, Grotius Consulting Ms María Luisa Álvarez Director, FEDEPESCA Ms Adriana Giudice Alva CEO, Austral Group</p>
17.00–17.25	Q&A discussion	<p><i>Moderator</i> Mr Iván López van der Veen</p>
	Wrap-up of session 2	
17.25–17.30	Closure of session 2	<p>Ms Mariana Toussaint Fishery Expert (Trade and Social Sustainability), Fisheries Division, FAO</p>
Wednesday 23 September – Session 3 and open discussion		
16.00–16.10	Opening	<p>Ms Mariana Toussaint Fishery Expert (Trade and Social Sustainability), Fisheries Division, FAO</p>
Session 3 - Roundtable		
16.10–16.40	Measures and actions to ensure social responsibility	<p><i>Moderator</i> Ms Carmen Gonzalez-Valles Martínez Buyer Engagement Director, Sustainable Fisheries Partnership</p> <p><i>Panel</i> Mr Ernesto Godelma Executive Director, CeDePesca Mr Javier Garat President, Européche Ms Claudia Stella Beltrán Chairperson, WECAFC</p>
16.40–17.05	Q&A discussion	<p><i>Moderator</i> Ms Carmen Gonzalez-Valles Martínez</p>
	Wrap-up of session 3	
Open discussion		
17.05–17.35	Open discussion	<p><i>Moderator</i> Mr Iván López van der Veen President, Long Distance Fleet Advisory Council (LDAC)</p> <p>The audience is encouraged to ask questions, share challenges, experiences and success stories</p>
17.35–17.40	Closure of the event	<p>Mr Audun Lem Deputy Director, Fisheries Division, FAO</p>

APPENDIX IV
LIST OF PARTICIPANTS

PRESENTERS		
Name	Title	Organization
Mr Brandt Wagner	Unit Head, Transport and Maritime	ILO
Ms Shivani Kannabhiran	Sector Lead, Responsible Agricultural Supply Chains	OECD Centre for Responsible Business conduct
Mr Will Symes	Fisheries and Agriculture Analyst	OECD

MODERATORS		
Name	Title	Organization
Ms Carmen González-Valles Martínez	Buyer Engagement Director	SFP
Ms Claudia Stella Beltrán	Chair of the Scientific Advisory Group	WECAFC
Mr David Vivas	Legal Officer	UNCTAD
Mr Iván López van der Veen	President	LDAC
Ms Katarina Sipic	Secretary General	AIPCE-CEP
Ms Shivani Kannabhiran	Sector Lead, Responsible Agricultural Supply Chains	OECD Centre for Responsible Business conduct

PANELISTS		
Name	Title	Organization
Ms Adriana Giudice Alva	General Manager	Austral Group
Ms Amal Zhioua	Engineer	GIPP
Ms Carmen Pedroza	Associate Professor	National Autonomous University of Mexico (UNAM)
Ms Citlali Gómez	CEO	Nemi Natura
Ms Claudia Stella Beltrán	Chair of the Scientific Advisory Group	WECAFC
Mr Cor Blonk	Secretary of Labour Rights	PFA
Mr Ernesto Godelman	Executive Director	CeDePesca
Mr Francisco Blaha	Senior Fishery Consultant	Independent
Ms Griselda Ilabel Pérez	Director	Fundación Cocinamar
Mr Hugo Byrnes	VP Product Integrity	Ahold Delhaize
Mr Ignace Beguin	Manager Action Platform for Sustainable Business	UN Global Compact
Mr Javier Garat	President	Europêche
Mr Julio Morón	Managing Director	OPAGAC
Ms Lamia Znagui	Director	FENIP
Mr Leonard Rodwell	Fisheries Development Officer	Pacific Island Fisheries Forum Agency
Ms Maria Luisa Álvarez	Director	FEDEPESCA
Mr Mario Aguilar	Director	Grotius Consulting
Mr Mohamed Razali	CEO	Aquagrow International
Mr Neville Smith	Director	Fisheries, Aquaculture and Marine Ecosystems (FAME)
Mr Omar Alfi	Co-CEO	Pacifico Aquaculture
Ms Sana Taktak Keskes	President	Association of Continuity of Generations
Mr Sergio Guevara	Founder and President	Intermareal

PANELISTS

Name	Title	Organization
Ms Shirlene Maria Anthonysamy	Director	INFOFISH
Ms Tulika Bansal	Senior Adviser	The Danish Institute of Human Rights
Mr Vicente del Cid	Responsible Markets Manager	Fundación MarViva
Ms Yahira Piedrahita	Executive Director	National Chamber of Aquaculture (Ecuador)

FAO STAFF – FISHERIES DIVISION

Name	Title	
Mr Audun Lem	Deputy Director	Fisheries Division
Mr Marcio Castro De Souza	Senior Fishery Officer, International Trade	Sustainable Trade and Value Chains
Mr José Estors Carballo	Fishery Officer	Sustainable Trade and Value Chains
Ms Mariana Toussaint	Fishery Expert, Trade and Social Issues	Sustainable Trade and Value Chains
Mr Silvio Alejandro Catalano	Communication Specialist	Sustainable Trade and Value Chains
Ms Alessia Capasso	Communication Specialist	Sustainable Trade and Value Chains

The 2020 FAO Vigo Dialogue focused on promoting human and labour rights to ensure better social practices along fisheries and aquaculture value chains, including emphasizing social problems associated with the COVID-19 pandemic. The main issues and challenges that the sector is facing were discussed and identified. The Dialogue raised awareness of the situation faced by fish workers and the industry due to the pandemic, and allowed FAO to collaborate with relevant stakeholders by providing a clear outline of the significant challenges on social issues in fisheries and aquaculture value chains.

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