



2ND INTERSESSIONAL WORKSHOP ON IMPROVING LABOUR STANDARDS FOR CREW ON FISHING VESSELS

Human rights in tuna fisheries: Group certification experience of Papua New Guinea (PNG) tuna fleet

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Shangri La Hotel, Bangkok - Thailand
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Background

- In **2015** Pacific Tuna Forum (Nadi, Fiji) **PNG** tuna fleet assessment findings were shared – Seafoodmatter benchmark tool **First public results**
- Since 2016 Increase in media coverage about social, fishery crimes, slavery, labor on-board violations,
- Since 2019 more than 25 scientific papers have been published on desktop or literature review “analyzing” Decent Crew living and working conditions onboard
- In 2019, Seafoodmatter benchmark tool assessed Frabelle fishing for the base of the FIA PNG Social Responsibility and Human Rights at Sea procedure
- Until March 2022, the Seafoomatter benchmark tool (IMO, ILO, HR, and management system) evaluated +54 new guidances, codes of conduct, regulations, and commitments launched between 2016 and 2022,
- Only Austral fisheries 2016/2019 and **Frabelle fishing 2019** groups have made public their findings on the social accountability and human rights at sea

Responsible Fisheries (Human factor)

London, July 2022



Responsible Fisheries

ILOC188
R199

PSMA

CTA
(IMO)

FAO

UNDOC

STCW-F

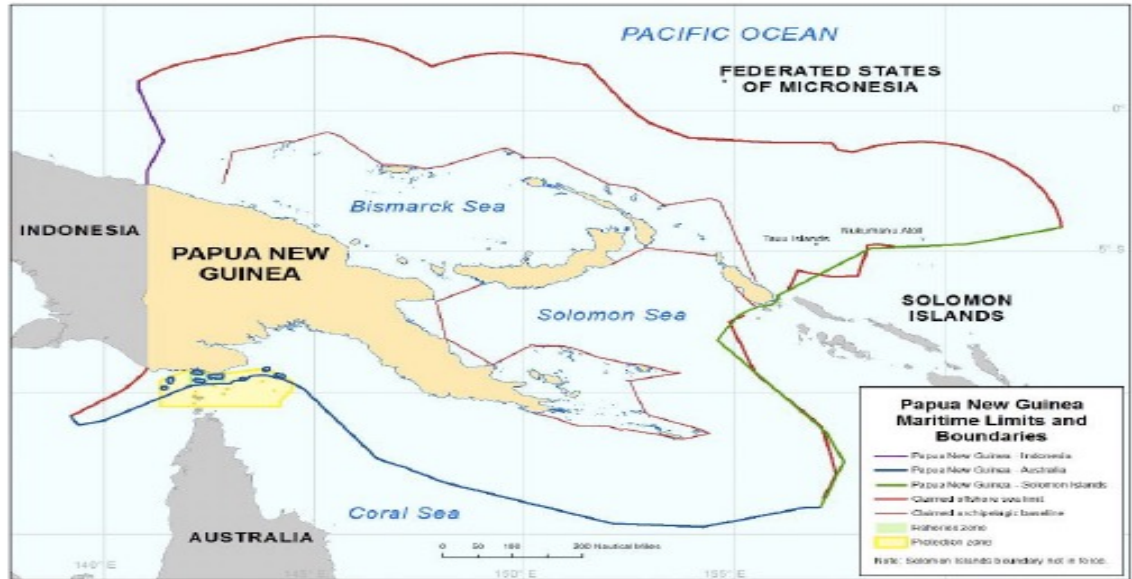


Figure 36. Illustrative Map of the Maritime Boundaries of Papua New Guinea from US Department of State, Limits in The Seas, No. 138, Papua New Guinea Archipelagic and other Maritime Claims and Boundaries. May 2014.



Largest MSC tuna certified fishery 840.000 MT

PNG EEZ & AW and PNA waters



Fishery

48 Tuna purse seine vessels
(100% observer coverage onboard)



1344 Crew
(Onboard direct jobs)



3 MSC certified tuna species targeted



MSC tuna trips in 2021

363

Tuna caught in 2021
(000 Metric tonnes)



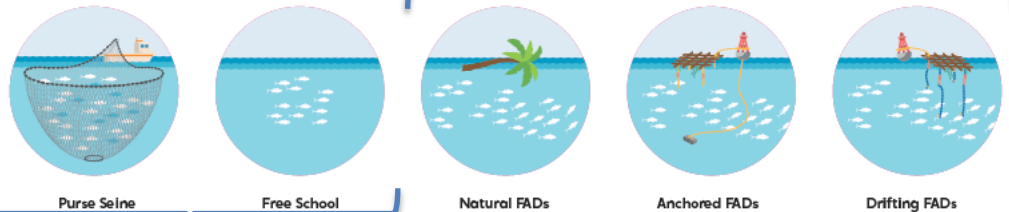
Landed in PNG

26%

Transhipments for processing overseas

74%

Tuna fishing gear used



- It is a registered association 1991 under the PNG Association incorporations Act 1966.
- Vertically integrated operation from fishing – unloading – processing – export – distribution – domestic fishery.
- **Domestic fleet – Average 30 days Fishing trip**
- Lobsters, Seaweed, Barrabundi, Tilapia and Shrimp

Processing



Company	MSC CoC #	Processing
International Food Corporation Ltd	MSC-C-53094	*
Majestic Seafood Corporation Ltd	MSC-C-54164	*
Nambawan Seafoods PNG Ltd	MSC-C-56496	*
RD Tuna canners Ltd	MSC-C-54816	*
South Seas Tuna Corporation Limited	MSC-C-53093	*
Frabelle PNG	MSC-C-53092	*

6 tuna canneries / 980 MT/day / 15000 direct jobs



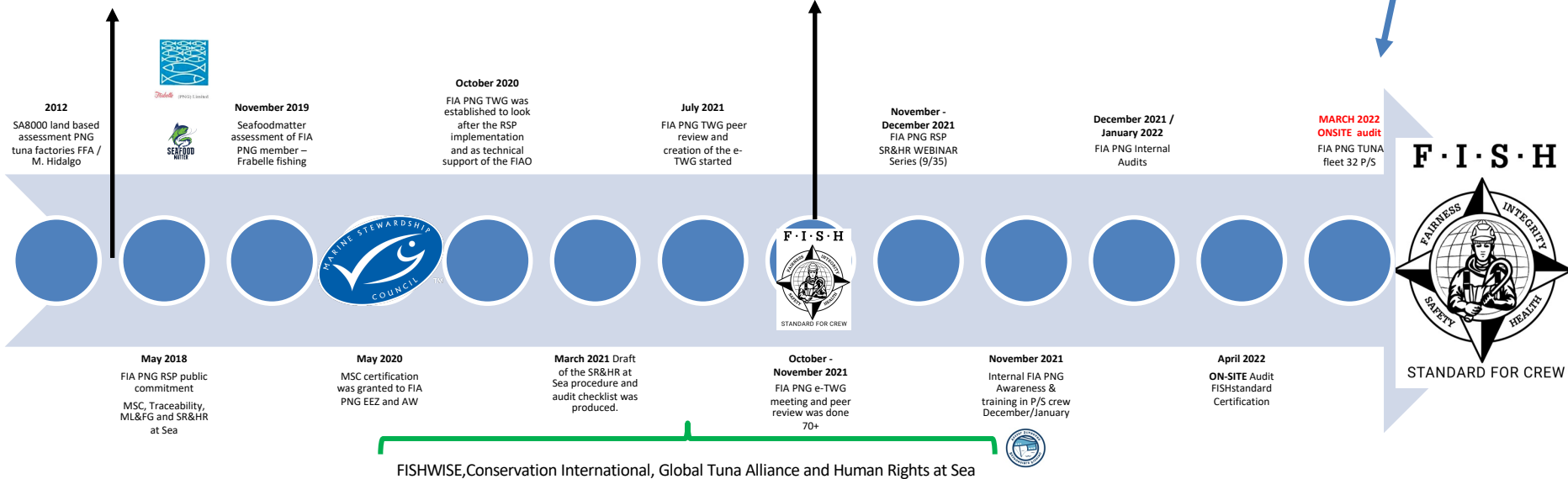
90%

FIA PNG Social Responsibility and Human Rights at Sea: Our process to make a robust due diligent process (management System)



TUNA Traceability declaration 2017 +30 tuna players signed it

FIA PNG Board decision September 2021



FIA PNG RSP from a commitment to making tangible changes

- *Why a TWG ? – Industry – we need to listen to field players*
- *Why a NGO ? – We need to incorporate what global players are addressing*



Decent
Living & Working
Conditions onboard
FIA PNG Tuna Fleet



FIA PNG Tool: base on guidance and standards (common ground)



- ILOC188 and ILO guidance R199
- IMO (CTA) – STCW-F
- IUU
- PSMA
- Fisheries crime (UNODC)
- Geneva Declaration of Human rights at Sea
- FAO Code of Conduct for responsible Fisheries
- Management system ISO9001
- Maritime law
- Framework for Social Responsibility in the Seafood Sector: Seafood Certification and Rating Collaboration, 2018
- + 20 more regulations, guidance, and best practices
- Seafoomatter Benchmark tool & methodology (*OSA tool*)





Country & Region overview – FIA compliance

- Flag states requirements
- Coastal states requirements
- FFA, MNSA, Fishing license, etc
- Resolution 2018-01: [Resolution on Labour Standards for Crew on Fishing Vessels](#) , The [Merchant Shipping Act 1975](#) regulates general shipping requirements of Papua New Guinea
- The [Fisheries Management Act 1998](#) applies to any foreign vessels fishing in the PNG EEZ, and provides for the promotion of management and sustainable development of fisheries.
- The [Fisheries Management Regulation 2000](#) is highly related to a fishing license, and ethical and legal issues more than human rights, this is also a regulation that foreign vessels have to comply, and
- Finally, the [Tuna and development management plan \(2014\)](#) is a related regulation that contains the above resolutions and also is part of the legal compliance with PNG waters.
- Any foreign vessels fishing in PNG waters, also complies with the flag state regulations of the Republic of the Philippines The flag state regulation is the DOLE DO, which is a partnership with PCAF, BFAR, and DOLE to create [DOLE DO](#)



Creating a solution

- Create a tool – benchmark tool based on ILOCT188 and Social accountability standards & regulations
- Set up a management system to assess progress
- Create metrics & KDE for compliance and assess progress
- Internal training for competent auditors
- Embed KDE's in our iFIMS – merman
- 5 Tuna fleet
- 32 Tuna purse seiners
- 9 webinars
- 82 trained people
- 60% operational and 40% management
- A joined workshop based on ISO19011:2018 and F.I.S.H requirements with the National Fisheries Authorities
- 36 attendances – 60% NFA
- From internal audit across second party audit to third party certification audits.

FIA PNG Benchmark: Social accountability & labor onboard – indicators & metrics



- Ethical & Integrity Business
- Management system
- Child labor
- Forced labor
- Occupational H & S
- Discrimination
- Remuneration and working agreement
- Medical examination & facilities
- Crewing & repatriation
- Living & working conditions
- Working hours
- Verification process
- Recruitment agent control
- Training and communication

FIA PNG SR&HR V3.0
7 principles, and
80 performance indicators



FIA PNG Social Responsible & Human Rights at Sea V3.0



3. Social Responsible Labor Practices and Ethical Behaviors			
3,1	Does the fishing company engage in or support child labor on vessels and recognize that young workers and young person's require specific protection. The vessel owner will not recruit crew who are under the age of 16 years old.	YES	CoC, procedure, FIA PNG Sr&HR at Sea Procedure - undergoing FISH certification. Interviews to be carried out onboard for verification
3,2	In case the fishing company recruit young workers; is there a policy in place that young workers are recruited between the age of 16 and 18 years old will be protected from risks and hazards specific to their age and in line with those activities identified within the health and safety risk assessment.	YES	Recruitment, selection and hiring procedure V013, 2018. Interviews to be carried out onboard for verification
3,3	If young fishers are employed, Does the fishing company have policies and practices to ensure that young fishers have the opportunity to exercise their basic rights; specifically, age and gender appropriate access to schooling or training, health care, nutrition, recreation, emotional support, peer interaction, and participation.	YES	Recruitment, selection and hiring procedure V013, 2018.
3,4	Does the fishing company engage in or support the use of forced labour and trafficked labour. Fishers/crews are free to accept or reject employment. Each crew member is fully aware of their employment rights to either join or leave the vessel, and freely makes this decision.	NO	There is a policy in place for frabelle grupop - Frabelle website includes fishing company, therefore the scope is included. Interviews to be carried out onboard for verification
3,5	Fishers/crews are free to accept or reject employment. Each crew member is fully aware of their employment rights to either join or leave the vessel, and freely makes this decision.	YES	No boarded labor or forced labor policy in place / check on inerviews LATER OK. Interviews to be carried out onboard for verification
3,6	Does the fishing company demonstrate all crew are aware of their rights while in port and recognize that lack of freedom of movement can affect	YES	It is part of the induction training , posters in the vessels to refresh / check on inerviews LATER and observer porters. Interviews to be carried out onboard for verification PNH & PH
3,7	Does the fishing company ensure that fishing vessel shall carry a crew list, a copy of which shall be provided to authorized persons ashore prior to departure of the vessel, or communicated ashore immediately after departure of the vessel. In accordance with applicable laws and regulations, the crew list shall be communicated to authorities prior to departure or else made available to authorities upon request.	YES	See FISH follow up and documents attached. Interviews to be carried out onboard for verification



The global level playing field



Fishing Industry Association of Papua New Guinea – FIA PNG

Case Study – group certification
F.I.S.H standard for Crew
(Fairness, Integrity, Safety, and Health)

@Frabellefishing2022





Why F.I.S.H for Crew standard

- It is based on the four conventions for a responsible fishery and human rights
- It has been developed based on ISO17065, and ISO19011:2018 besides management systems requirements
- Request auditable requirements that are measurable for the performance of the fishing company
- It is an applicant for the SSCI benchmark recognition (GSSI collaboration)
- It was a FIA PNG board decision

F · I · S · H



STANDARD FOR CREW





F · I · S · H



STANDARD FOR CREW

FIA PNG SR&HR V3.0 data

From a robust due
diligent model
To a Third-party
certification program



@Trans-Pacific Journey2022

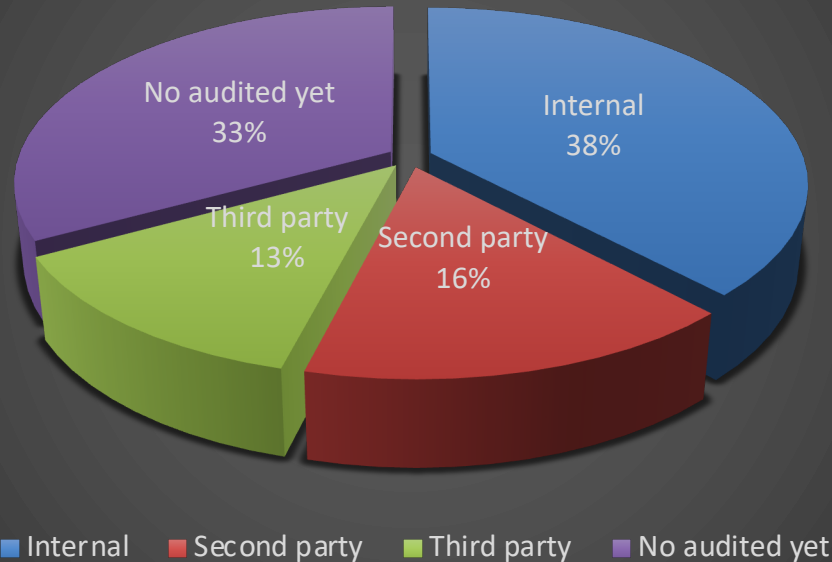


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Progress



FIA PNG tuna fleet # 32 F/P



PEOPLE

- 32 P/S = 900 Crew
- 35% of Crew onboard per vessel
- 205 Crew members have been interviewed



- 67 % of the fleet audited = 21 P/S
- +10 % to be audited in 2022

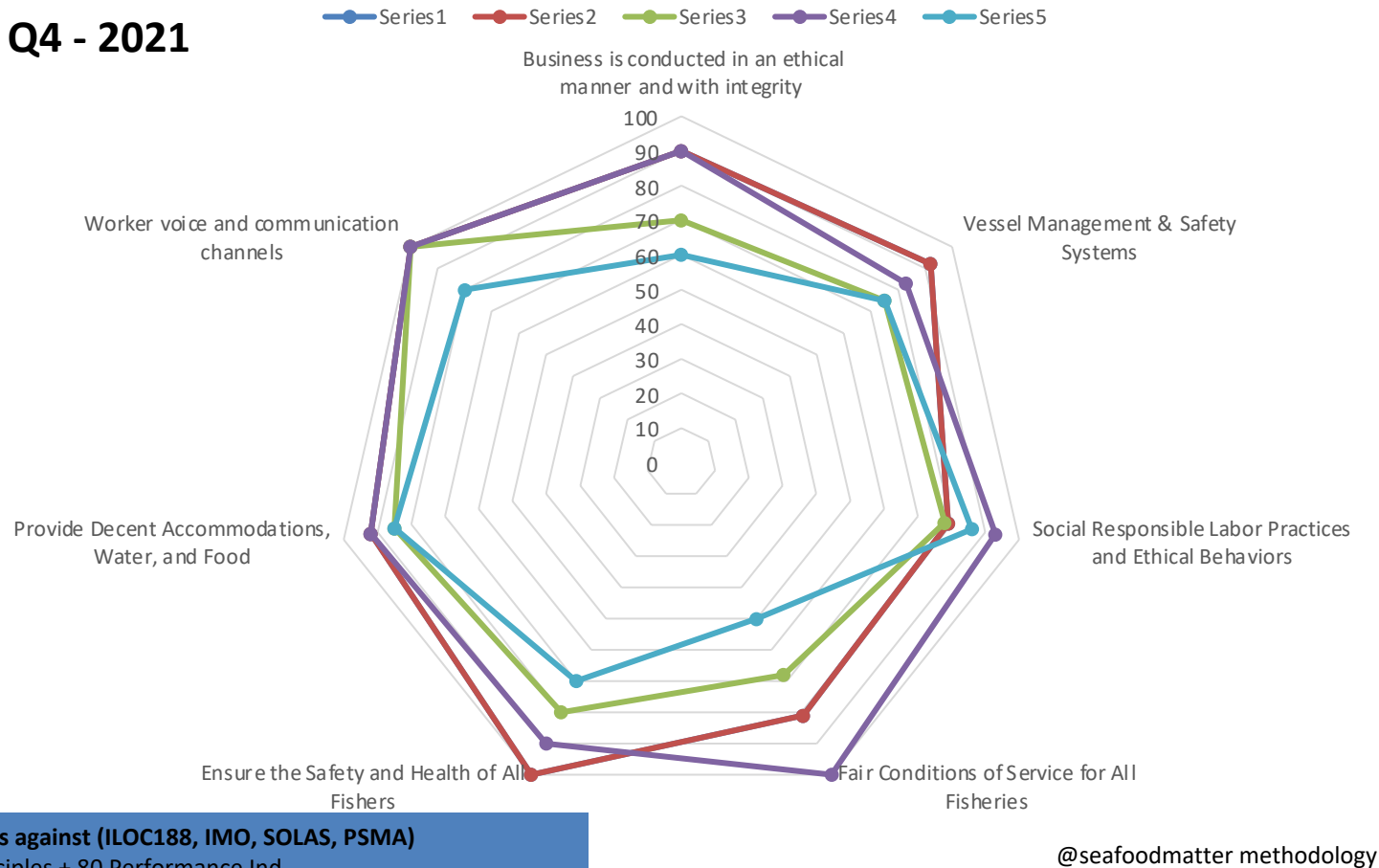


FIA PNG tuna fleet: Internal audits performance



Social Responsibility and Human Rights Internal Audit results 2021

Q4 - 2021



Assess against (ILO188, IMO, SOLAS, PSMA)

7 Principles + 80 Performance Ind.

Nov 2019 – Frabelle fishing Fleet 16P/S

Oct 2020 – RD fishing Fleet 18P/S

Feb - Dec 2021 – TSP, TPJ, Bluecatch and IFC Fleet 12 P/S

FISH audit on-site Q1 2022

F · I · S · H







STANDARD FOR CREW

Third and Second party audit's outcomes: Reality – Our fleet



1. FIA PNG tuna fleet operates and complies regional and international regulations
2. Working conditions are good for everyone.
3. No one reported any discrimination, harassment, forced labor, and/or bullying, nor was any observed.
4. Everyone has access to hygienic facilities, dormitories, food, and relaxation areas.
5. There are trained first aiders and direct communication channels that exist and were observed between crew and Captains and/or area leaders.
6. The crew is aware of and agrees with the nature and length of the fishing trip which can be periods as long as 70 days.
7. Repatriation, medical assistance, and benefits are provided by Tuna fishing companies



Criterion	FIA PNG Tuna Fleet			HO	Real time monitoring		
	FIA1	FIA2	FIA3				
Principle 1. Emphasize Socially Responsible Labour Practices and Ethical Behaviours							P.1
Criterion 1.1 - No Child Labour		1	3		*	7	
Criterion 1.2 - No Forced Labour			3		*	6	
Criterion 1.3 - Crew List	3	1	3		*	4	
Criterion 1.4 - Respect the Dignity of Fishers			2			4	
Criterion 1.5 - Protect Migrant Fishers							
Criterion 1.6 - Fair Recruitment and Placement of Fishers		2	3		*	5	
Criterion 1.7 - Provisions for Repatriation			1		*	5	
Performance Per Fleet in Principle # 1	84,38%	81,25%	46,88%			32	
Principle 2. Establish Fair Conditions of Service for All Fishers							
Criterion 2.1 - Fisher Work Agreement	1	2	1		*	8	
Criterion 2.2 - Fair Remuneration		4	3		*	9	
Criterion 2.3 - Freedom of Association and Collective Bargain			1			5	
Criterion 2.4 - Non-discrimination in Employment						1	
Criterion 2.5 - Social Security		1				1	
Criterion 2.6 - Health Protection and Medical Care			2		*	3	
Criterion 2.7 - Fisher's Compensation System			1		*	3	
Criterion 2.8 - Grievances						8	
Performance Per Fleet in Principle # 2	97,37%	81,58%	78,95%			38	
Principle 3. Ensure the Safety and Health of All Fishers							
Criterion 3.1 - Defined Roles and Accountability			1			4	
Criterion 3.2 - Occupational Safety and Health	2	4	4		*	15	
Criterion 3.3 - Safety Orientation and Training		2	1		*	6	
Criterion 3.4 - Rest Periods and Hours of Work					*	4	
Criterion 3.5 - Fitness Standards and Medical Exams			3		*	5	
Criterion 3.6 - Medical Treatment	2		2			7	
Performance Per Fleet in Principle # 3	90,24%	85,37%	73,17%			41	
Principle 4. Provide Decent Accommodations, Water and Food							
Criterion 4.1 - A Framework for Oversight						2	
Criterion 4.2 - Accommodations are Appropriate			2		*	11	
Criterion 4.3 - Spaces are Well Maintained	1	3	2		*	4	
Criterion 4.4 - Spaces are Comfortable and Safe	1		1		*	13	
Criterion 4.5 - Sanitary Facilities are Provided		2			*	4	
Criterion 4.6 - Food and Potable Water			2		*	4	
Criterion 4.7 - Galley and Other Facilities		3	2		*	16	
Performance Per Fleet in Principle # 4	96,30%	85,19%	83,33%			54	
Administration (Head Office)				3			



FIA PNG Fleet Non-Conformities

	Facilities
	Crew awareness
	Document

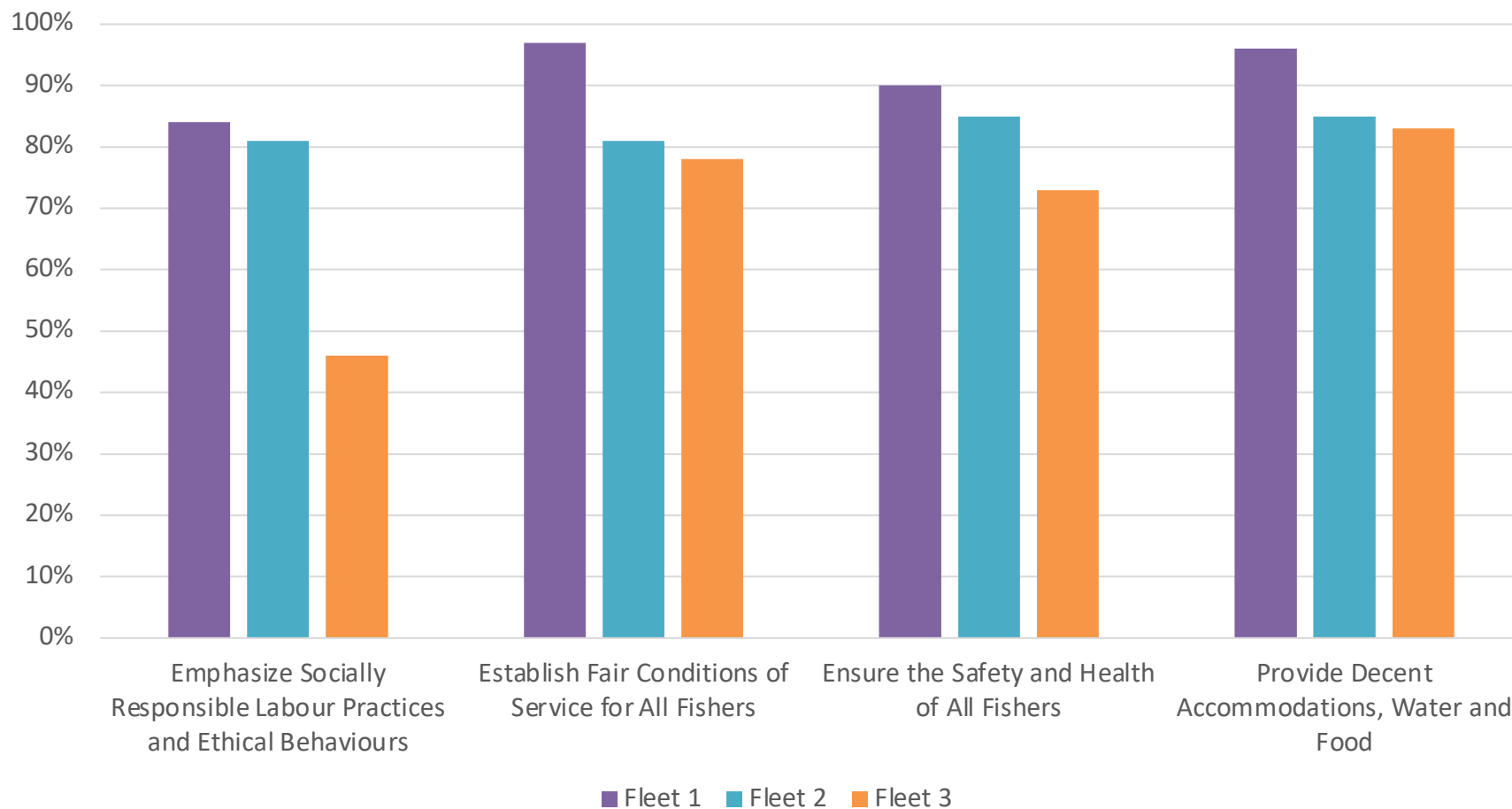




Performance of FIA PNG fleet

Third party audit outcomes

Performance of FIA PNG Tuna Fleet: FISH for Crew standard



iFIMS: Adding value to our Certification



- Constant monitoring supporting annual third-party audits and second party-audits
- Assurance model per fleet, per vessel, and per trip
- iFIMS is a real-time technology created by PNG in 2009
- FIA PNG iFIMS platform is in constant improvement
- It allows access to Government and private industry
- It can export data to retailers and supermarkets
- FIA PNG iFIMS currently is under a capability test for the Global Dialogue on Seafood traceability (GDST)

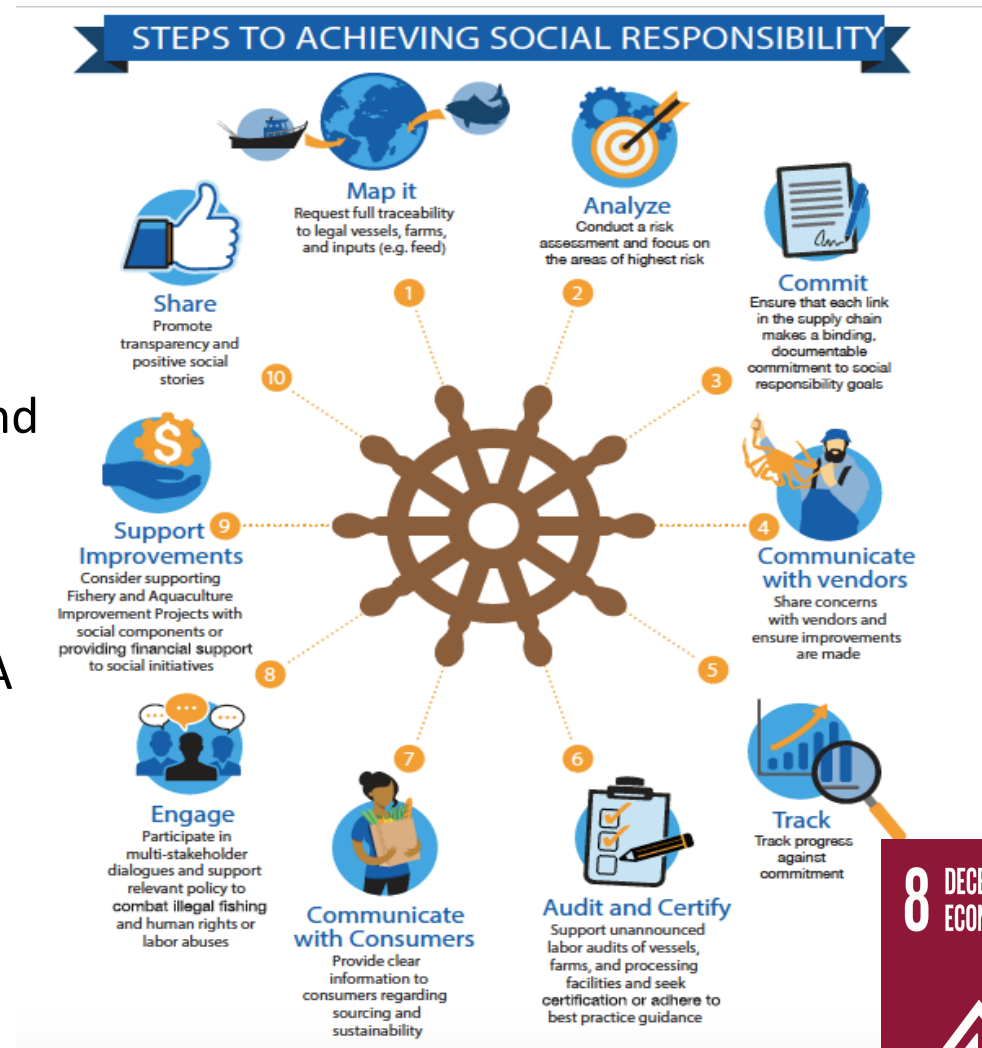
Benefits and Recommendations



Benefits of the FISH certification



- A third-party independent certification
- Scientific papers take FISH standard as a reference
- Increase Crewmember's awareness (rights, benefits, and obligations)
- Impact on the recruitment agency practices
- Increase cooperation with NFA in this area
- Pull up other PNG fleets to a good performance level



8 DECENT WORK AND ECONOMIC GROWTH



Recommendations:



- Build on existing tuna fishing industry practices, records, and compliance, a management system to support your Social labor initiative.
- Assess and collaborate with recruitment agencies for a better Crewmembers welfare
- Development of audit tools & metrics to improve data collection at the sea
- Adapt and use technologies for a continuous monitoring

THANK YOU!



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