

International expert meeting on labour exploitation in the fishing sector in the Atlantic region

25-26 November 2015
Oslo, Norway



Summary of discussions

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I. Introduction

Conference objectives

The Oslo Conference discussed good practices, innovative solutions and recommended ways to tackle labour exploitation in the fishing sector. It explored the responsibilities of flag States, coastal States, port States and fishers' national States. The discussion was structured around promoting effective national and international action to end forced labour and human trafficking and promote decent work in fishing. The meeting focussed on the Atlantic region, but it brought together experts and knowledge from around the world to facilitate cross-fertilisation.

Context

Two centuries after the abolition of the transatlantic slave trade, at least 20.9 million people continue to work under coercion, largely in the informal and illegal economy. About 68 per cent of today's forced labour is extracted by private agents, primarily in labour intensive industries such as manufacturing, fishing, agriculture and food processing, domestic work and construction.

A string of reports suggest that fishers, many of them migrant workers, are vulnerable to severe forms of human rights abuse on board fishing vessels. Migrant workers in particular are vulnerable to being deceived and coerced by brokers and recruitment agencies, and forced to work on board vessels under the threat of force or by means of debt bondage. Victims describe illness, physical injury, psychological and sexual abuse, deaths of crewmates and their vulnerability on board vessels in remote locations at sea for months and years at a time. Fishers are forced to work for long hours at very low pay, and the work is intense, hazardous and difficult. Capture fisheries have one of the highest occupational fatality rates in the world.

In 2007, the ILO adopted the Work in Fishing Convention (No. 188) and in 2014, a Protocol and a Recommendation to supplement the Forced Labour Convention, 1930 (No. 29). These instruments, together with other ILO standards, will contribute to the fight against forced labour in the fishing sector.

The ILO organized a consultation on forced labour and trafficking in fisheries in 2012 and launched the report *Caught at Sea: Forced Labour and Trafficking in Fisheries* in 2013 during the Global Dialogue Forum for the Promotion of the Work in Fishing Convention. The Forum adopted points of consensus, inviting the ILO to address forced labour and trafficking in the fishing sector in collaboration with other UN agencies and international organizations.

After the endorsement of this consensus by the ILO Governing Body, the ILO developed a concept note for a Global Action Programme against forced labour and trafficking of fishers at sea (GAPfish). GAPfish is a cross-cutting initiative that will have regional and national impacts promoting and protecting fishers' human and labour rights.

The conference was also an opportunity to provide input for the finalization of an ILO report presenting interventions from around the world aimed at improving labour conditions and protecting vulnerable workers in the sector. The publication of the report has been planned for the beginning of 2016. The good practices and innovative interventions discussed in Oslo will also help to consolidate the GAPfish proposal.

Participants

Participants to the Oslo Conference were:

- representatives of Governments and Workers and Employers representative organizations;
- experts on illegal, unreported and unregulated (IUU) Fishing and fisheries crime;
- experts on labour exploitation in fisheries (law enforcement, protection of migrant workers and /or repatriation of victims of trafficking);
- Observers from other International Governmental Organizations (IGOs), Non-Governmental Organizations (NGOs) and media.

Participants came from all the regions of the world and varied countries such as: Austria, Belgium, Brazil, Cambodia, Denmark, Ethiopia, Finland, France, Germany, Iceland, Indonesia, Italy, Myanmar, Namibia, Netherlands, New Zealand, Nigeria, Norway, Panama, Papua New Guinea, Philippines, Romania, Russia, Spain, South Africa, Switzerland, Thailand, Ukraine, United Kingdom, United States, Uruguay and Vatican City.

Organization and location

The conference was organized by the ILO's Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), in partnership with the Norwegian National Advisory Group against Organised Fisheries Crime and IUU-Fishing (FFA). It was hosted in Oslo, Norway, at the Park Inn by Radisson, Oslo Airport, on 25-26 November 2015.

The conference was structured around five interactive panels, with moderators who opened the sessions through questions to the panellists and then ran open Q&A and discussion between the panellists and the audience. The speakers were not asked to provide presentations but to respond to the moderator's questions in a brief and succinct manner.

II. Panel discussions

Opening remarks

The opening session was led by the organizers of the conference, ILO officials and Norway's government, employers and workers representatives. After welcoming the participants, the speakers provided an overview of the conference and stressed the importance of this event in the context of growing international attention to the issue of forced labour, trafficking and slavery in fisheries.

The Norwegian Deputy Fisheries Minister announced Norway's ratification of the two most relevant international norms protecting fishermen: the ILO's Work in Fishing Convention, 2007 (No. 188) and ILO's Protocol of 2014 to the Forced Labour Convention, 1930. Norway was the sixth country to ratify the Work in Fishing Convention. Following the ratification of the Forced Labour Protocol by Norway, this instrument will come into force on 9 November 2016.

The Norwegian employers' representative highlighted the challenges associated with adopting consumers' certification requirements, which are new to the sector, and when reconciling certain regulations with the conditions on a fishing vessel, e. g. when it comes to working hours in this sector, where much work needs to be done in a short time.

The Norwegian trade union representative highlighted that his country, as many other countries, is faced with a growing number of labour exploitation cases. In Norway this is linked to the 2004 enlargement of the European Union, leading to an influx of migrant workers from the Baltic States and Poland on Norwegian vessels. At the same time there are increasing numbers of migrant fishers on foreign vessels fleeing from severe abuses, jumping ship in Norwegian waters or being rescued by the Norwegian coastguard. A growing number of media reports cover human trafficking and forced labour on fishing vessels.

All speakers stressed the complexity of the global fish and seafood supply chain and the need to join forces among States. The conference served as an important stepping stone, as it focussed on innovative practice, policy commitment and concrete action to promote decent work in fishing.

Setting the Stage: the ILO's normative framework

It was stressed that the primary responsibility for decent work in the sector lies with governments. There is a need to have more countries ratify the relevant conventions, as this will require countries to report under the ILO supervisory system.

The ILO representatives explained the necessity for a convention specific to the fishing sector, C. 188, covering recruitment training and safety requirements for getting on board, working time, wage, medical care and social protection standards on board, as well as requirements regarding law enforcement, inspection and repatriation of fishers.

The ILO supports countries in the process of implementation of C.188 through the analysis of the gap between their existing regulations and standards of the convention, thus clarifying what changes need to be made to strengthen protection of fishers.

The 2014 Protocol to the Forced Labour Convention introduced important improvements, e.g. regarding victims' access to remedies. The Protocol represents the UN at its best as it is complementing, not duplicating the UN Convention Against Transnational Organised Crime (UNTOC) and its Protocols.

PANEL 1:

Prevention and protection: recruitment, the use of Information, Communication Technologies and social media

In the first panel representatives of governments, trade unions, employers' organizations and experts focussed on prevention of labour exploitation, including how fishers can protect themselves, especially when they are migrant fishers. The two key aspects of the discussion were: 1) the importance of fair recruitment practises and 2) the potential that lies in the use of communication technology and social media.

Panellists suggested that one effective step ahead to avoid deceptive recruitment would be legislation sanctioning an employer who recruits through a non-licensed agency.

All panellists agreed on the importance and impact of community work, e.g. by returnees "teaching" future migrants about "normal" and "not normal" conditions of work and about means to protect themselves and seek help, when things go wrong. This kind of awareness raising close to potential victims of forced labour and human trafficking in their communities is essential as one common statement of victims returning home is: "I never thought it would happen to ME."

Panellists stressed that both regular and irregular recruiting and migration can lead to human trafficking and forced labour. Fraud is often involved in the process and hinders detection, e.g. when agents falsify documents or send workers on tourist visas into the countries where they board a vessel.

While in some cases fishermen are even trafficked by friends or members of their family, the internet and social networks like Facebook are of growing significance in the recruiting process. Fraudulent agencies enter those networks to lure vulnerable workers. On the other hand social networks help those workers to inform and be informed about "bad" recruiters or employers, whose contracts they should not sign. Researchers therefore stressed that ICT is not good or bad per se – neither is it neutral, but key to its impact is the social context in which it is used.

The representative of the Philippine Department of Labour and Employment mentioned that an ongoing task of the Ministry's Overseas Employment Agency (POEA) is to search for and shut down websites of fraudulent agencies. In the Philippines, private recruitment agencies need to be licensed by the POEA.

In this prevention work, as well as on the migrant journey, mobile phones can play an important role. The majority of even the most basic phones have cameras to take pictures of identification and work documents, which can be stored and sent to family, thereby leaving an electronic trail of the migrant journey and reducing isolation, which is an indicator for exploitation.

Panellists discussed the particular circumstances of isolation on the high seas, where mobile phones may get confiscated and where there is usually no network coverage. Workers' access to communication devices is not an issue of lack of technology, though. The example of fishing vessels containing Wi-Fi in every cabin was given. The existence of a collective bargaining agreement was at the base of its installation. Like in all the other panels, it was stressed that unionization and the existence of collective bargaining agreements are the most efficient tools against isolation and exploitation.

Participants indicated that vessel owners need more information on fair recruitment procedures as well as on the use of information and communication technology. They asked the International Organization of Employers (IOE) to provide it.

It was generally agreed, that in fisheries, as in other sectors, priority shouldn't be on designing new technology to protect (migrant) workers. It is all about sharing existing data, when it comes to identifying and tracing suspect vessels. Here panellists provided examples, and stressed the importance of very fertile cooperation of NGOs and law enforcement agencies.

In the Q&A session, representatives of the host country agreed that there is an abundance of data but pointed out the challenge of analysing the data and bringing it into the system. E.g. missing jurisdiction when it comes to certain data sharing requests. Existing coast guard cooperation in the North Atlantic and North Pacific were mentioned as important forums to address these questions.

The same information gap needs to be filled in the Fisheries departments, who are not aware of C. 188 and do not see oversight of recruitment, human and labour rights issues as linked to their (IUU) mandate. The ILO has therefore been working to raise awareness of these issues among not only ministries and agencies concerned with labour but also those concerned with fisheries management, vessel safety and other related matters.

PANEL 2:

Legal framework for flag, port and coastal States to address labour exploitation in the fishing sector

In this panel, the focus was on the different types of systems that can be established and actions that can be taken by governments that have responsibility under the laws of the sea, especially flag States, coastal States and port States.

The presented prosecution case from the port State Uruguay showed the complexity of jurisdiction and countries involved – fishers from Sierra Leone and Ghana on a Chinese flagged vessel jumped ship and filed suit in Montevideo - and the difficulties in the investigation through the criminal court. Testimonies from crew members regarding the severity and the location of mistreatment and the non-payment of wages were contradictory. In the end the criminal court case was dismissed. The company paid for the repatriation of the fishers.

New Zealand's unique legislation requiring foreign charter vessels in its Exclusive Economic Zone (EEZ) to re-flag to New Zealand from 2016 on serves as example for extensive coastal State action to crack down on labour exploitation on fishing vessels. After years of prosecuting the breach of fisheries rules, labour issues started to emerge more often in the inspection system, e.g. mistreatment of fishers, unsafe work practices, under- and non-payment of wages. The government came to the conclusion that it needed full jurisdiction over the vessels and introduced the new law. Its implementation comprises monthly meetings and sharing of information between all relevant government agencies.

The New Zealand representative explained that the government acknowledges that some fishing companies will not pass the test. "But we have a lack of legislation and we care about labour conditions." The government is certain that there will be fishers fishing the fish.

Another model of legislative and multiagency action to tackle forced labour and human trafficking is the implementation of the Modern Slavery act in Great Britain. It strengthens inspection, deterring prosecution and the remedy for victims. It also takes into account the

personal circumstances of vulnerability of the worker, stating that their consent to exploitation is irrelevant. The maximum penalty for traffickers has been raised to lifelong sentences; compensation for victims has been raised as well.

The newly conceived reception centre for victims contains: an assessment by doctors, response to psychological needs and allowance of time to rest before starting interviews. The authorities cooperate with the Catholic charity Apostleship of the Sea to build rapport with the victim who may distrust authority stemming from experiences in their home country.

Strong interagency cooperation is an important component in the implementation of the UK Modern Slavery Act. Last but not least, UK authorities are allowed to act on behalf of others, e.g. source countries, to board and detain vessels.

The INTERPOL representative showed strong interest in the presented UK Process Map and stressed the relevance of this conference and exchange of information in general, in helping to replicate processes and avoid wasting efforts for re-inventing the wheel. According to his observations even the most developed countries do not have all necessary mechanisms in place for efficient investigation of human trafficking.

He encouraged participants to include human trafficking in fisheries enforcement, which opens a whole tool box, instead of diminishing the efficiency of this tool box by not bringing it up. Acknowledging that the actual prosecution is difficult he referred to the manual of human trafficking available for all relevant law enforcement agencies. Safety inspectors, for example, should be trained to know indicators of human trafficking – and know whom to call. INTERPOL coordinates this interagency cooperation between States.

Participants discussed the problems of non-cooperation within the flag State system, hindering port and coastal State prosecution. They discussed the possibility of approaching ILO when a flag State does not cooperate, especially when the country has ratified relevant conventions. Another option is to inform the next port State, if known, and ask for support in identification and investigation from coast guards and police there.

PANEL 3: Managing sustainable global supply chains

Participants of panel 3 discussed the role of global businesses, governments and trade unions in ensuring “clean” supply chains. Business and employers, trade unions, and governments presented their perspectives on the interplay between law enforcement by governments, due-diligence by businesses and the role that social dialogue plays across global supply chains.

The employers’ representative from New Zealand suggested following the added value process, noting its potential ability to highlight issues in play. Following the money reporting chain should be added to the box of tools used to identify illegal fishing and fisheries crime, as there is no one thing that can be the ultimate solution to have full transparency and traceability in this complex, global seafood supply chain.

The workers representative referred to the meeting of the International Transport workers’ Federation (ITF) and the International Union of Food and Allied Workers (IUF) preliminary to the conference and stated that the experts with the best knowledge of how problems of labour exploitation can be solved are the workers themselves, organized in trade unions. Workplaces which are organised, where workers are represented through their own union, are not affected by forced labour. Having organized workers, i. e. trusted colleagues to speak up to

and who will speak up for (potential) victims would also solve the problem of victims not voicing their concerns when interviewed by labour inspectors on board.

The core problem is the lack in workers' ability to exercise their basic right to form a union. Lack of Freedom of Association should be placed at the center of all the discussions on forced labour in fisheries and seafood industry. Eliminating the obstacles which prevent workers to form unions is the first obligation of governments and employers. One of the next steps in addressing forced labour in fishing will be making this possible, a key responsibility of the ILO.

The organization of Philippine tuna fishermen and workers in General Santos is an example of how a unionization process has made a difference and will make further difference. Participants mentioned that unionization is a slow process in some countries and that help lines and NGOs engaging with awareness raising on workers' rights serve as intermediate steps, e. g. in Thailand.

Established social dialogue does not keep conflicts from being lengthy and difficult to bridge, as illustrated by the struggle of Norwegian unions to have labour standards extended to salmon workers in Norway, the majority of whom are migrant workers.

The representative from a UK supermarket chain sourcing shrimp in Thailand pointed out the requirement of its stakeholders to have traceability and responsible sourcing across the whole supply chain. She described the company's engagement, following its decision to stay as a buyer in Thailand after media coverage of human trafficking and forced labour in the Thai shrimp production. The supermarket's action was twofold: 1) working on traceability to the level of the vessel catching the so-called trash fish for shrimp feed, and 2) improving labour conditions for the workers, e.g. through engagement in the helpline and assistance project ISSARA, which implies completely opening up the supply chain to ISSARA NGOs to monitor it. The company is part of the Thai Shrimp Sustainable Supply Chain Task Force which has drafted a code of conduct.

The SEAFISH representative described this unusual UK entity, funded by a levy on the first sale of seafood products in the UK and its Responsible Fishing Scheme (RFS), which includes human rights and social responsible issues. Acknowledging that the UK imports 80% of its seafood, SEAFISH has started to internationalize this UK vessel standard in Peru and Iceland and to pilot vessel improving programmes in Asia. They contain targets and milestones on the way forward to full RFS standard.

The representative of the alliance of companies, trade unions and NGOs Ethical Trade Initiative (ETI), Norway, explained what is behind its slogan "Protect, Respect and Remedy." For businesses this implies knowing and showing their impact: what is happening and what do they do when problems/violations are identified. The challenge is to translate UN language to practical day to day business. He stressed that suppliers need to be part of the solution and should be addressed accordingly within the ILO's global action programme GAPfish. Part of ETI's work is to sell the business case of an organized work force.

The weaknesses of self-regulation were highlighted as this is dependent on the intra-organizational ethics of highlighting problems. It was recalled that governments are first and foremost responsible for human rights. Sometimes ratification processes of relevant conventions seem slow, but it has to be kept in mind that many countries have all the laws in place before they ratify, thereby making non-ratification less of an issue. Neither can it be an excuse. Generally the problem is less non-ratification rather than lack of implementation of

core, fundamental ILO conventions. Again, collaboration, getting as many stakeholders to the table as possible, was seen as key to managing sustainable global supply chains.

PANEL 4: Remedies

How can we make sure fishers, who are victims of labour exploitation, are identified as such, can access support services and get access to justice? The panel covered the support before and after repatriation.

Experts who have identified, assisted and spoken to many victims over the years pointed out the multitude of source, transit countries, flag and port States involved in human trafficking and forced labour and its global scale. They made clear that poverty and misery are at the root of human trafficking and forced labour: people coming from poverty and misery will follow everybody promising a high salary to them. People wanting to make a profit will always get around regulations, including C.188's. There will always be trafficked people. This is why the most efficient preventive work is livelihood work in source regions.

Interviews in source State communities have shown that most of the trafficked fishermen have never been identified as victims. They had rather been detained, deported or arrested - measures which are all barriers to identification.

This has been due to the lack of training of law enforcement people in discovering and identifying human trafficking victims. There are, however, good examples of ports where all port people are trained in this respect and where there is a toll free helpline.

There is a need for a better understanding of the victim's experience and perspective and a need to adjust prosecution processes accordingly. Victims often do not want to be identified as they see themselves as having failed in their migration. The animated MTV EXIT music video "Traps of life" sung by a Myanmar singer shown during the session illustrated this. Targeted at Myanmar communities it addresses the stigma towards returned victims of exploitation.

Little time and money is spent on assistance. One size fits all solutions do not work, they have to be adjusted to the individual case of each fisherman. The revealing of their (trafficking) story does not happen at the first moment, it might take weeks and months. The Norwegian Coastguard who has been facing increasing incidents of slavery and human trafficking confirmed the lack of capacity to ensure remedies for victims.

When asked about the low number of criminal court cases, the panellists clarified that fishers in part are trafficked by friends and family members. Afterwards they do not file suit because they do not want to damage relationships with their kin. In addition, some fishers are forced to sign papers after their return, stating that they are not going to file a suit. Furthermore, everybody present at the conference could fight for their rights because they had some degree of financial security. However this isn't the situation for the majority of victims, who spend their time fighting to earn money. Their traffickers might go to jail for life: but if they do not get any money, why go through all this criminal justice trouble? A 2 year prosecution to them means life in limbo, no time to earn money.

The criminal justice process needs to be adjusted to these needs of people. The same goes for assistance after repatriation. If this is not paid for, workers tend to be re-trafficked.

The experts described the difficulty making fishing companies to pay for fishermen's return home. They often do not have a contract with the fisher, but with a recruitment agency and do not feel responsible for the workers.

Representatives from the Philippines and Indonesia pointed at the difficulty in holding real boat owners accountable, as dummies are often used to conceal ownership, and at the need for more tools to force companies to compensate victims.

The INTERPOL Fisheries Crime working group offers an international platform to work on those issues and the Norwegian ministry representative encouraged countries to join the working group.

PANEL 5: International and regional multi-stakeholder cooperation

The last panel focussed on regional and international cooperation within law enforcement, and trade policies and how different actors and nations may learn from each other (for example through technical cooperation).

Panellists from the German government, the European Commission, UNODC, FAO and ILO explained their projects related to the conference issues. The German programme "One World, No Hunger", contains as one pillar the responsible production and consumption of foods. Through a public private partnership with the association Naturland, a certification standard has been established which includes both social and environmental conditions in wild fish capture and aquaculture. Private sector engagement is seen as crucial. The ministry funded Global Sustainable Seafood Initiative (GSSI) could bridge the divide between the public and private sector and makes the link to the FAO. He also underlined the efforts of the German government in partnering with FAO for the implementation of the Voluntary Guidelines for Securing Sustainable Small Scale Fisheries.

The representative of the European Commission committed to the ratification of the Forced Labour Protocol by all EU members by the end of 2016. She mentioned the issuing of the Yellow Card to Thailand and presented the EU Thailand programme which will be implemented by the ILO starting next year. Its four objectives are: 1) to fight forced and child labour, 2) to empower the Thai government to enforce the law, 3) the compliance to Fundamental Principles and Rights at Work in the seafood sector, and 4) the access to support and service structures for victims.

The representatives of international organizations presented their work linked to the conference issues: UNODC assists States in implementing the Palermo Protocol as part of the United Nations Protocol on Transnational Organised Crime (UNTOC). It provides technical assistance for capacity building, e.g. to investigate and prosecute human trafficking in fisheries. An important element of the capacity building events is to allow practitioners to interact and to organize regional networks, e.g. in Western Africa and Central Asia. UNODC's Global Maritime Crime programme also comprises as one of four clusters human trafficking and migrant smuggling, and the Wildlife and Forest Crime Programme has arranged expert meetings on transnational organized fisheries crime. UNODC also pointed out the importance of cooperation between international organizations with a crime mandate.

FAO recalled its partnership with IMO and ILO in tackling IUU fishing and associated decent work deficits including forced labour. The joint FAO/IMO working group on IUU Fishing (JWG) recommended that (i) FAO, IMO and ILO, Members States and regional organizations, including Regional Fisheries Bodies, promote the benefits of the implementation of the 2009

Port State Measures Agreement, (ii) the above UN organizations cooperate on the development of the Vessel Monitoring System and the Global Record of fishing vessels as well as on the promotion of the Work in Fishing Convention, 2007 (No. 188) and ILO's standards concerning forced labour, (iii) FAO collaborate with UNODC, ILO and Interpol, in order to raise awareness on forced labour and human trafficking in the fisheries sector, and (iv) FAO consider the relationship between fisheries governance, seafood industry and forced labour, in cooperation with IMO and ILO. FAO further called for collaboration in the implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries, as they address social development, employment and decent work.

Panellists agreed that Regional Fisheries Management Organizations (RFMOs) as important regional actors in fighting IUU fishing, need to be included in the multistakeholder cooperation. While fighting human trafficking and forced labour is not their mandate, they are important bodies to use to flag the issue. For this purpose the ILO Recommendation to C.188 includes provisions in fishing licensing by RFMOs.

The ILO presented the fully tripartite Good Labour Practices (GLP) in Thailand. Tackling child labour was at the core of the first phase which comprised several sectors. Its results are: fewer injuries, higher wages, higher social protection and a higher turnover. The GLP will be extended to vessels, e.g. include complaint mechanisms on vessels. Overfishing in Thailand, as well as in other regions, is driving labour violation, as more vessels go for less fish. A recent example for interagency cooperation, which is seen as critical by the ILO, is the fair recruitment initiative for save and fair recruitment practices.

Participants mentioned that a lack of cooperation may lead to overlapping initiatives from different actors, as can be seen in IUU initiatives in the Indian Ocean at the moment.

Practical problems were raised, like limited resources in port states. The example of a port was mentioned, where seven vessels were brought in with 75 alleged victims of human trafficking, and the port officer had no means to deal with them. This situation of being overwhelmed might keep authorities from detaining ships again. Another phenomenon on the high seas is that governments do not react when asked for help to rescue victims of abuse, as they do not feel responsible or capable when it is not their people and ships who are concerned.

III. Conclusions

The ILO and Norwegian Government representatives thanked the participants for their contributions to the conference and the good practice report.

They summed up the complexity and the global dimension of forced labour and human trafficking in fisheries which require a strong multiagency and multilateral cooperation and coordination.

To strengthen the impact of model interventions presented throughout the conference, the speakers identified high level government engagement and political commitment as key elements. Political commitment is the basis for efficient inter-ministerial and interagency cooperation and an integrated policy answer to the cross-cutting issue of exploitation at sea.

What steps need to be taken on the way towards decent work in the fishing sector as a whole?

- Focussing on and listening to the workers and their needs, enforcing their right to form trade unions;
- Implementing relevant forced labour and human trafficking instruments in a systematic way;
- Filling knowledge gaps, e.g. regarding the supply chain of labour in the sector;
- Cooperating in a tripartite structure, and with NGOs, media, IT companies etc.;
- Sensitising fisheries departments and professionals to human rights issues and strengthening their capacity to address forced labour and other decent work deficits when they encounter them in their work;
- Strengthening the response at sea, also through international cooperation, as done e.g. among North Atlantic coast guards;
- Working on jurisdiction of flag, port and coastal States and sharing case law.

Above and beyond everything else the coordination and cooperation among different actors needs to be strengthened. Integrated approaches linking initiatives to tackle fisheries crime, freedom of association and decent work deficits, IUU, etc. in a unified, concerted and coherent manner need to be promoted. Strengthening multi-disciplinary cooperation and integrated approaches is equally important at national, regional and global levels.

The results of the conference will feed into the envisaged ILO good practices report and Global Action Programme against forced labour and trafficking of fishers at sea (GAPfish). Hopefully, it will also enable and inspire participants to promote innovate solutions and integrated approaches within their own practice.

IV. Appendices



Appendix A: Agenda

Day I: November 25, 2015	
13.00 – 14.00	Registration and coffee
14.00 – 15.00	<p>Welcome remarks</p> <p><u>Speakers:</u></p> <ul style="list-style-type: none"> - Mr Amund Drønen Ringdal, State Secretary for the Minister of Fisheries, Norway - Mr Rune Dyrvik, Norwegian Seafood Federation (Employer) - Mr Johnny Hansen, Norwegian Seafarers Union (Worker) - Ms Beate Andrees, Chief, Fundamental Principles and Rights at Work Branch, ILO
15.00 – 15.30	<p>Coffee break</p> <p>Group photo</p>
15.30 – 16.00	<p>Setting the stage: The ILO's normative framework</p> <ul style="list-style-type: none"> - The Work in Fishing Convention, 2007 (No. 188): its role in preventing labour exploitation at sea (with Brandt Wagner, Head, Transport & Maritime Unit, Sectoral Policies Department, ILO) - The Protocol of 2014 to the Forced Labour Convention, 1930 (Po 29): its role in preventing labour exploitation at sea (with Beate Andrees, Chief, Fundamental Principles and Rights at Work Branch, ILO) <p><u>Facilitator:</u> Ms Birgitte Poulsen, ILO consultant</p>
16.00 – 17.30	<p>Thematic 1: prevention and protection: recruitment, the use of Information, Communication Technologies and social media</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> - Mr Malcolm Vernon, Founder & Director, Social Mobile Ventures Ltd - Mr Mark Latonero, Research Director, Center on Communication Leadership & Policy, Annenberg School, University of Southern California - Mr Jon Whitlow, Secretary, Seafarers' Section, International transport unions federation (ITF), (Workers) - Mr Ment van der Zwan, Senior Policy Adviser, the Pelagic Freezer-Trawler Association (PFA), Netherlands (Employers) - Mr Alvin B. Curada, Bureau of Working Conditions, Department of Labor and Employment, Philippines <p><u>Moderator:</u> Mr Roger Plant, Independent Consultant</p>
19.00 – 21.00	Dinner

Day II: November 26, 2015

08.30 – 09.00	Arrival, coffee/tea and networking
09.00 – 10.15	<p>Thematic 2: Legal framework for flag, port and coastal State control to address labour exploitation in the fishing sector.</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> - Ms Dora Domenech, Prosecutor, Uruguay - Mr Scott Gallacher, Deputy Director-General, Ministry for Primary Industries, New Zealand - Ms Sonia Clowes, UK Human Trafficking Centre - Mr Michael MORAN, Assistant Director, Human Trafficking and Child Exploitation, INTERPOL <p><u>Moderator:</u> Mr Brandt Wagner, Head, Transport & Maritime Unit, Sectoral Policies Department, ILO</p>
10.15 – 11.30	<p>Thematic 3: Managing sustainable global supply chains</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> - Mr Paul MacKay, Manager, Employment Relations Policy, Business New Zealand - Mr Kirill Buketov, Coordinator, Aquaculture and fish industry, International Union of Fod and Allied Workers' Associations (IUF), Switzerland - Ms Sophia Cochrane, Responsible Sourcing Manager, TESCO - Ms Libby Woodhatch, Head of Advocacy, SEAFISH, UK - Mr Per Nitter Bondevik, Ethical Trading Initiative, Norway <p><u>Moderator:</u> Mr Henrik Moller, Senior Advisor, Bureau for Employers' Activities, ILO</p>
12.30 – 13.00	Lunch
13:00– 14:00	<p>Thematic 4: Remedies</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> - Ms Rebecca Surtees, Senior Researcher, NEXUS Institute - Fr. Bruno Ciceri, International Coordinator, Fishers, Apostleship of the Sea (AOS) Vatican City - Mr Roger Andreassen, Senior Executive Officer, Norwegian Coast Guard <p><u>Moderator:</u> Mr Nevill Donaldson, National Industry Strategy Director, Etū, New Zealand</p>
14.00 – 15.00	<p>Thematic 5: International and regional multi-stakeholder cooperation</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> - Mr Tim Sauler, Policy Advisor, Special Unit "One World – No Hunger", Federal Ministry for Economic Cooperation and Development (BMZ), Germany - Ms Françoise Millecam, Deputy Head of Unit B3 – Employment, Social Inclusion and Migration, DEVCO, European Commission - Mr Panagiotis Papadimitriou, Crime Prevention and Criminal Justice Officer,

	<p>UNODC</p> <ul style="list-style-type: none"> - Mr Uwe Barg, Aquaculture Officer, Fisheries and Aquaculture Resources Use and Conservation Division, FAO - Mr Ben Smith, Senior Programme Officer, Fundamental Principles and Rights at Work, ILO <p><u>Moderator:</u> Ms Eve de Coning, Senior Advisor, Fisheries Liaison, INTERPOL and EUROPOL Section, National Criminal Investigation Service, Norway</p>
15.00 – 15.30	<p>Way forward and closing ceremony</p> <ul style="list-style-type: none"> - Mr Gunnar Stølsvik, Head, National advisory group against organized IUU-fishing (FFA), Norway - Mr Hervé Berger, Head, Solutions and Innovations Unit, Fundamental Principles and Rights at Work Branch, ILO

Appendix B: List of participants

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