1. Introduction and Purpose

Human rights have recently become a frequent topic of sustainable seafood conversations worldwide. Earlier this year, The Guardian reported that human trafficking and forced labor is prevalent in the production of shrimp sold by major U.S., British, and European retailers. The U.S. government took action by downgrading Thailand to the lowest ranking (Tier 3) in the 2014 Trafficking in Persons (TIP) report. The downgrade placed Thailand in the same category as North Korea, Syria, and Iran in the way that it fails to protect workers from abuse. It is important to note that seafood-related human rights abuses are not limited to Thailand and instances of abuse have been documented in other fisheries and even in developed countries like New Zealand.

Stakeholders from various sectors are now closely monitoring the media stories and responses from companies and governments following The Guardian article. To encourage common understanding of the issues and to develop plans that will address human rights abuses within seafood supply chains, the Gordon and Betty Moore Foundation and FishWise convened a strategy meeting on October 20, 2014. Participants included expert representatives from the seafood industry, U.S. government, environmental and social NGOs, and philanthropic foundations. The four main objectives to achieve during the meeting were:

- Create a five-year vision for addressing human rights challenges resulting in change in the seafood supply chains
- Build two-year roadmaps that will move toward specific goals within our visions
- Determine next steps
- Facilitate networking among participants

2. Mapping the Landscape of Human Rights and Sustainable Seafood

To collectively understand the current issues and broad landscape of seafood-related human rights abuses, participants worked as a group to identify and map places where human rights abuses could occur within seafood supply chains. An image of this landscape map can be referenced at the end of this document. The exercise asked participants to identify where the problems exist and what conditions allow them to persist.

Recognizing the complexity of international seafood supply chains, participants noted the risks and challenges related to each link in the supply chain (including fishing vessels, processing facilities, farms, feed mills, and the capture of wild fish that serves as the raw material for feed mills). Participants also examined livelihood and economic issues, and the roles that industry, government, consumers, and funders might play to ensure forced labor and human trafficking are not taking place in seafood supply chains.
3. Vision

Next, participants were asked to assume that it was 2019, and that they had been wildly successful in addressing human rights abuses in seafood supply chains. In this brainstorming exercise, participants placed themselves in the future and described what they envisioned. Common themes were that a successful future would include:

- A dramatic reduction in the prevalence of crimes such as human trafficking and forced labor through law enforcement and transparent prosecutions
- A transformation in the way the labor arrives in the seafood industry that diminishes deception, coercion, and corrupted labor recruitment schemes
- An increase in the percent of the workforce that is documented, protected, valued, and aware of their rights
- Widespread adoption of neutral third party assessments
- Improved communication of human rights abuses in supply chains and reduced industry hesitation around disclosure
- Human rights and seafood sustainability groups work together to leverage change when appropriate

4. Action Planning

After identifying common themes and visions, the participants worked to develop two-year action plans (including goals, challenges, and initiatives) for each main theme (in bold).

- **Effective Coordination Goals:**
  - Create a communication plan and network for working groups
  - Map initiatives and designate working groups to create action plans and work towards solutions

- **Data and Technology Goals:**
  - Engage experts and reach consensus on data parameters to determine sustainability (social and environmental)
  - Adopt mobile technology systems that enable information collection on worker conditions and recruitment systems
  - Create database of documented human rights abuses – potentially linked to existing databases for seafood sourcing
  - Explore the use of on-vessel electronic monitoring (and GPS) to track human rights abuses
  - Create an auditing process that can be used throughout seafood supply chains

- **Government Action Goals:**
  - Create a transparent global framework of harmonized maritime laws
    - Including: VMS/AIS, Global Record & IMO numbers for vessels, ratify and implement the Port State Measures Agreement (PSMA), digital catch certification
  - Create effective regulations that are enforced with prosecutions and effective penalties
Including: RFMOs share and harmonize best practices
  o Lead with improvements by major consuming countries: EU, U.S. and Japan
  o Create a level playing field via harmonized laws and improved enforcement
  o Align Major market regulations to address human rights and traceability
    (minimum standards for import)

  • Industry Action Goals:
    o Identify leader to organize industry dialogue
    o Convene dialogue of U.S. and EU seafood companies including retail, food
      service and large processors (e.g. National Brands)
    o Map current efforts of companies and create risk assessment
    o Align on terminology, definitions of abuses and areas of focus
    o Identify requests companies can pose to key stakeholders (e.g. suppliers,
      governments) to create improvements
    o Find common actions companies can take (such as compliance with a Code of
      Conduct)

5. Next Steps

This meeting was an important step in a series of conversations on how to address human rights
abuses in the seafood industry. The conversation will continue with the human rights plenary
session at the Seafood Summit in New Orleans on February 10, 2014. FishWise encourages
interested parties to attend the plenary and continue the momentum from this strategy
meeting in their work.

**Human rights meeting participants will receive detailed materials and next steps from**
**FishWise shortly.** Initial results from the strategy meeting include a five-year vision for
addressing human rights challenges in seafood supply chains, two-year roadmaps toward
specific goals within our visions, next steps, and substantial networking among participants.
FishWise will organize follow-up calls and webinars to encourage continued discussion and
collaboration among this group.

If interested parties that were not in attendance at the Human Rights Strategy Meeting would
like a copy of the forthcoming detailed notes and next steps, please email
traceability@fishwise.org.
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