



**Western and
Central Pacific
Fisheries
Commission**

COMMISSION
Twentieth Regular Session
4-8 December 2023
Rarotonga, Cook Islands (Hybrid)

Update from Co-Chairs on Intersessional Work to Improve Crew Labour Standards

WCPFC20-2023-LabourStdsIWG
15 November 2023

Submitted by Labour Standards IWG Co-Chairs

UPDATE FROM CO-CHAIRS ON INTERSESSIONAL WORK TO IMPROVE CREW LABOUR STANDARDS

In December 2020 the Commission agreed that intersessional work to improve crew labour standards be led by Co-Chairs Indonesia and New Zealand. Work commenced in February 2021 with multiple rounds of email feedback and several virtual workshops have occurred since then, most recently on 7 September, 2023. An update was also provided to TCC19.

The co-chairs would like to thank members of the intersessional working group for their excellent feedback and engagement to-date. We have made important progress over our deliberations and look forward to continuing this work with CCMs.

We would also like to thank members and observers for their engagement at the workshop on 7 September. As we noted in our opening of the meeting, we consider the work of this Commission to often be world leading and see labour standards as another area where this Commission can show leadership.

Regarding the IWG discussions on the draft CMM, we note the differing positions on the area of application and importance of this issue to the implementation of labour standards. We recognise this is a critical issue yet to be resolved and look forward to working closely with CCMs to progress this important work. The draft CMM below provides alternative text regarding the area of application and we look forward to discussing this with CCMs.

Due to depth and breadth of national consultation needed to address labour standards, we consider adoption of a CMM may not be possible this year. We consider this a reflection of the complexity of implementation at national level and CCMs commitment to getting this right. Following consultations with CCMs, we consider a 2024 adoption date with a possible delayed implementation date to be an approach that will ensure the requirements for adoption are clear and provide members time to address national level requirements for implementation.

We do not consider this a pause in progress, but a statement that adoption of a measure in 2024 is needed. Improving labour standards on fishing vessels is a moral imperative and we stand ready to ensure we can secure a binding measure in 2024.

Kind regards,

Putuh Suadela (Indonesia) and Sarah McAvinchey (New Zealand)

Attachment 1 – Draft measure as of November 2023

Attachment 2 – Draft 2013-06 Assessment

Attachment 3 – Summary of 7 September, 2023 workshop

Attachment 1. Draft CMM as of November 2023.



COMMISSION
NINETEENTH REGULAR SESSION
14 April 2023

CONSERVATION AND MANAGEMENT MEASURE ON CREW LABOUR
STANDARDS

CMM 202X-XX

The Commission for the Conservation and Management of Highly Migratory Fish Stock in the Western and Central Pacific Ocean,

Concerned about ongoing instances of poor labour conditions and mistreatment of crew, including instances of human trafficking, including for servitude, bonded labour, and forced labour and child labour and other human rights abuses on board fishing vessels;

Recalling the importance of respect for and protection of the human rights enshrined under the Universal Declaration of Human Rights 1948;

Recalling Articles 6 and 8 of the 1995 FAO Code of Conduct for Responsible Fisheries which set out international standards, including for the responsible conduct of fishing activities to allow for safe, healthy and fair working and living conditions;

Further Recalling Articles 6 and 8 of the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication;

Further Recalling the United Nations Declaration on the Rights of Indigenous Peoples and the right not to be subjected to any discriminatory conditions of labour;

Further Recognizing the obligations in the United Nations Convention on the Law of the Sea (UNCLOS) relating to the duties of the flag State to ensure safety at sea, including through the manning of ships, labour conditions and the training of crews, to render assistance, and to ensure effective protection of human life and to cause an inquiry into any loss of life or serious injury to nationals of another State which has been caused by a marine casualty or incident of navigation.

Noting the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO C188 Work in Fishing Convention, 2007 and its objective to ensure that fishers have decent conditions of work on board fishing vessels with regard to minimum requirements for work on board, conditions of service, accommodation and food, occupational safety and health protection, medical care and social security;

Recalling Article 32 of the Convention on the Rights of the Child, which requires state parties

to recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development;

Acknowledging the important role played by crew members and observers in assisting the conduct of fishing vessel operations in compliance with WCPFC Conservation and Management Measures, and the essential role that crew members and observers play in contributing to effective fishing operations;

Recalling efforts that CCMs have made in recent years in improving the conditions and welfare of observers on board fishing vessels, including the adoption of CMM 2017-03, *Conservation and Management Measures for the Protection of WCPFC Regional Observer Programme Observers*," and acknowledging the equal importance of the welfare of crew members;

Recognising that FFA members have adopted Harmonised Minimum Terms and Conditions For Access by Fishing Vessels, which include crew employment conditions on fishing vessels licensed to fish in their Exclusive Economic Zones;

Mindful that CCMs have a legitimate interest in increasing the participation of their labour force in the crewing of vessels that catch highly migratory fish stocks in their waters in the Convention area, and that CCMs are interested in promoting safe and decent employment conditions for their nationals and non-national crew;

Recalling the Resolution on Labour Standards for Crew on Fishing Vessels 2018-01 adopted by WCPFC which encouraged CCMs to implement measures, consistent with generally accepted international minimum standards for crew on fishing vessels, where applicable, to ensure fair working conditions on board for all crew working on fishing vessels flying their flag and operating within the WCPF Convention area;

Adopts the following conservation and management measures in accordance with Article 10 of the Convention on the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean:

Area of **Application**

1. This Measure applies to any fishing vessel [registered on the WCPFC Record of Fishing Vessels]for highly migratory fish stocks in the Convention area [for the duration of the vessel's trip].

1Alt. This Measure applies to all fishing vessels fishing for highly migratory fish stocks in the Convention area in areas beyond national jurisdiction.

2 Alt. This measure applies to the following categories of fishing vessels authorized to fish in the Convention Area:

- i) vessels fishing exclusively on the high seas in the Convention Area, and
- ii) vessels fishing on the high seas and in coastal State waters, and
- iii) vessels fishing under the national jurisdiction of two or more coastal States.

Commented [MS(1): Alternative text for discussion

Nothing in this measure shall prejudice the rights of relevant CCMs to enforce their laws with respect to the safety of crew consistent with international law.

2. [In addition to the requirements of] this Measure CCMs are encouraged to make every effort to have relevant national legislation which fully extends to all crew¹ working on fishing vessels flying their flag [in the WCPF Convention Area.][in areas beyond national jurisdiction.
3. In order to give effect to this Measure, CCMs may adopt legally binding mechanisms, such as licensing conditions for vessels fishing solely within its exclusive economic zone.

Requirements prior to embarkation and minimum working conditions onboard vessels – flag state obligations

4. CCMs shall ensure that owners and/or operators of their fishing vessels authorized to fly their flag [operating within the WCPF Convention area][in areas beyond national jurisdiction], to:
 - a) Provide crew members a safe working environment where the welfare, occupational safety and health of crews is effectively protected.
 - b) Ensure that no forced, or any other form of involuntary or compulsory labour, is used on fishing vessels
 - c) Provide terms of employment, that are set out in a written contract or agreement, which is made available to the crew member, in a form and language that facilitates the crew member's understanding of the terms, is agreed by the crew member prior to departure on the fishing trip, and signed by both the crew member and the employer. The original or a copy of the written contract or agreement shall be carried on board and be available to the crew member and[, in accordance with national law and practice,] to the concerned parties on request. A CCM may use the particulars, including in the crew agreement, as set out in the Attachment as a guideline.
 - d) Provide crew members decent working and living conditions on board fishing vessels, including access to clean or potable freshwater and food², occupational safety and health protection, medical care, rest periods and sleeping quarters, and conditions that facilitate minimum standards of health and hygiene;
 - e) Provide crew members documented decent and regular remuneration (for example monthly or quarterly) that is accessible by crew that remain at sea for long periods as well as appropriate insurance for the crew;
 - f) Provide crew members regular opportunity to disembark consistent with national laws of the flag State, unfettered access to their identity documents, ability to

Commented [MS(2): Note – this para will be updated consistent with the Area of Application

¹ Crew includes all persons of any age, on board a fishing vessel.

² Food must be in a quantity and quality sufficient to satisfy the dietary needs of individuals, free from adverse substances, and acceptable within a given culture.

terminate the contract of employment, access to communication devices to seek assistance and [a regular opportunity to] seek repatriation.

- g) Where the early termination of a contract is sought by the employer, transportation and other related expenses shall be the sole responsibility of the employer. [In cases involving employee insubordination, sabotage, or breach of contract] or if early termination is the fault of a crew members misconduct, transportation and other related expenses shall be the responsibility of the crew member. [\[editorial note consider placement\]](#)
 - h) [Full protection of the health and safety and morals of young crew members, including ensuring young crew members have received adequate specific instruction or vocational training and have completed basic pre-sea safety training;]
5. CCMs shall ensure that owners and/or operators of their fishing vessels authorized to fly their flag operating [within the WCPF Convention area], to:
- a) Maintain a record of the provided contact details of each crew member's next of kin or designated contact person before the crew member embarks on a vessel[in coordination with crew providers, as appropriate]; and
 - b) Provide onboard safety training and/or instruction for all the crew members working on board the vessel, with consideration given to relevant international guidelines and standards, including where applicable, the regulations set out in the Basic Safety Training for all fishing vessel personnel of the International Convention on Standards of Training, Certification and Watch keeping for Fishing Vessel Personnel (*STCW-F*). Owners and operators are encouraged to coordinate training with crew providers.

Crew member death, missing or presumed fallen overboard

6. In the event a crew member dies, [paragraphs 7(a), (c), (g) and (h) apply and [must be reported to the Secretariat].] Additionally, the flag CCM shall ensure that the operator of the fishing vessel preserves the body for the purposes of an autopsy, investigation, and[/or] repatriation. Bodies of deceased crew may not be buried at sea [or disposed of in any other manner] [unless specifically authorized by a domestic regulation [or next of kin] and/or international standards]. *[editorial note – consider para 3 and 4 of CMM 2017-03]*
7. In the event that a crew member is missing or presumed fallen overboard, the flag CCM shall ensure that the operator of the fishing vessel:
- a) [immediately] ceases all fishing operations [as soon as practicable];
 - b) immediately notifies the responsible Rescue Coordination Center (RCC) to report the incident time and location and commences search and rescue for at least 72 hours unless the crew member is found sooner, or unless [otherwise] instructed by the flag CCM to continue searching;
 - c) immediately notifies the flag CCM and relevant authorities ~~-, crew member's next of kin or designated contact person, and crew provider if appropriate;~~

- d) immediately alerts other vessels in the vicinity regarding the status of the crew member by using all available means of communication;
- e) cooperates fully in any search and rescue operation;
- f) provides a report about the incident to the appropriate authorities of the flag CCM and other appropriate authorities on the incident if requested;
- g) cooperates fully in all official investigations, and preserves any potential evidence, the personal effects and quarters[, if not needed by other crew,] of the deceased or missing crew member, and returns to port if so ordered by flag; and
- h) [If a vessel is required to return to port, it may only depart upon receiving clearance from the relevant [port] [flag] CCM authorities [after the port authority has notified the flag CCM about the departure].]
- i) In the event of force majeure, flag CCMs may allow their vessels to cease search and rescue operations before 72 hours have elapsed.

Forced labour³ [practices] or Mistreatment of crew

8. In the event that a flag CCM has reasonable grounds to believe, based on port state notifications or information provided by a crew member or other credible information, that a crew member's health and safety is endangered or that a crew member has been subjected to treatment that may indicate [forced labour] and/or [mistreatment] [, such as having been denied access to potable water, adequate food, toilets, rest, medical attention, or restriction of movement], the flag CCM [and port State] shall ensure that the owner and/or operator of the fishing vessel:
 - a) immediately takes action to preserve the safety of the crew member and mitigate and resolve the situation on board;
 - b) immediately provides the flag CCM's designated authorities with a report on the situation, remedies provided, including the status and location of the crew member, as soon as possible;
 - c) facilitates the safe disembarkation of the crew member in a manner and place, as agreed by the flag CCM and crew member, including access to any needed medical treatment at the expense of the owner and/or operator; and
 - d) cooperates fully in any and all official investigations into the incident, including by providing access to all crew members remaining on the vessel-
 - e) [facilitates access of the crew member by the port State to the nearest embassy or consulate consistent with their nationality]
9. In the event that, after disembarkation from a fishing vessel a crew member reports to the port CCM an allegation of poor labour conditions or mistreatment while on board the fishing vessel, the port CCM shall notify, in writing, the flag CCM and the Secretariat.

³ The definition of forced labour refers to article 2, ILO C029 Forced Labour Convention

Upon notification, the flag CCM in accordance with Article 25 of the Convention, shall:

- a) investigate the allegations, including through information provided by the crew member (and crew provider where relevant), port CCM, and crew on the fishing vessel and take any appropriate action in response to the results of the investigation; and
- b) cooperate fully in any other investigation conducted, including providing the flag CCM's investigation report to the crew provider and port CCM.

10. In the event a port CCM is notified by a flag CCM that a crew member requests to disembark from a fishing vessel due to poor labour conditions or mistreatment the port CCM shall facilitate entry to port of the fishing vessel to allow disembarkation of the crew member to the extent possible under national law and assist in any investigations if so requested by the flag CCM.

Role of CCMs to support investigations into crew incidents

11. CCMs shall cooperate and provide support in relation to cases of forced labour and/or other crew mistreatment on fishing vessels, including facilitating evidence gathering from crew providers in their jurisdiction or from their nationals, where possible.
12. To implement this Measure, developed CCMs are encouraged to make efforts and consider options to assist developing CCMs, both flag CCMs and coastal CCMs, including working with local industries (which includes crew providers) to help them meet the standards in this Measure.

Compliance with Measure

13. CCMs shall advise the Commission (in Part 2 of their Annual Report) on implementation and enforcement of this Measure through their relevant national legislation.
14. This measure will take effect on [Date to be determined]

ATTACHMENT

PARTICULARS THAT MAY BE INCLUDED IN A CREW AGREEMENT

1. The Crew's family name and other names, date of birth or age, and birthplace;
2. The place at which and date on which the agreement was concluded;
3. The details of the next of Kin in the event of an emergency
4. The name of the fishing vessel or vessels and the registration number of the vessel or vessels on board which the Crew undertakes to work;
5. The name and address of the employer, or fishing vessel owner, or other party to the agreement with the crew;
6. Starting date and duration of contract;
7. The voyage or voyages to be undertaken, if this can be determined at the time of making the agreement;
8. The capacity in which the Crew is to be employed or engaged;
9. If possible, the place at which and date on which the Crew is required to report on board for service;
10. The provisions to be supplied to the Crew, any in-kind payments of a limited proportion of the remuneration the amount of wages, or the amount of the share and the method of calculating such share if remuneration is to be on a share basis, or the amount of the wage and share and the method of calculating the latter if remuneration is to be on a combined basis, and any agreed minimum wage, and periodicity and form of payments ;
11. The termination of the agreement and the conditions thereof, namely:
 - i. if the agreement has been made for a definite period, the date fixed for its expiry, unless agree by mutual consensus;
 - ii. if the agreement has been made for a voyage, the port of destination and the time which has to expire after arrival before the Crew shall be discharged; and
 - iii. if the agreement has been made for an indefinite period, the conditions which shall entitle either party to rescind it, as well as the required period of notice for rescission, provided that such period shall not be less for the employer, or fishing vessel owner or other party to the agreement with the Crew;
12. The right of termination by the Crew in the event of mistreatment and abuse, to clearly account for deductions made against the crew member's wages for any in-kind contributions;
13. The protection that will cover the Crew in the event of mistreatment and abuse, sickness, injury or death in connection with service;
14. The amount of paid annual leave or the formula used for calculating leave, where applicable;
15. The health and social benefits coverage and benefits to be provided to the Crew by the employer, fishing vessel owner, or other party or parties to the Crew's work agreement, as applicable;
16. The Crew's entitlement to repatriation and terms of repatriation.
17. Information on crew members rights and access to complaint mechanisms, including a reference to the collective bargaining agreement where applicable;
18. The minimum periods of rest, in accordance with national laws, regulation or other measures;
19. Contact information for accessing legal support, and/or disputes mechanism; and
20. Full protection of the health and safety and morals of young crew members, including ensuring young crew members have received adequate specific instruction or vocational training and have completed basic pre-sea safety training.

PRELIMINARY CMM 2013-06 ASSESSMENT ON PROPOSED LABOUR CMM

CMM 2013-06 requires that an assessment of the Impact of new proposals on SIDS and territories be undertaken. In considering any new proposal, the Commission shall apply the following questions to determine the nature and extent of the impact of the proposal on SIDS and territories in the Convention Area.

This CMM 2013-06 assessment of the proposed Labour CMM is provided on a preliminary basis and is without prejudice to the final position of FFA Members on the proposal.

a. Who is required to implement the proposal?

All CCMs are required to implement the proposal. In addition, CCMs will be required to ensure that manning agents and vessel operators comply with specific requirements.

b. Which CCMs would this proposal impact and in what way(s) and what proportion?

The proposal will have an impact upon all CCMs, in particular flag CCMs. Flag State CCMs will be required to ensure that operators of their flagged vessels fishing within waters under national jurisdiction (and beyond) are compliant with the safety and labour requirements in the proposal. In order to implement the proposed obligations, flag CCMs are expected to put in place legislation, conditions of authorisation, and relevant procedures to effectively monitor and ensure compliance by their flagged fishing vessels. Flag CCMs are also have arrangements in place to promptly investigate and take the necessary action where there is sufficient evidence of non-compliance and to notify or report to relevant CCMs and the WCPFC Secretariat of actions taken.

Coastal State CCMs are also impacted because when granting their authorisation to fish to flagged fishing vessels within and beyond waters under their jurisdiction and foreign fishing vessels within their waters, they are to impose conditions of access that are aligned with the requirements in the proposed CCMs. Coastal State CCMs are expected to monitor, control and report incidents of non-compliance.

Port State CCMs will also be impacted given that they will have a role in the inspection and monitoring of fishing vessels in their ports to ensure compliance. Therefore, port State CCMs are expected to monitor, control and report incidents of non-compliance.

All CCMs should have the necessary legislative or equivalent framework in place to implement the proposed CMM.

c. Are there linkages with other proposals or instruments in other regional fisheries management organizations or international organizations that reduce the burden of implementation?

The proposed CMM (and WCPFC Resolution 2018-01) is unique among RFMOs and there are no linkages with other proposals or instruments in other RFMOs.

Notwithstanding, the proposal is congruous with the minimum terms and conditions for crew labour standards adopted by the governing body of the FFA in 2019. Such terms and conditions are being implemented by FFA Members on their flagged vessels, as well as foreign fishing vessels, including through conditions of licence.

Moreover, the proposal is generally aligned with the requirements in the International Labour Organisation ('ILO') Work in Fishing Convention (C188). The proposal includes particulars that are to be in written crew employment contracts or agreements, as a minimum. At an FFA regional meeting on crewing held in May 2021, the ILO representative at the meeting indicated support for a crew labour standards proposal within the WCPFC and also stated that the ILO is available to provide capacity building support if required. The support that can be provided by the ILO can build capacity and assist in reducing the burden of implementation.

d. Does the proposal affect development opportunities for SIDS?

The proposal is not expected to have a direct effect on SIDS development opportunities; rather there will be an indirect effect on the development opportunities for SIDS because SIDS will be required to implement minimum requirements for crew on fishing vessels. Such requirements will have cost and resource implications.

e. Does the proposal affect SIDS domestic access to resources and development aspirations?

The proposal is expected to have an impact on SIDS domestic access to resources (and development aspirations) because the requirement to comply with minimum labour standards for crew on fishing vessels will be treated as a prerequisite for access, and non-compliance with such requirement may result in the imposition of a sanction.

f. What resources, including financial and human capacity, are needed by SIDS to implement the proposal?

For SIDS to effectively implement this proposal, activities to be undertaken for which resources will be required include but are not limited to the following: 1) review of relevant national policies and legislative framework; 2) undertake national multi-agency consultations; 3) undertake national industry consultations; 4) prepare legislative instruments; 5) enhance institutional capacity through trainings; 6) train inspectors, authorised officers and other officials; 7) develop and implement a monitoring regime; and 8) train industry representatives.

g. What mitigation measures are included in the proposal?

There are no mitigation measures included in the proposal.

h. What assistance mechanisms and associated timeframe, including training and financial support, are included in the proposal to avoid a disproportionate burden on SIDS?

There are no assistance mechanisms included in the proposal to avoid a disproportionate burden on SIDS.

CMM 2013-06 provides that in cases where the transfer of a disproportionate burden of conservation action has been demonstrated by a SIDS or territory, CCMs shall cooperate, to mitigate the burden for the implementation by the relevant SIDS and territories of specific obligations including through: 1) phased or delayed implementation of specific obligations; 2) exemption of specific obligations; 3) proportional or rotational implementation; or 4) establishment of a compensatory funding mechanism in accordance with the financial regulations of the Commission.

Attachment 3. Summary of 7 September workshop

WCPFC Labour Standards 7 September 2023: Summary of Discussion

AGENDA ITEM 1. OPENING OF MEETING

Adoption of the Agenda: adopted.

AGENDA ITEM 2. INTRODUCTION OF DRAFT PROPOSED CMM ON LABOUR STANDARDS FOR CREW ON FISHING VESSELS

2.1 Introduction and presentation on the draft proposal, including changes to the proposal based on inputs from the intersessional working group members.

Co-Chair provided a summary of the changes to the draft CMM noting the approach to revisions was to maintain areas where general consensus had been reached, and remove areas that were overly prescriptive. Co-chair noted that the draft CMM therefore addresses the most egregious issues and minimum health and safety issues and leaves a gap for important areas such as serious illness or injury that are likely to be addressed in future.

AGENDA ITEM 3. DISCUSSION ON THE PROPOSED CMM

3.1 Opportunity for all participants to exchange views on the draft CMM.

IWG participants provided detailed comments on the proposed text of the CMM. Due to time the IWG was unable to discuss the full text of the draft CMM. The summary below is organised section by section in the draft measure.

Preamble:

Comments from IWG participants noted more time is needed for domestic review of the preamble to ensure the paragraphs are appropriate for labour standards on fishing vessels. Support for noting the WCPFC resolution on labour standards and the primacy of flag state responsibilities was also noted.

Area of application and giving effect to the measure (paras 1-3):

Co-Chair noted the importance of the area of application and that this Commission needs to lead on this issue. Given divergent views the Co-Chair raised an alternative approach of a staged transition to full implementation as an option for CCMs to consider.

Several CCMs noted issues with domestic vessels that only fish in-zone as needing to be accommodated for in the CMM. Discussion on an alternative which included a narrowed focus on the area of application resulted in 2 alt paragraphs, one to apply on high seas only and one for vessels registered on the WCPFC Record of Fishing Vessels across the convention area. More discussion is needed on these two alternative paragraphs.

Minimum standards required by flag States:

Discussion for this section of the draft CMM focused on how to address crew providers and their role in addressing labour standards, ensuring flag, owner and operator obligations are clear, getting the balance of obligations between employees and employers correct

regarding repatriation, consistent use of terms “mistreatment and forced labour”, and how to ensure crew understand their contracts considering language barriers or crew who cannot read.

Regarding crew providers, Co-chair noted the role crew providers play in addressing labour standards and the difficulty with this issue given the countries where the crew providers operate are often not WCPFC members. Further discussion is needed regarding application of the CMM to crew providers.

Crew members missing or presumed overboard:

Discussion on this section of the draft CMM focused on ensuring reporting is clear with well defined timelines, and a suggestion to incorporate components of the observer safety CMM into this section as this is an established CMM.

Other important issues discussed focused on flag state notifications when a crew member is missing or presumed fallen overboard and the potential for the Secretariat to set up a regular reporting mechanism to the IMO, ILO or FAO regarding labour standards issues. The IWG discussed the need for reporting to come from the Secretariat not additional reporting requirements on CCMs.

Finally, the issue of burial at sea was discussed, noting the need to address the appropriateness of this should national laws and proper approval was received by the deceased persons next of kin consistent with national laws.

Forced labour practices and mistreatment of crew

Members discussed how best to support crews ability to access Embassies or Consulates, should they choose to disembark from a vessel while in port, recognising this may be limited in some countries due to lack of Embassies or Consulates. Further discussion is needed to determine the most appropriate way to support crew members which is disembark a vessel when not in their home country.

AGENDA ITEM 4. NEXT STEPS

4.1 Discussion of the way forward including timeline, amendments to the proposal and arrangements for further work in 2023.

The Co-Chair noted that a summary of the IWG meeting would be submitted to TCC. Regarding areas which require further discussion, Co-Chair noted that area of application remains a critical issue to be resolved in the CMM. Co-Chair also noted that labour standards is an important issue across the world and encouraged members to think about how CCMs might address the issues of area of application. Finally, it was noted that a revised CMM would be submitted to the Commission and the Co-Chairs look forward to further engagement at WCPFC20.