



# COMMITTEE ON FISHERIES

## SUB-COMMITTEE ON AQUACULTURE

### Eighth Session

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## IMPROVING LIVELIHOODS THROUGH DECENT EMPLOYMENT IN AQUACULTURE

### SUMMARY

Based on FAO's Strategic Objective 3 "Reduce rural poverty", FAO's Blue Growth Initiative is also promoting social protection and decent rural employment in fisheries and aquaculture. With a view to advancing the decent work agenda in global aquaculture and its contributions to improved livelihoods, major decent work issues and examples of possible actions are presented for discussion by the Sub-Committee.

#### The Sub-Committee is invited to:

- Share experiences and progress made in the promotion of decent employment in aquaculture.
- Discuss further the possible actions that may be pursued by Members and by FAO to ensure more decent work in aquaculture which could substantially improve livelihoods and reduce rural poverty.

## INTRODUCTION

1. With the growing global importance of aquaculture, the general awareness of its contributions to social development is increasing. Its contributions to food security, seafood supply, nutrition, public health, income generation, employment, foreign exchange can be significant at local as well as national levels. Addressing this recognition, aquaculture is now considered as one of the four pillars of FAO's new Blue Growth initiative (See COFI: AQ/VIII/2015/7). However, the aquaculture sector

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continues to face social challenges. This paper aims at discussing one of these challenges: How could decent employment in aquaculture help improving livelihoods and reducing poverty, with the view that decent employment could offer significant opportunities for the advancement of sustainable aquaculture within a Blue Growth framework.

## TOWARDS MORE DECENT WORK IN AQUACULTURE

2. In 2012<sup>1</sup> some 58.3 million people were engaged in capture fisheries and aquaculture, with 18.9 million working in aquaculture. Most fish workers<sup>2</sup> are working in informal employment, self-employed either in informal enterprises or as subsistence producers and contributing family workers, or unregistered workers with no written contracts and often as casual, seasonal, short-term workers.

3. Despite its contribution to employment, the fisheries and aquaculture sector still has decent work deficits<sup>3</sup>, including: low and insecure levels of income; poor and hazardous health, safety and environmental conditions; lack of stable and formal contracts; gender inequality; presence of child labour and forced labour; exploitation of migrant workers; weak social protection and a lack of social dialogue.

4. Protection of labour rights in fishing and aquaculture is limited. Internationally recognized labour standards are available – but often not applied or enforced throughout fish value chains. Limited organization and voice of most stakeholders including small-scale fishers, fish farmers, and workers in fish value chains, hinder their capacity to influence policy and legislation and access markets and better employment opportunities. Fisheries and aquaculture policies, strategies and processes do not systematically address labour conditions, employment dimensions nor adequate representation of fish workers' concerns and needs.

5. The 2014 Committee on World Food Security recommended that stakeholders “*strive to improve the working conditions of the fisheries and aquaculture sectors, including safety at sea, promoting decent work, eliminating forced and child labour and developing social protection systems*”<sup>4</sup>. Similarly, the Committee on Fisheries (COFI) also recently addressed decent work issues in fisheries<sup>5</sup>.

6. Based on the FAO Code of Conduct for Responsible Fisheries (CCRF<sup>6</sup>) and FAO's Strategic Objective 3 “Reduce rural poverty”, FAO's Blue Growth Initiative also focuses on social protection

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<sup>1</sup> FAO. 2014. The State of World Fisheries and Aquaculture 2014. <http://www.fao.org/3/a-i3720e.pdf>

<sup>2</sup> HLPE, 2014. Sustainable fisheries and aquaculture for food security and nutrition. High Level Panel of Experts on Food Security and Nutrition. <http://www.fao.org/3/a-i3844e.pdf>

<sup>3</sup> Decent work deficit: absence of sufficient employment opportunities, denial of rights at work, inadequate social protection, and/or shortcomings in social dialogue. ILO, 2001. Reducing the Decent Work Deficit.

<sup>4</sup> CFS 2014. Sustainable fisheries and aquaculture for food security and nutrition. [http://www.fao.org/fileadmin/templates/cfs/Docs1314/CFS41/CFS41\\_Final\\_Report\\_EN.pdf](http://www.fao.org/fileadmin/templates/cfs/Docs1314/CFS41/CFS41_Final_Report_EN.pdf)

<sup>5</sup> COFI 2014: discussed IUU fishing, safety at sea and labour conditions; endorsed Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries which address social issues, employment and decent work.

<sup>6</sup> FAO Code of Conduct for Responsible Fisheries: <http://www.fao.org/docrep/005/v9878e/v9878e00.htm>

and decent rural employment. It recognizes the importance of ensuring that existing blue jobs and those created are also decent jobs.

## ADVANCING THE DECENT WORK AGENDA IN GLOBAL AQUACULTURE

7. In collaboration with the International Labour Organization (ILO) which leads the global employment and decent work agenda, FAO is promoting decent employment in rural areas. Decent rural employment<sup>7</sup> is the practical application of the concept of decent work to the realities of the agricultural sector, and rural areas more generally. As such, it refers to any activity, occupation, work, business or service performed by women and men, adults and youth, in rural areas that:

- respects the core labour standards as defined in ILO Conventions<sup>8</sup>, and therefore:
  - Is not child labour;
  - Is not forced labour;
  - Guarantees freedom of association and the right to collective bargaining and promotes organization of rural workers;
  - Does not entail discrimination at work on the basis of race, colour, sex, religion, political opinion, national extraction, social origin or other.
- provides an adequate living income;
- entails an adequate degree of employment security and stability;
- adopts minimum occupational safety and health (OSH) measures adapted to address sector-specific risks and hazards;
- avoids excessive working hours and allows sufficient time for rest; and
- promotes access to adapted technical and vocational training.

8. As with other agricultural sub-sectors, FAO utilizes its knowledge and exposure in aquaculture development to help design and implement sector-specific mechanisms to facilitate the promotion and uptake of decent work in aquaculture.

## MAIN ISSUES AND POSSIBLE ACTIONS

9. Main decent work issues in aquaculture and possible actions are introduced here with reference to the four pillars of the globally agreed decent work agenda<sup>9</sup>:

- 1) Employment creation and enterprise development;
- 2) Social protection;
- 3) Standards and rights at work; and

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<sup>7</sup> [http://www.fao.org/fileadmin/user\\_upload/fao\\_ilo/pdf/DRE\\_Applied\\_Definition.pdf](http://www.fao.org/fileadmin/user_upload/fao_ilo/pdf/DRE_Applied_Definition.pdf)

<sup>8</sup> The 1998 ILO Declaration on Fundamental Principles and Rights at Work, states that all Members have an obligation to promote and to realize, in good faith the principles concerning the fundamental rights which are the subject of those Conventions, namely: (a) freedom of association and the effective recognition of the right to collective bargaining (b) the elimination of all forms of forced or compulsory labour (c) the effective abolition of child labour and (d) the elimination of discrimination in respect of employment and occupation.

<sup>9</sup> ILO. 2007. Toolkit for mainstreaming employment and decent work. [http://ilo.org/wcmsp5/groups/public/---dgreports/---exrel/documents/publication/wcms\\_172609.pdf](http://ilo.org/wcmsp5/groups/public/---dgreports/---exrel/documents/publication/wcms_172609.pdf)

#### 4) Governance and social dialogue

10. A range of key issues are presented for which attention and critical action might be needed to both improve labour dimensions in aquaculture and address rural poverty<sup>10</sup>. The issues highlighted are followed by potential actions which primarily focus on how aquaculture governance mechanisms can address labour dimensions as a precondition to achieve decent work in the sector. The actions are identified without pre-defined precedence, leaving decision-making on priority actions to relevant stakeholders within a determined context.

11. Clearly there will be differences depending on geographical context, types of commodity, nature of production, scale of operation, involvement of stakeholders, and vulnerability and exposure of fish workers, their households and communities to poverty, and their access to health, education and other social services. Annex 1 provides a summary overview of major decent work issues in aquaculture and related possible actions.

#### **Decent Work Pillar 1: Employment creation and enterprise development**

12. Employment creation and enterprise development are of paramount importance for sustainable aquaculture development. Productive employment is an important mechanism for ensuring effective distribution of economic development benefits since a major portion of family income, and the livelihood of individuals, essentially stems from earnings generated in the labour market. Enterprise development is a key driver of employment creation. Pillar 1 seeks to promote the identification of opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods. Three main issue areas in aquaculture concerning Pillar 1 and examples of possible actions are presented covering: (i) low earnings and labour productivity, (ii) data and policy gaps and (iii) threats to sustainable livelihoods.

13. **Low earnings and labour productivity** are often associated with informal employment, underemployment and seasonal employment. Further research can help determine what forms of aquaculture contribute to more employment opportunities and better working conditions. Where most small-scale operations still depend on unpaid family labour (often women and children), it is necessary to create opportunities for small-scale producers, including women and youth, to participate in modern sustainable value chains. Where fish workers belong to the working poor and available jobs are not productive and gainful, generating only low income, fish farmers should be supported in their efforts to secure assets needed to develop productive and profitable businesses.

14. Providing assistance to the development of small and medium size enterprises, access to better management practices and credit schemes, and organization of fish workers and fish farmers can all lead to overcoming issues of weak bargaining power and limited access to markets and market information. Many farmers face lack of skills, financial services, technology and infrastructure, which can be addressed through extension services and vocational training for fish farmers.

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<sup>10</sup> Kokanova *et al.* 2015. Decent work in fisheries and aquaculture. Scoping study. FAO FI/ESP SO3 OO2 Team. These issues have been identified through a consultative process and extensive desk study.

15. **Data and policy gaps** result from limited visibility of small-scale farmers and subsistence activities. Aquaculture statistics generally do not capture the extent of small-scale operations, their contribution to employment along the value chain, nor subsistence activities, and women, youth, and children working in aquaculture are also often not accounted for. Producing disaggregated data would allow for an improved understanding and visibility of the importance of aquaculture, including a wide range of socio-economic aspects.

16. Moreover, fisheries and aquaculture policies and management plans have not yet widely adopted objectives on employment and decent work. Possible actions can include efforts to (i) publicize the impact of aquaculture enterprises on employment, poverty reduction and local and regional economic development, (ii) involve labour stakeholders in planning and specify labour issues in aquaculture, (iii) mainstream employment creation and entrepreneurship development in aquaculture sector policy and (iv) ensure recognition and coherence in cross-sectoral (employment, social protection, etc.) policy development.

17. **Threats to sustainable livelihoods.** Youth have less access to resources necessary to run viable aquaculture operations (e.g. land ownership, a certain economic level of operations and access to necessary initial investments). This may be addressed by introducing enabling mechanisms for youth to enter aquaculture schemes (e.g. establishment of production clusters and collective action), and by enabling access to schools and education facilities that facilitate gainful and decent employment of youth. Provision of training in environmental and product quality regulations and trade requirements will be necessary given that stricter criteria on food safety, traceability, and other non-tariff requirements may limit if not prevent smaller producers in participating in international value chains. Enterprises, employment and work conditions can be affected by pollution, environmental degradation, climate change, diseases and natural and human-induced disasters. In order to increase resilience to shocks, livelihood diversification including complementary or alternative income opportunities should be considered, response capacity (coping and adaptation mechanisms) developed, and vulnerability determined.

## **Decent Work Pillar 2: Social protection**

18. Ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, provide for adequate compensation in case of loss or reduced income and permit access to adequate health care is instrumental in promoting human welfare. Two main social protection issues in aquaculture include (i) lack of social protection and (ii) hazardous employment. Examples of possible actions are suggested to address these issues.

19. **Limited or no access to social protection** can concern aquaculture workers (e.g. when ill or injured) as well as their families and communities. Absence of health and social security (including maternity and insurance) benefits can also affect fish production resulting in higher vulnerability of the farm enterprise. Possible actions to address social protection issues could cover measures to:

- provide support to poor fish worker communities (income support, access to food, unemployment coverage) to help them manage risk and overcome immediate constraints, boost productivity and resilience to shock;
- help ensure basic health care and education of workers and their families (e.g. keeping children in school);
- provide social protection measures for all, independently of their employment status, and extend the social welfare systems to informal fish workers, e.g. non-contributory welfare benefits (pension, sickness, maternity, disability, work-related accident benefits)

20. **Hazardous employment** in aquaculture may raise occupational safety and health (OSH) concerns depending on activity and circumstances. Hazards may exist in hatcheries, grow-out facilities, seed collection, etc. (with risks of injuries, slips/falls, cuts, submerging/diving, parasites/pathogens, burns, irritations, allergies, inhalation, fish handling) and will depend on the specific equipment, chemicals, biological agents, scale of operation and physical environment.

21. Work place risk assessments may be conducted to identify hazards (to gender/age groups) and safety and health measures. Labour and OSH conditions should be documented. Those concerned could review regulations and definitions of OSH in aquaculture, develop hazardous work lists, introduce BMPs, including appropriate OSH training for fish workers, and promote preventive health measures including the use of personal protective equipment. Safer technologies could be introduced.

### **Decent Work Pillar 3: Standards and rights at work**

22. All workers, and in particular disadvantaged or poor workers, need representation, participation, and laws that work for their interests. Labour standards are instrumental in achieving recognition and respect for the rights of workers. Three main issue areas (i) ineffective labour regulation, (ii) prevalence of child labour; and (iii) vulnerable migrant labour might be relevant to aquaculture.

23. **Ineffective labour regulation.** Aquaculture, like agriculture, often is under-regulated in labour laws which may exempt farm workers from coverage, protection and inspections. Fish workers are often prevented from asserting and benefitting from their rights. Women generally are more vulnerable and un-protected. Contract work often equals to inferior labour status, casual employment, lack of job security, poor wages. Possible actions may envisage the promotion of existing International Labour Standards that can be supported through guidelines for good labour practices in aquaculture covering fundamental labour rights, wage, working hours and OSH issues. Decent work criteria could be included in certification standards or in lease renewal procedures for aquaculture. Investing in monitoring and enforcement of existing regulations might be necessary.

24. Sector institutions often are not equipped to address labour issues. In addition, fisheries/aquaculture agencies and labour authorities often work in isolation. A possible action might well be to develop capacity of aquaculture agencies to address labour issues and coordinate with labour authorities.

25. **Prevalence of child labour.** According to ILO, there are some 98 million child labourers in agriculture including fisheries and aquaculture, especially small-scale production. It is often not recognized that children are more at risk than adults and more exposed to safety and health hazards. There might be limited or no awareness of child labour and age-appropriate tasks. Domestication of international child labour conventions in national legislation (regulation, implementation, enforcement) often neglects aquaculture, e.g. there might be only limited reference to child labour in aquaculture in hazardous work lists. A range of possible actions are possible to improve the situation:

- wider implementation of FAO/ILO Guidance on addressing child labour in fisheries and aquaculture;
- development of national action plans to address child labour in aquaculture, including capacity development measures;
- collecting age and sex-disaggregated data on child labour in aquaculture (and fisheries);
- mainstreaming child labour concerns in aquaculture policies and programmes;
- developing hazardous child labour lists;
- preventing and eliminating child labour by tackling its root causes (poverty, lack of education) and providing alternative livelihood to poor households.

26. **Vulnerable migrant labour.** Although migrant fish workers may benefit from increased work opportunities and higher pay, they may be exposed to decent work deficits and vulnerable employment. Migrant fish workers may be particularly vulnerable to exploitation, forced labour and human trafficking, OSH risks, limited access to legal advice and justice. Possible actions might be to improve working conditions and recruitment of migrant fish workers, including written work agreements, regular payments, legal aid, social security, repatriation, training and right to organize. Research could be conducted on dependence and use of domestic and migrant workers and how potential savings from use of vulnerable labour affect the competitiveness of the legitimate industry.

#### **Decent Work Pillar 4: Governance and social dialogue**

27. Involving strong and independent workers' and employers' organizations is central to increasing productivity, avoiding disputes at work, and building cohesive societies. Effective dialogue implies the right freely to form and join groups for the promotion and defense of their occupational interests. Freedom of association and social dialogue are key to good governance in the labour market.

28. **Low levels of organization and participation** are however prevalent in the aquaculture sector. Small-scale producers are very often subject to intermediaries with significant influence in value chains (conditioning prices and market access). Fish workers and fish farmers have limited or no access to policy making processes due to weak organization. Community level organizations are also often not strong enough to influence policy. Very weak fish workers' representation and organization are due to informal employment arrangements, small-scale operations, limited capacity and legal support to organize. A range of possible actions could be considered:

- recognise fish farm workers' rights to organise, collectively bargain and participate in aquaculture planning, development and management;
- support local professional organizations and cooperatives, to help small-scale operators integrate in value chains;

- support aquaculture cooperatives to negotiate with market intermediaries;
- empower aquaculture organizations to actively participate in policy dialogue and aquaculture governance mechanisms;
- promote collaboration amongst aquaculture associations, including establishment of networks and platforms for information exchange and to facilitate involvement in policy- and decision-making.

29. In general, actions to promote and implement decent employment policies and practices in aquaculture can be undertaken by interested stakeholders including relevant government authorities, aquaculture producers and farmer organizations, actors in the fish value chain, civil society organizations including fish and farm workers unions, financial and R&D institutions, media and others. Government authorities may encourage and facilitate such initiatives through appropriate policies, capacity development efforts, communication and regulatory measures and schemes supporting partnerships (e.g. public-private partnerships, community projects) and social responsibility (e.g. social entrepreneurship, social innovations).

## FAO INITIATIVES ADDRESSING DECENT WORK ISSUES IN AQUACULTURE

30. For aquaculture development to help alleviate poverty, a human rights-based approach which includes the right to decent work<sup>11</sup> needs to be promoted and protected. Providing guidance to policy makers and those responsible for the implementation of policies, including the private sector, is therefore considered critical. FAO, in close cooperation with organizations like the ILO, is addressing decent employment in fisheries and aquaculture at global, regional and national levels, in partnership with governments, industry, civil society, academia, as well as interested donor communities. An example is the FAO-ILO Guidance<sup>12</sup> on Addressing Child Labour in Fisheries and Aquaculture which highlights current child labour practices and possible responses. FAO organized consultative events such as “Working for blue growth - Why decent employment in fisheries and aquaculture matters” (COFI, 2014), and the “Vigo Dialogue<sup>13</sup> on Decent Work in Fisheries and Aquaculture” (Global Shrimp Congress, 2014).

31. The CCRF emphasizes the importance of fish workers’ rights, effective participation in decision making and safe, healthy and fair working and living conditions according to relevant international agreements on conditions of work and service.<sup>14</sup> FAO’s Technical Guidelines<sup>15</sup> on Aquaculture Certification require aquaculture to be conducted in a socially responsible manner, within national rules and regulations, having regard to ILO Conventions, not jeopardizing the livelihood of aquaculture workers and local communities.

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<sup>11</sup> Universal Declaration of Human Rights: Articles 23 and 24.

<sup>12</sup> FAO-ILO Guidance on Addressing Child Labour in Fisheries and Aquaculture: <http://www.fao.org/docrep/018/i3318e/i3318e.pdf>

<sup>13</sup> [http://issuu.com/eurofish/docs/eurofish\\_magazine\\_6\\_14/19?e=0](http://issuu.com/eurofish/docs/eurofish_magazine_6_14/19?e=0)

<sup>14</sup> FAO Code of Conduct for Responsible Fisheries: Provisions 6.13, 6.17, 6.18, 8.1.5, 8.3.2 .

<sup>15</sup> Technical Guidelines on Aquaculture Certification. <http://www.fao.org/docrep/015/i2296t/i2296t00.htm>

32. The GFCM's 2014 Regional Aquaculture Conference<sup>16</sup> emphasized that good labour conditions be recognized as a priority in aquaculture to guarantee decent employment of aquaculture farm workers in the whole region, and coherence be facilitated in aquaculture policies with regard to implementation of internationally recognized labour standards.

33. Decent work is a standard in FAO's new Environmental and Social Management Guidelines<sup>17</sup>. These will guide all FAO offices on the management of environmental and social risks in its strategies, policies and field projects, and will prompt the formulation and implementation of future FAO projects and programmes, including those on aquaculture. The decent work standard covers:

- Employment creation;
- Non-discrimination and equal opportunity;
- Occupational safety and health;
- Child labour;
- Forced labour;
- Workers' and producers' organizations.

34. Employment creation and enterprise development are major targets in rural development and poverty reduction and important means to promote decent work in aquaculture. In order to facilitate evidence-based policy making in promoting decent work in aquaculture, ongoing FAO pilot projects are conducting human resource profiling in aquaculture, for example in China. FAO studies<sup>18,19</sup> confirm the potential of small and medium-size aquaculture enterprises, for example in Africa<sup>20</sup>, to generate significant employment opportunities for women and men, and, in particular, youth across the value chain<sup>21</sup>. Youth<sup>22</sup> is recognized as target group for aquaculture SME<sup>23</sup> development policies. FAO is developing an aquaculture module for the Junior Farmer Field and Life Schools<sup>24</sup> to be piloted and adapted in Sub-Saharan Africa.

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<sup>16</sup>GFCM 2014 Blue Growth in the Mediterranean and the Black Sea: developing sustainable aquaculture for food security. <http://www.aquaculture2014.org/conference-conclusions/>

<sup>17</sup> Environmental and Social Management Guidelines. FAO 2015. <http://www.fao.org/3/a-i4413e.pdf>

<sup>18</sup> Hishamunda, N., Cai, J. & PS Leung. 2009: Commercial aquaculture and economic growth, poverty alleviation and food security, FAO Fisheries and Aquaculture. Technical Paper. <http://www.fao.org/docrep/012/i0974e/i0974e.pdf>

<sup>19</sup> Hishamunda, N., Bueno, P., Menezes, A.M., Ridler, N., Wattage, P. & Martone, E. 2014. Improving governance in aquaculture employment: a global assessment. FAO Fisheries and Aquaculture Technical Paper. <http://www.fao.org/3/a-i3128e.pdf>

<sup>20</sup> Ali, A., Dejen, E. & L. Awity. 2014. Commercial Aquaculture: Diversification of the agricultural base for employment creation for young people. The Case of Kenyan Fish Farming and Enterprise Productivity Program and supplementary case studies from Nigeria, Rwanda and Uganda. FAO Regional Office for Africa.

<sup>21</sup> AUC-NEPAD. 2014. Policy framework and reform strategy for fisheries and aquaculture in Africa. <http://www.africanfisheries.org/knowledge-output/policy-framework-and-reform-strategy-fisheries-and-aquaculture-africa>

<sup>22</sup> FAO.2014. Youth and development of aquaculture and livestock in Africa. FAO Regional Conference for Africa 2014 (ARC/14//INF/8). <http://www.fao.org/docrep/meeting/030/mj632e.pdf>

<sup>23</sup>small and medium size enterprises

<sup>24</sup> <http://www.fao-ilo.org/?id=20904>

35. In summing up, aquaculture stakeholders face a wide range of decent work issues which however can be addressed through a variety of possible actions. Promoting decent employment in aquaculture operations and practices and implementing the decent work agenda in the aquaculture sector contributes to efforts of improving livelihoods and community development in many rural areas. FAO's Strategic Objective 3 "Reduce rural poverty" calls for actions on decent rural employment in all food and agriculture sectors. Related activities on decent employment in aquaculture and fisheries are being undertaken by FAO and its Members, but these efforts need to be strengthened and further supported. FAO's Blue Growth Strategy aims at supporting these efforts in collaboration with partners such as ILO, Member Governments and interested private sector and civil society organizations. Aquaculture development will be recognized by society and consumers as more sustainable and fair where decent employment and International Labour Standards are pursued as key targets of national and regional strategies.

## Annex I

**Table 1: Major decent work issues in aquaculture and examples of possible actions**

Major Issues	Examples of possible actions
Pillar 1: Employment creation and enterprise development	
Low earnings and labour productivity	
Often informal employment, under-employment, seasonal/casual employment;	Further research on what forms of aquaculture contribute to more employment opportunities and better working conditions
Small operations depend on unpaid family labour, women and children	Support small-scale producers, including women and youth, to participate in modern sustainable value chains
Available jobs not productive and gainful; low income; Fish workers belong to the working poor	Support fish farmers to secure assets needed to develop productive and profitable businesses
Limited access to land and water bodies	Ensure gender equitable access rights to land and water bodies
Limited access to markets, market information; Little bargaining power	Support development of small and medium enterprises, access to better management practices and credit schemes, organization of fish workers/farmers
Lack of skills, financial services, technology, infrastructure	Enhance extension services and vocational training for fish farmers
Data and policy gaps	
Limited visibility of small-scale farmers and subsistence activities. Aquaculture statistics do not capture extent of small-scale operations, their contribution to employment along the value chain, nor subsistence activities, and women, youth, children working in aquaculture	Produce disaggregated data allowing for an improved understanding and visibility of the importance of aquaculture, including socio-economic aspects
Fisheries and aquaculture policies and management plans have not yet widely adopted objectives on employment and decent work	Publicize the impact of aquaculture enterprises on employment, poverty reduction and local/regional economic development  Involve labour stakeholders in planning and specify labour issues in aquaculture  Mainstream employment creation and entrepreneurship development in aquaculture sector policy and ensure recognition/coherence in cross-sectoral (employment, social protection, etc.) policy development

Threats to sustainable livelihoods	
Pollution, environmental degradation, climate change, diseases and natural and human-induced disasters	<p>Determine vulnerability and coping/adaptation mechanisms to external risks; develop response capacity</p> <p>Consider livelihood diversification (complementary/alternative income opportunities) to increase resilience to shocks</p>
Youth have less access to resources necessary to run viable aquaculture operations (e.g. land ownership, a certain economic level of operations and access to necessary initial investments )	<p>Provide and enable access to schools and education facilities that facilitate gainful and decent employment of youth</p> <p>Introduce enabling mechanisms for youth to enter aquaculture schemes, including establishment of production clusters / collective action</p>
Stricter criteria on food safety, traceability, and other nontariff requirements may limit smaller producers to participate in international value chains	Provide training in environmental and product quality regulations and trade requirements
Pillar 2: Social Protection	
Lack of social protection	
<p>Limited or no access to social protection affects fish workers (e.g. when ill or injured) as well as their families and communities</p> <p>Absence of health and social security (including maternity and insurance) benefits can affect fish production resulting in higher vulnerability</p> <p>Medium/large-scale fish farms with waged employment may afford to provide for additional social protection benefits e.g. medical and insurance coverage</p>	<p>Provide social protection measures for all, independently of their employment status, and extend the social welfare systems to informal fish workers, e.g. non-contributory welfare benefits (pension, sickness, maternity, disability, work-related accident benefits)</p> <p>Provide support to poor fish worker communities (income support, access to food, unemployment coverage) to help them manage risk and overcome immediate constraints, boost productivity and resilience to shock</p> <p>Help ensuring basic health care and education of workers and their families (e.g. keeping children in school)</p>

Hazardous employment	
<p>Occupational safety and health (OSH) concerns vary depending on activity and circumstances</p> <p>Hazards may exist in hatcheries, grow-out facilities, feed mills, seed collection, etc. (risks of injuries, slips/falls, cuts, submerging/diving, parasites/pathogens, burns, irritations, allergies, inhalation, fish handling) and will depend on the specific equipment, chemicals, biological agents, scale of operation and physical environment.</p>	<p>Conduct workplace risk assessments to identify hazards (to gender/age groups) and safety/health measures</p> <p>Document labour and OSH conditions</p> <p>Review regulations/definitions of OSH in aquaculture, develop hazardous work lists and introduce BMPs, including appropriate OSH training for fish workers.</p> <p>Introduce safer technologies</p> <p>Promote preventive health measures including use of personal protective equipment</p>
Pillar 3: Standards and rights at work	
Ineffective labour regulation	
<p>Agriculture/aquaculture often is under-regulated in labour laws which may exempt farm workers from coverage, protection and inspections</p> <p>Fish workers are often prevented from asserting and benefitting from their rights</p> <p>Women generally more vulnerable and unprotected</p> <p>Contract work often equals to inferior labour status, casual employment, lack of job security, poor wages</p>	<p>Promote International Labour Standards through guidelines for good labour practices in aquaculture covering fundamental labour rights, wage, working hours and OSH issues.</p> <p>Support certification standards which include decent work criteria</p> <p>Include decent work criteria in lease renewal procedures for aquaculture</p>
Monitoring and enforcement of existing regulations often insufficient	Invest in monitoring/enforcement of labour legislation
Fisheries/aquaculture and labour agencies often work in isolation. Sector institutions not equipped to address labour issues	Develop capacity of aquaculture agencies to address labour issues and coordinate with labour authorities

Prevalence of child labour	
<p>ILO: 98 million child labourers in agriculture including fisheries and aquaculture, especially small-scale production</p> <p>Children more at risk than adults to safety and health hazards</p> <p>Limited or no awareness of child labour and age-appropriate tasks</p> <p>Domestication of international child labour conventions in national legislation (regulation, implementation, enforcement) often neglects aquaculture, e.g. limited reference in Hazardous Work Lists</p>	<p>Implement FAO/ILO Guidance on addressing child labour in fisheries and aquaculture</p> <p>Develop national action plans to address child labour in aquaculture, including capacity development measures</p> <p>Collect age and sex-disaggregated data on child labour in fisheries and aquaculture</p> <p>Mainstream child labour concerns in aquaculture policies and programmes</p> <p>Develop hazardous child labour lists</p> <p>Prevent and eliminate child labour by tackling its root causes (poverty, lack of education) and providing alternative livelihood to poor households</p>
Vulnerable migrant labour	
<p>Although migrant fish workers may benefit from increased work opportunities and higher pay, they may be exposed to decent work deficits and vulnerable employment</p> <p>Migrant fish workers may be particularly vulnerable to exploitation, forced labour and human trafficking, OSH risks, limited access to legal advice and justice</p>	<p>Research on dependence/use of domestic and migrant workers and how potential savings from use of vulnerable labour affect the competitiveness of the legitimate industry</p> <p>Improve working conditions and recruitment of migrant fish workers, including written work agreements, regular payments, legal aid, social security, repatriation, training and right to organize</p>

Pillar 4: Governance and social dialogue	
Low levels of organization and participation	
<p>Very weak fish workers' representation and organization due to informal employment arrangements, small-scale operations, limited capacity and legal support to organize</p> <p>Small scale producers subject to intermediaries (middlemen) with significant influence in value chains (prices, market access)</p> <p>Community level organizations not strong enough to influence policy</p> <p>Fish workers have limited or no access to policy making processes due to weak organization</p>	<p>Recognize fish farm workers' rights to organize, collectively bargain and participate in aquaculture planning, development and management</p> <p>Support local professional organizations and cooperatives, to help small-scale operators integrate in value chains</p> <p>Support aquaculture cooperatives to negotiate with market intermediaries</p> <p>Empower aquaculture organizations to actively participate in policy dialogue and aquaculture governance mechanisms</p> <p>Promote collaboration among aquaculture associations, including establishment of networks and platforms for information exchange and to facilitate involvement in policy- and decision-making</p>