



LABOR SAFE SCREEN

to improve
working
conditions
in seafood
supply
chains

ENSURE SEAFOOD PRODUCTS ARE LABOR SAFE

CEOs of publicly-traded companies have many variables to manage -- human trafficking should not be one.

The Labor Safe Screen is software for seafood companies to use to verify labor is safe and trafficking can not exist in fishing and processing.

Use the Labor Safe Screen to spot vulnerabilities and build accountability in seafood supply chains to strengthen products.

PROBLEM

Research by the UN, ILO, US State Department, Accenture and others suggests trafficking may occur in the front end of supply chains for farmed shrimp, surimi, canned tuna and other seafood imports from Thailand.

Labor over-exploitation is known to occur in commodity production in unstable regions especially where the majority of workers are undocumented migrants. Crew on Thai boats are believed to be mostly undocumented workers. Onshore about half of workers in primary processing appear undocumented.

PROBLEM

Some workers in Thai seafood are known to face brutality for low to nil pay (Accenture 2012, IUU Risk Intelligence 2013). Undocumented migrant workers pay high fees and fines to brokers to get work and to change jobs. Debt can be impossible to escape especially for Burmese or Cambodian crew not speaking Thai (ILO 2013). Thai police and the Myanmar government offer little protection. For example, Thai immigration officials recently acknowledged Muslim Burmese refugees are sold for fishing labor:

[://www.reuters.com/article/2013/12/05/us-thailand-rohingya-special-report-idUSBRE9B400320131205](http://www.reuters.com/article/2013/12/05/us-thailand-rohingya-special-report-idUSBRE9B400320131205).

Human trafficking occurs most in the front-end of commodity supply chains where demand for low skilled labor is very high. In seafood, risks appear highest at sea and in primary processing. Supply mixing makes it nearly impossible for seafood importers to know that labor conditions are safe. Problems arise for seafood companies from not knowing whether parts of the supply chain may be infected with trafficking -- and having no way to find out.

NARROWING IN ON TRAFFICKING OF UNDOCUMENTED MIGRANT WORKERS

A half million crew work on Thai boats. A majority are undocumented migrant workers. IUU Risk Intelligence

Long haul trawl & short haul tuna crew on Thai boats are highly vulnerable to trafficking at sea. ILO 2013

Due to over-exploitation neighbor countries no longer provide workers to fish in Thailand through MoU formal channels.



In Samut Sakhon 300-400,00 migrants work in processing. 90% Half are undocumented. Labor Rights Promotion Network

Shrimp peeling workers are often from Burma, are often trafficked, must pay high fees and fines and face brutality for low to nil pay. Accenture 2012

60 for every 1000 workers at-sea were murdered by Thai captains in 2008 up from 48 in 2007 & 40 in 2006, official record, Indo/Thai waters only.

WHAT WILL IT TAKE TO VERIFY TRAFFICKING CAN NOT EXIST IN A SUPPLY CHAIN?

There is currently a gap in:

Industry awareness of labour trafficking and how to manage product risks



Reliably ensuring the supply chain is buying from vessel-owning and/or processing companies that are aware of risks and working to reduce them



There is an opportunity to :

Incorporate risk assessment & verification practices into existing tools

Leverage suppliers & networks to support further work in traceability to enable more seafood buyers to identify trade flows of suspect products.

OPPORTUNITY TO MOVE FORWARD

Unknowns around human trafficking in supply chains can be remedied by verifying that labor is safe even in high risk zones.

Moving forward does not mean pulling out of existing supplies.

It does mean taking efforts to spot and improve working conditions where the worst forms of overexploitation occur.

The Labor Safe Screen helps companies to verify working conditions are legal and workers have the ID they need to escape vulnerability to trafficking.

GETTING STARTED: HOW FAR ALONG ARE YOU DEVELOPING A DUE DILIGENCE PROGRAM ?



FOR SEAFOOD COMPANIES THE LABOR SAFE SCREEN OFFERS:

- **A simple program to audit supplies internally & confidentially**
- **Advice to find and address practices linked to trafficking like certain forms of brokering and illegal trade activities**
- **Help to start documenting migrant crew and register infrastructure**
- **A robust method to trace & verify that trafficking can not exist in supply chains**

APPLICATIONS:

- Compare import products
- Improve accountability to manage supplies better
- Auditing method for third party certifications
 - The Labor Safe Screen addresses the criteria in GLP, BAP & SA8000
- Can support a warranty to eliminate trade in supplies linked to human trafficking

B2B DESIGN FOR PRIVATE USE

- User-friendly input and output screens are secure.
 - Information is proprietary and **confidential** with protected access for only authorized users.
- Real time information to stay up-to-date and accurate
- Audit is based on real not theoretical supply flows
- Field-ready simple technology for use on smartphones or tablets

10 THAI SEAFOOD PRODUCT TYPES IN THE PILOT

- 1. Small tuna**
tonggol, bonito, skipjack
- 2. Medium and large tuna**
skipjack, albacore, yellowfin, bigeye
- 3. Farmed shrimp - vannamei**
- 4. Surimi / fish cake type products**
- 5. Fish meal for aquaculture**
- 6. Fish byproduct for fish oils and pet food**
- 7. Wild shrimp - multiple species**
- 8. Squid**
- 9. Crab**
- 10. Mackerel & sardines**

THE PILOT CAN BE RUN ON A NUMBER OF PRODUCTS

Information needed for each product:

- Product details (including batch code and delivery note)
- Immediate supplier details
- introduction and permission to contact the supplier for info
- Source and processing points for all supplies for the product

WHY TEST IN THAILAND?



Photo credit Greenpeace

Complex at-sea trading and handling processes

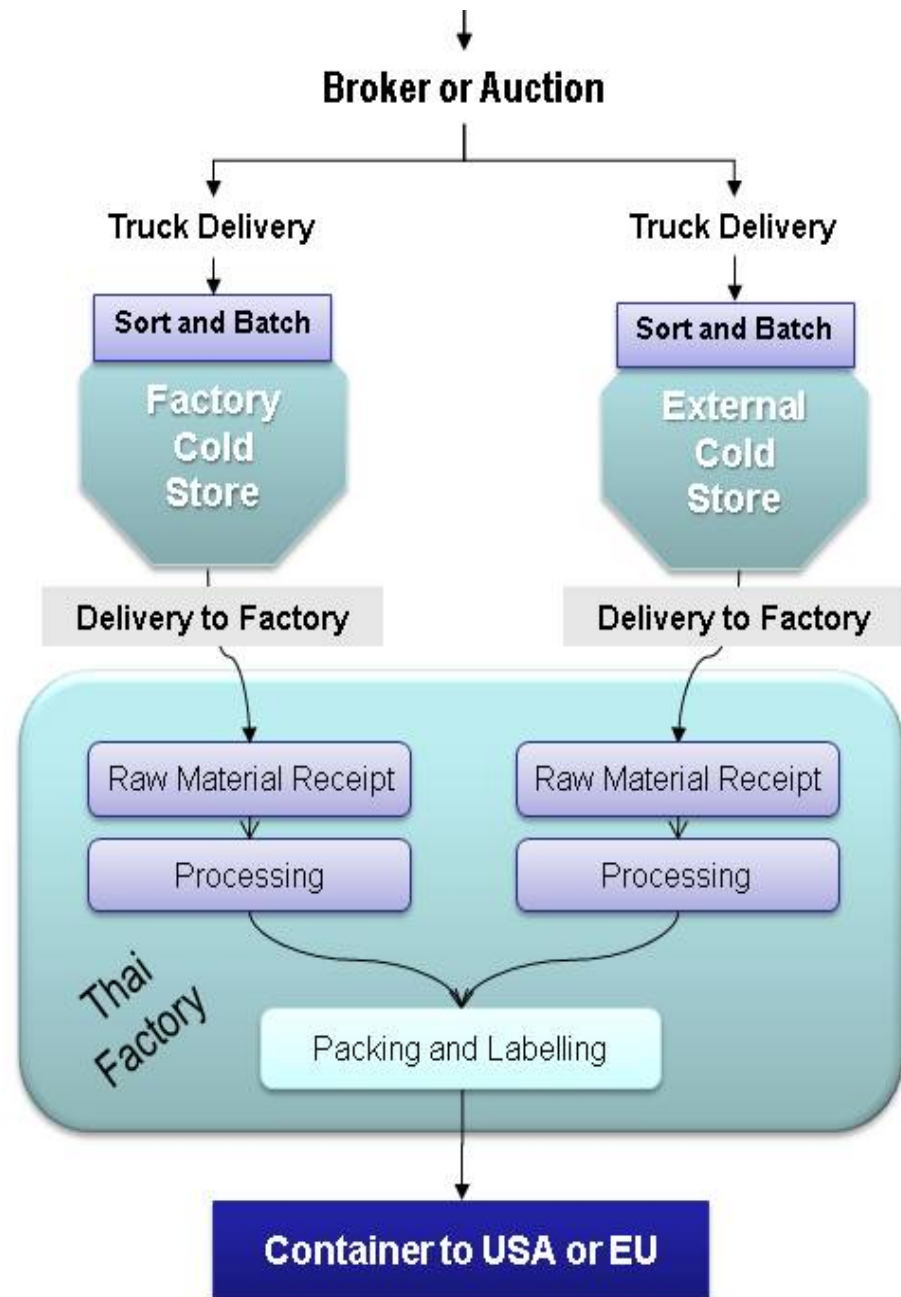
Long duration fishing operations that can cover large areas

Complex shore-based trading and handling processes

PLUGGING LOOPHOLES FOR UNAUDITABLE FISH

Records are available to identify the landing vessel in Thailand and subsequent supply chain.

Thai factories are generally well financed and have systems in place to segregate materials from different catching vessels if there is a reason to do so.



VALUE TO BUSINESS

- Start building accountability around working conditions for a critical seafood product.
- Verify working conditions meet the standard of the law.
- Increase traceability where risks need to come down most.
- Reduce the amount of poor working practices and improve the working conditions of many impoverished people.

The report could be used as a positive advertising feature if the company is shown to minimise the risk of poor working practices, and will also mean that audits are targeted to address the issues specific to that supply chain.

WHERE DO RECOMMENDATIONS COME FROM?

- The Labor Safe Screen generates **recommendations** appropriate for industry to take. They fit what seafood business can do to improve the conditions of trade that they can reach.
- This does not include areas of anti-trust or public policy. It does include areas where companies can manage their supplies better with simple approaches like one-up/one-down traceability, batching and ID support for workers.
- Anti-trafficking experts have been engaged in the Labor Safe Screen to review methods and outputs to ensure recommendations are helpful for vulnerable people and do not create further risk.

PROJECT TEAM

- Katrina Nakamura (Honolulu) fishery improvements
- Trevor Ward (Perth) risk & performance systems, fishery audits
- Pramod Ganapathiraju (Vancouver) risk intelligence for at-sea trading and illegal fishing, fishing monitoring/control/surveillance
- Iain Pollard (London) auditing environmental and social impacts and Thai seafood supply chains
- Major partnership and funding with **Humanity United**
 - www.humanityunited.org



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