

Decent Work for Blue Growth: Towards Social Responsibility in the Fish Business

Background

Human rights and labour abuses including poor working conditions in the seafood sector have become widely publicized issues with reported cases of forced labour, human trafficking, child labour, but also poor occupational safety and health on fishing vessels and fish processing plants. Social sustainability and the call for decent work in the seafood sector are moving up the agenda of governments, retail and seafood industry, auditing and certification schemes, fish workers' unions, consumer groups and other civil society organizations.

The Vigo Dialogue sessions in 2014 and 2015 discussed the promotion of decent work issues in fisheries and aquaculture, and in 2015 focused on benefits and incentives of decent work in the sector. Participants highlighted how promoting workers' welfare reduces the risk of bad reputation and increases workers' commitment to the company operations and business. Ensuring social responsibility and collaboration between actors along the whole value chain in a pre-competitive environment are essential as are the right to collective bargaining and protection of vulnerable migrant workers. Governments have a leading role to play in exercising coastal and flag state responsibilities along with the promotion and enforcement of international labour standards. The Vigo Dialogue in 2015 suggested that work be initiated towards a reference framework on decent work in the seafood sector.

Scope and programme

This announcement and call for participation for the *Vigo Dialogue* in 2016 invites interested stakeholders to contribute to:

1. Sharing experiences and proposals for action for the promotion of decent work in the seafood business;
2. Information sharing about initiatives addressing labour issues and due diligence in seafood supply chains.

Promoting the decent work agenda in fisheries and aquaculture: Progress made and next actions

Seafood industry representatives, civil society organizations including fish workers' unions, government representatives and international organizations will share information on advances and experiences made in relation to the promotion of the decent work agenda, on upcoming initiatives, projects and events, as well as on proposals for action, including collaborative action and joint processes. Participants will be invited to highlight ongoing and future activities covering issues such as elimination of forced labour, discrimination, child labour, freedom of association and collective bargaining, occupational health and safety, training, working conditions, benefits, wages, employment opportunities also for youth, women and migrant workers.

Addressing labour issues and due diligence in seafood supply chains

There is growing interest in better understanding and managing labour issues in domestic, international and global seafood supply chains. Sustainability initiatives, including certification and labelling schemes, active in seafood value chains have already included social performance or accountability criteria, or are increasingly considering their use to inform seafood markets of fish produced in socially acceptable ways, with a particular focus on labour issues and conditions. Decent work issues in global supply chains – including seafood – have also been discussed during the 2016 ILO International Labour Conference.

There are a number of international instruments such as [the ILO Tripartite Declaration of principles concerning multinational enterprises and social policy](#), the [UNHRC Guiding Principles on Business and Human Rights](#) and the [OECD/FAO Guidance for Responsible Agricultural Supply Chains](#), which address human rights, labour issues and due diligence policies and practices. These instruments could well be of interest to companies and fish workers' representatives active in seafood supply chains. Panelists and participants will share information about sustainability initiatives addressing labour issues in seafood supply chains and discuss related due diligence approaches for possible use in seafood supply chains. Participants may discuss opportunities/benefits as well as challenges/constraints of labour-sensitive sustainability initiatives and due diligence guidelines and their application in seafood enterprises and supply chains.

Vigo Dialogue on decent work in fisheries and aquaculture

Vigo, Spain, 4 October 2016

Participants will share conclusions and propose recommendations on adaptation, negotiation, uptake and implementation of labour-sensitive approaches to advance the decent work agenda in seafood supply chains and associated enterprises.

Provisional Agenda

Morning session: Promoting decent work in fisheries and aquaculture: Progress made and next actions (09:00 - 13:00)		
		Panelists
	Welcoming remarks by FAO, ILO, CONXEMAR	
Industry		
Europeche	This is an embarrassing story	M van der Zwan
ICFA	International Coalition of Fisheries Associations	J Garat Pérez
NFI	National Fisheries Institute	J Connolly
OPAGAC	OPAGAC: Spanish Standard: Tuna from responsible fishing	J Morón
Pescanova	Decent work in aquaculture	C.A. Berto
CGF	Consumer Goods Forum	D Bergeret
ANFACO - CECOPECA	Decent work in the Spanish seafood processing industry	C Castro Neila
Civil society perspective including fishworkers' unions		
ITF	Towards social responsibility in the fish business: The promotion of ILO Convention 188 in the fisheries sector	L Baz
IUF	International Union of Food and Allied workers	K Buketov
ETF	European Transport Workers' Federation	JM Trujillo
ICSF	International Collective in Support of Fishworkers	A Garcia
EJF	Environmental Justice Foundation	I Vidal
Governments		
Indonesia	Strategy to eliminate human rights abuses in the fishery business	A. Noegroho
Senegal	Dialogue sur le Travail décent dans le secteur de la peche	D Ndiaye
Thailand	Decent work in fisheries and aquaculture	Praulai Nootmorn
Viet Nam	Vietnamese good aquaculture practices: socio-economic aspects	Manh Cuong Doan Duong Van Cuong
UK - Seafish	Responsible Fishing Scheme	H Duggan
ILO	Promoting C188 Work in Fishing Convention and Forced Labour Protocol; Fishers first – Good practices to end labor exploitation at sea; Oslo Conference on labour exploitation in fisheries	B Wagner; S de Bruijn
FAO	IMO/FAO Joint Working Group on IUU fishing, multi-agency inspections of labour conditions, Small- scale fisheries Guidelines, COFI	E D'Andrea; U Barg
INFOFISH	Conference presentations and initiatives on social accountability in fisheries	S Anthonyamy
Discussions		participants
<i>Lunch break (13:00 - 14:00)</i>		
Afternoon session: Addressing labour issues and due diligence in seafood supply chains (14:00 - 18:00)		
		Presenters
FAO	Introduction and objectives of the session	U Barg
ILO	Decent Work in Global Supply Chains – focus of recent International Labour Conference	S de Bruijn
Shrimp Task Force	Shrimp sustainable supply chain task force – leading Thailand's seafood supply chain towards a more sustainable pathway	D Guelker
SFP	Fighting against human rights abuses in fisheries: SFP's role and tools	P Ferreira
ASC	Aquaculture Stewardship Council	I Pollard
MSC	Labour considerations in the Marine Stewardship Council Programme	O Oloruntuyi
Index Initiative	The Seafood Stewardship Index	G Haverkamp
GlobalGAP	Occupational health safety, social criteria, risk assessment on social practice	K Uhlig
Naturland	How Naturland standards promote fair labour conditions of its certified fisheries	S Bergleiter
GSSI	Global Sustainable Seafood Initiative: Social sustainability benchmarking efforts	H Wisse
Discussions		
TUAC	Guiding Principles on Business and Human Rights	K Drew
OECD/FAO	Guidance for Responsible Agricultural Supply Chains	U Barg
Discussions	Presentation of findings	participants
Wrap up	Conclusions and recommendations – the way ahead	FAO/ILO

This event is arranged by FAO and will take place on 4 October during the Conxemar [International Frozen Seafood Exhibition and Congress on Cephalopods](#), Vigo, 3-6 October 2016.

Contacts: Uwe.Barg@fao.org; Jose.EstorsCarballo@fao.org; Mariaeleonora.Dandrea@fao.org; decent-fish-work@fao.org;



Food and Agriculture Organization
of the United Nations

VIGO DIALOGUE
on decent work
in fisheries and aquaculture



4 OCTOBER 2016 #VIGO2016 decent-fish-work@fao.org



Promoting due diligence for decent work in the seafood sector

Guiding questions for discussion and preparation of contributions to the Vigo Dialogue

Objectives of the guiding questions

With reference to the announcement and agenda for the Vigo Dialogue these guiding questions are intended to encourage participants:

- ✓ to document promising practices and outstanding challenges to address labour-related issues in seafood supply chains;
- ✓ to discuss and recommend possible actions and collaboration that interested stakeholders can undertake in promoting decent working conditions in the seafood business.

1. Promoting decent work in the seafood supply chain: Progress made and next actions

What actions have you (industry/company, organization, government institution, other stakeholders) undertaken to facilitate and promote improved working conditions of fish workers?

In doing so, what were your experiences; what were the benefits, incentives and challenges you encountered? For example, from your perspective, what are the main challenges in promoting workers' rights and social dialogue?

What will be your future actions, including initiatives, projects, events and plans to address and overcome labour issues?

What are your proposals for action, and what collaboration and joint activities would you envisage? For example, what collective actions could the industry take? How can we further facilitate collaboration and dialogue on working conditions and labour rights?

Are there successful or promising experiences from other sectors which could be used in the seafood sector to promote and enact fish workers' rights?

2. Addressing labour issues and due diligence in the seafood supply chain

What are the main challenges faced by private sector companies (input supply, production, processing, wholesale, retail of seafood) in promoting decent working conditions in their supply chains? What are the measures to address these challenges?

Which role could media and consumers play in promoting better working conditions in the seafood supply chain?

What role can certification and labelling schemes play in promoting decent working conditions in the seafood supply chain? Which benefits and bottlenecks exist of such approaches?

Which actions can private business, in particular input supply, production, processing, wholesale and retail, undertake to help address labour issues and improve human-rights and labour-rights due diligence in their seafood supply chains?

How do you (or how would you) implement available guidance on risk-based due diligence particularly with specific focus on labour and decent work issues in your seafood supply chain?

Due diligence: When and how do you engage with identifying, preventing, communicating and mitigating labour-related risks in your seafood supply chains?

Does your company have in place a risk assessment and risk-mitigating strategy to avoid human and labour rights infringements? Does your company have a policy for human and labour rights (see Annex)?

Do you have a grievance mechanism in place? Was this developed in consultation with relevant stakeholders?

3. Collaboration for implementation of labour-sensitive and due diligence initiatives in the seafood supply chain

How can we improve dialogue on working conditions and labour rights and how can we work together to promote decent work in the seafood sector? What joint actions could be developed (e.g. awareness raising and communication of decent work conditions, labour issues in fish trade, importance of fish worker unions?)

Can you share any experience of engagement with different stakeholders in the seafood value chain you were involved with? Which elements make the approach promising or successful? Which challenges do you face? How can cooperation among different actors in the seafood supply chains be fostered/facilitated?

What kind of technical support (e.g. awareness raising, capacity development, provision of international reference or framework, development of tools, risk-based due diligence) should be provided by FAO, ILO and other UN agencies?

Which issues or processes should be discussed at future Vigo Dialogues on decent work in fisheries and aquaculture?

Box. Defining decent work and due diligence.

[Decent work](#) is defined by ILO as productive work which is free of discrimination, in condition of equity, security and freedom.

To apply the ILO [decent work](#) agenda to rural areas FAO has developed an operative definition of decent work for the rural areas: [Decent rural employment](#) (DRE). DRE is any kind of activity that respect the ILO core labour standards and conventions and hence is not child labour, is not forced labour, doesn't entail discrimination, and guarantees freedom of association and collective bargaining; that provides a living income but also entails job security and stability and adopts sector specific occupational safety and health measures.

[Decent work](#) sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

Due diligence is understood as the process through which enterprises can identify, assess, mitigate, prevent and account for how they address the actual and potential adverse impacts of their activities as an integral business decision-making and risk management systems. It concerns adverse impacts caused or contributed to by enterprises as well as those adverse impacts that are directly linked to their operations, products or services through a business relationship (Source: OECD/FAO [2016] [Guidance for Responsible Agricultural Supply Chains](#)).

See Annex 2 for additional key references.

Contact: Uwe.Barg@fao.org; Mariaeleonora.Dandrea@fao.org; Jose.EstorsCarballo@fao.org; decent-fish-work@fao.org

Extracted from the [OECD/FAO Guidance for Responsible Agricultural Supply Chains](#), the following two sections highlight suggested self-commitments of enterprises focusing on human rights and labour rights:

2. Human Rights

Within the framework of internationally recognised human rights, the international human rights obligations of the countries in which we operate as well as relevant domestic laws and regulations, we will:

- respect human rights, which means avoid infringing on the human rights of others and address adverse human rights impacts with which we are involved;
- within the context of our own activities, avoid causing or contributing to adverse human rights impacts and address such impacts when they occur;
- seek ways to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by a business relationship, even if we did not contribute to those impacts;
- carry out human rights due diligence as appropriate to the size, nature and context of our operations and the severity of the risks of adverse human rights impacts;
- provide for, or co-operate through legitimate processes in, the remediation of adverse impacts on human rights when we identify that we have caused or contributed to these impacts;
- within the context of our own activities, ensure that all persons' human rights are respected, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

3. Labour Rights

We will respect international core labour standards in our operations, namely the freedom of association and the right to collective bargaining, including for migrant workers, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

In our operations, we will also:

- ensure occupational health and safety;
- ensure decent wages, benefits and working conditions, that are at least adequate to satisfy the basic needs of workers and their families, and strive to improve working conditions;
- promote the security of employment and co-operate in government schemes to provide some form of income protection to workers whose employment has been terminated;
- seek to prevent abuses of migrant workers;
- adopt approaches, measures, and processes to enhance women's meaningful participation in decision-making and leadership roles.

We will contribute to the realisation of the right to work, by:

- striving to increase employment opportunities, both directly and indirectly;
 - ensuring that relevant training is provided for all levels of employees, to meet the needs of the enterprise and the development policies of the host country, including by increasing the productivity of the youth and/or their access to decent employment and entrepreneurship opportunities;
 - ensuring maternity protection at work.
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Annex. 2 Key references on decent work and human rights due diligence

Tripartite declaration of principles concerning multinational enterprises and social policy (MNE Declaration) - 4th Edition (2014)

http://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_094386.pdf

Short overview of the Principles of the Multinational Enterprises Declaration (2014)

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_094387.pdf

Leaflet: Tripartite Declaration on Multinational Enterprises and Social Policy - Translating labour principles into practice (2008)

http://www.ilo.org/empent/Publications/WCMS_094362/lang--en/index.htm

The ILO Multi National Enterprises Declaration: What's in it for Workers?

http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_152797.pdf

ILO (2014) An introduction to International Labour Standards

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_318141.pdf

ILO (2014) Guide to International Labour Standards:

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_246944.pdf

ILO (2015) Compendium of International Labour Conventions and Recommendations:

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_413175.pdf

UN Human Rights Council (2011) Guiding Principles on Business and Human Rights

http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

OECD (2011 update) Guidelines for multinational enterprises

<http://www.oecd.org/corporate/mne/48004323.pdf>

OECD/FAO (2016) Guidance for responsible agricultural supply chains

<http://mneguidelines.oecd.org/OECD-FAO-Guidance.pdf>

Human Rights at Sea (2016). Commentary to the UN guiding principles on business and human rights for the maritime sector.

<https://www.humanrightsatsea.org/wp-content/uploads/2015/05/HRAS-UNGP-Report-2016-low-res-dps.pdf>

FishWise (2014). Trafficked II: An updated summary of human rights abuses in the seafood industry

[https://www.oceanfdn.org/sites/default/files/Trafficked_II_FishWise_2014%20\(1\).compressed.pdf](https://www.oceanfdn.org/sites/default/files/Trafficked_II_FishWise_2014%20(1).compressed.pdf)

FAO CFS-RAI Principles for Responsible Investment in Agriculture and Food System

http://www.fao.org/fileadmin/templates/cfs/Docs1314/rai/CFS_Principles_Oct_2014_EN.pdf

Participants List of the Vigo Dialogue on Decent Work in Fisheries and Aquaculture . 04 October 2016

ORGANIZATION	NAME	SURNAME	POSITION	E-MAIL CONTACT
EJF- Environmental Justice Foundation	Irene	VIDAL	Oceans Campaigner	irene.vidal@ejfoundation.org
FishWise	Aurora	ALIFANO	Project Manager	a.alifano@fishwise.org
ITF - International Transport Workers Federation	Luz	BAZ BELLA	ITF Inspector NW Spain	Baz_Luz@itf.org.uk
ETF - European Transport Workers Federation	Juan Manuel	TRUJILLO CASTILLO	Section President Fisheries Spain	' jtrujillo@fsc.ccoo.es '
IUF - International Union of Food Workers	Kirill	BUKETOV	Coordinator, Aquaculture and Fish Industry	kirill.buketov@iuf.org
International Coalition in Support of Fishworkers - ICSF - Fundación Lonxanet para la Pesca Sostenible	Antonio	GARCIA ALLUT	President	antonio.garcia.allut@fundacionlonxanet.org
TUAC - Trade Union Advisory Committee @ OECD	Kirsty	DREW	Senior Policy Advisor	DREW@tuac.org
Bureau VERITAS	Laurent	GALLOUX	Global Seafood Manager	laurent.galloux@fr.bureauveritas.com
Bureau VERITAS	Jacobo	NOVOA	Director Zona Noroeste	jacobo.novoa@es.bureauveritas.com
SFP - Sustainable Fisheries Partnership	Pedro	FERREIRO	Deputy Director for SFP's Buyer Engagement Division	pedro.ferreiro@sustainablefish.org
MSC - Marine Stewardship Council	Laura	RODRIGUEZ	Directora de Programa Espana y Portugal	Laura.Rodriguez@msc.org ;
MSC - Marine Stewardship Council	Oluyemisi	OLORUNTUYI	MSC Programme Manager	Oluyemisi.Oloruntuyi@msc.org
MSC - Marine Stewardship Council	Carlos	MONTERO	MSC Fisheries Manager	Carlos.Montero@msc.org
FOS - Friends of the Sea	Nada	BOUGOUSS	International Outreach Officer	bougouss.nada@gmail.com
GSSI - Global Sustainable Seafood Initiative	Herman	WISSE	Program Director	seafood@hermanwisse.nl
GlobalGAP	Kerstin	UHLIG	Senior Key Account Manager	uhlig@globalgap.org
Index Initiative	Gerbrand	HAVERKAMP	Program Director	g.haverkamp@indexinitiative.org
Naturland Wildfish	Stefan	BERGLEITER	Förderprojekte, Fischerei, Richtlinien/Verordnungen	s.bergleiter@naturland.de
SGS SA	Kevin	EDWARDS	Global Food Business Development	Kevin.Edwards@sgs.com
SGS Española de Control	Eduardo	SERRANO GIL	Business Manager, Agriculture, Food and Life	eduardo.serrano@sgs.com
ASC - Aquaculture Stewardship Council	Iain	POLLARD	Standards & Certification Coordinator	Iain.Pollard@asc-aqua.org

ASC - Aquaculture Stewardship Council	Haruko	HORII	Standards & Certification Coordinator	Haruko.Horii@asc-aqua.org
The Consumer Goods Forum	Didier	BERGERET	Director Social Sustainability	d.bergeret@theconsumergoodsforum.com
CONXEMAR	Katarina	SIPIC	Director Brussels office	brussels@conxemar.com
CAPPMA - China Aquatic Products Processing and Marketing Alliance	He	CUI	President	1836973651@gg.com ; CAPMA@agri.gov.cn ; 1836973651@qq.com
TFFA - Thai Frozen Foods Association	Panisuan	JAMNARNWEJ	President Emeritus	panisuan@msn.com
Mercadona	Carmen	FERNANDEZ	Division of Galicia Asturias and Cantabria	divregal@mercadona.es
Acoura	Martin	GILL	Managing Director Acoura Marine	martin.gill@acoura.com
Jerónimo Martins	Ana	ROVISCO	Corporate Communications and Responsibility Department	ana.rovisco@jeronimo-martins.pt
ICFA - International Coalition of Fisheries Associations	Javier	GARAT	President	javiargarat@cepesca.es
NFI - National Fisheries Institute	John	CONNELLY	National Fisheries Institute	jconnelly@nfi.org
ANFACO-CECOPECA	José Carlos	CASTRO NEILA	Adjunto a Secretaria General	jccastro@anfaco.es
EUROPECHE	Daniel	VOCES	Policy Advisor	daniel.voces@europeche.org
EUROPECHE	Ment	VAN DER ZWAN	vice-Chair of the SSDCSF	ment@cv-ym.nl
Pescanova	Angel	MATAMORO	Director de Personas	amatamoro@nuevapescanova.com
Pescanova	Carlo Alberto	BERTO	Director Security	calberto@nuevapescanova.com
OPAGAC	Julio	MORON	Managing Director	julio.moron@opagac.org
Pesquera Ancora SLU	Ivan	LOPEZ	General Manager	ivan.lopez@pesqueraancora.com
ARVI Coeprativa de Armadores de Vigo	Javier	TOUZA	President	javiertouza@chymar.net
FUNDAMAR	Maria	CALDEIRO	Manager	mcaldeiro@fundamar.org ; fundamar@fundamar.org
Shrimp Task Force	Daphne	GUELKER		Daphne.M.Guelker@ul.com
EUROFISH	Aina	AFANASJEVA	Director	Aina.Afanasjeva@eurofish.dk
INFOPECA	Graciela	PEREIRA	Director	graciela.pereira@infopesca.org
INFOPÊCHE	Pagadi	SORO	DMV	paris.soro@gmail.com
INFOYU	Chen	SHUPING	Director	chenshupinginfoyu@foxmail.com
INFOSAMAK	Abdellatif	BELKOUCH	Director	abdellatif.belkouch@infosamak.org
INFOFISH	Shirlene Maria	ANTHONY SAMY	Director	shirlene@infofish.org
SENEGAL	Diene	NDIAYE	Directeur des Industries de la transformation de la Pêche	diene.ndiaye@mpem.gouv.sn ; ndiaye_diene@yahoo.fr
SENEGAL	Diop	BABACAR BANDA	Conseiller Technique, Ministere de la Peche	babacarbanda@gmail.com

CHILE	Leonardo	SASSO BARROS	Chief of Cabinet, Undersecretariat for Fisheries and Aquaculture	lsasso@subpesca.cl
CHILE	Gonzalo	GAJARDO VISTOSO	Advisor of the Undersecretary, Undersecretariat for Fisheries and Aquaculture	ggajardo@subpesca.cl
COTE D'IVOIRE	Kouadio Jean	YAO	Conseiller Technique du Ministre des Ressources Animales et Halieutiques	Yao Kouadio Jean < jemma05@hotmail.fr >
COTE D'IVOIRE	Charlotte	AMATCHA-LEPRY	Conseiller Technique du Ministre des Ressources Animales et Halieutiques, chargé de la Communication.	ch.lepry@gmail.com
INDONESIA	Anang	NOEGROHO	Director for Investment Development, Ministry of Marine Affairs and Fisheries	anang2009@yahoo.com
INDONESIA	Wiwik	FITRIANINGSIH	Deputy-Director for Investment & Financing, Ministry of Marine Affairs and Fisheries	whiedkp@gmail.com ; whiedkp@yahoo.com
INDONESIA	Fadilla	OCTAVIANI	Legal counsel in presidential task force for combatting illegal fishing	octavianifadilla@gmail.com
INDONESIA	Yanti	DESRI	Assistant Deputy Director for UN Cooperation, Ministry of Marine Affairs and Fisheries	desri-jasmin77@gmail.com
OMAN	Ismail	AlFarsi	Director of Fisheries Affairs	iiialfarsi@yahoo.com
THAILAND	Praulai	NOOTMORN	Senior Expert in Marine Fisheries	nootmorn@yahoo.com
THAILAND	Chirdsak	CHOOKONG	Fishery Biologist, Professional Level, Marine Fisheries Research and Development Division	chirdchoo@gmail.com
VIETNAM	Manh	CUONG DUAN	Representative of the International Cooperation Department	Manh Cuong Doan < doanmanhcuong@gmail.com >

VIETNAM	Duong Van	CUONG	Deputy Director General, International Cooperation Department Ministry of Agriculture and Rural Development	chuonghoa2002@gmail.com ; chuongcv.htqt@mard.gov.vn
SEAFISH	Helen	DUGGAN	Head of Responsible Sourcing	Helen.Duggan@seafish.co.uk
ILO	Brandt	WAGNER	Unit Head, Transport and Maritime Sector	wagner@ilo.org
ILO	Sabine	DE BRUIJN	Technical officer	debruijn@ilo.org
FAO	Manuel	BARANGE	FAO Director Fisheries and Aquaculture	manuel.barange@fao.org
FAO	Jose	ESTORS CARBALLO	Fishery Officer	Jose.EstorsCarballo@fao.org
FAO	Mariaeleonora	D'ANDREA	Consultant	Mariaeleonora.Dandrea@fao.org
FAO	Matteo	PROCOLI	Assistant	matteo.procoli@fao.org
FAO	Audun	LEM	FAO Deputy Director Fisheries and Aquaculture	audun.lem@fao.org
FAO	Lahsen	ABABOUC		lahsen.ababouch@fao.org
FAO	Kimberly	SULLIVAN	Communication Officer	Kimberly.Sullivan@fao.org
FAO	Mariana	TOUSSAINT	Intern	mariana.toussaint@fao.org
FAO	Uwe	BARG	Aquaculture Officer	Uwe.Barg@fao.org