

# PERU MAHI-MAHI – LONGLINE FIP

## Human Rights and Social Responsibility Statement

March 2023

### I. Introduction

Eliminating human rights violations and abuses in seafood supply chains is both a legal and moral imperative. Under the Universal Declaration of Human Rights, every individual has fundamental rights to decent and safe working conditions free of discrimination, harassment, abuse, and coercion, whether on land or at sea. In addition, several United Nations (UN) agencies, entities and programs have set international standards and developed guidance on human rights, labor standards, and decent working conditions applicable to fisheries. Notably, the International Labour Organization (ILO) has defined eight fundamental Conventions that are considered essential for protecting labor rights, as well as one specific to the fishing sector. The Work in Fishing Convention (2007, No. 188) updates older ILO instruments on fisheries<sup>1</sup> and aims to ensure decent conditions of work on board, conditions of service, accommodation and food, occupational safety and health protection, medical care, and social security.<sup>2</sup> At the time of writing, most nations have ratified the eight fundamental Conventions<sup>3</sup>, while 20 countries have ratified C188.

In 2011, the UN Human Rights Council endorsed the Guiding Principles on Business and Human Rights (UNGPs) to help guide States and companies to prevent, address and remedy human rights abuses committed in business operations. The UNGPs are the first global standard of its kind and establish businesses as responsible for respecting human rights and providing workers access to remedy should a human rights abuse occur.

The UNGPs have received widespread adoption and support from both the private and public sector and have impacted business practices. Within the seafood industry, seafood retailers, suppliers and foodservice providers are increasingly seeking products that commit to social responsibility and the protection of human rights in seafood supply chains. Addressing social issues and ensuring adequate working conditions for fishers is now viewed as a necessary precursor to a sustainable and long-term supply of seafood.<sup>4</sup> Social and ecological aspects of fishing are often mutually reinforcing, demonstrated by the linkages between labor rights violations, such as forced labor and illegal, unreported and unregulated fishing.<sup>5</sup> Accordingly, addressing risks to human and labor rights is increasingly recognized as essential for a thriving fishery and fishing community.

---

<sup>1</sup> Including the Minimum Age (Fishermen) Convention, 1959 (No. 112), the Medical Examination (Fishermen) Convention, 1959 (No. 113), the Fishermen's Articles of Agreement Convention, 1959 (No. 114), and the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126).

<sup>2</sup> ILO. (n.d.) *Fisheries*. Available [here](#).

<sup>3</sup> As of January 2019, there were 1,376 ratifications of these Conventions, representing 92 per cent of the possible number of ratifications. At that date, a further 121 ratifications were still required to meet the objective of universal ratification of all the fundamental Conventions. More information [here](#).

<sup>4</sup> Giron-Nava, A., Johnson, A. F., Cisneros-Montemayor, A. M., & Aburto-Oropeza, O. (2018). Managing at Maximum Sustainable Yield does not ensure economic well-being for artisanal fishers. *Fish and Fisheries*, 20(2), 214–223. <https://doi.org/10.1111/faf.12332>

<sup>5</sup> Mackay, M., Hardesty, B. D., & Wilcox, C. (2020). The Intersection Between Illegal Fishing, Crimes at Sea, and Social Well-Being. *Frontiers in Marine Science*, 7. <https://doi.org/10.3389/fmars.2020.589000>.

## II. Purpose

Peru mahi-mahi – longline FIP expects all participants to share a commitment to protect human rights and promote social responsibility. The FIP and its participants are committed to a vision of a fishery free of human and labor rights abuses in which every fisher is assured dignity, decent working conditions, and the right to organize. The FIP and its participants recognize that efforts to protect the rights of fishers must be based on agreements that embody the principles detailed in Section VI below.

The purpose of this statement is to communicate to fishers and other stakeholders how the FIP prioritizes and addresses human rights and social responsibility. This statement is not designed to outline specific actions FIP participants will undertake to effect social change in the FIP, which are detailed in other FIP and FIP participant documentation.

## III. Scope and Applicability

The commitments detailed in this policy statement apply to all vessels and fishers fishing and transporting catch within the FIP's supply chain(s), whether fishing on shore or on a vessel, and whether the fishers or vessels are formal participants in the FIP.

## IV. Roles and Responsibilities

The specific roles and responsibilities of signatories are outlined as follows:

**Peru Mahi Alliance** is a strategic alliance between Peruvian Mahi Mahi processing and exporting companies that are not in the extractive link of the value chain of this fishery. PMA is an important participant in the Mahi Mahi Fishery Improvement Project. It is responsible for understanding and taking into account human rights and social responsibility in its own supply chain during its processes. In addition, they contribute to the FIP by:

- Providing information to fishing actors on human rights policies and procedures and available mechanisms to file complaints with government institutions.
- Working with fishing actors committed to human and social responsibility.
- Promoting with fishing stakeholders the implementation of practices in line with human rights and social responsibility.
- Coordinating with government actors and artisanal fishers.

## V. Definitions

A **fisher** is defined as any person of any age or gender employed or engaged in any capacity or carrying out an occupation on board any fishing vessel, including persons working on board who are paid on the basis of a share of the catch but excluding pilots, naval personnel, shore-based persons carrying out work aboard a fishing vessel. (Source: ILO C188)

FisheryProgress defines **large vessels** as those which weigh 10 gross tons or more, or measure 12 meters or longer.

FisheryProgress defines **small vessels** as those which weigh less than 10 gross tons and are shorter than 12 meters.

In Peru, the artisanal extractive activity of the mahi-mahi resource is carried out with the use of artisanal vessels and simple techniques, with a predominance of manual labor, according to national fishing regulations.<sup>6</sup>

Definitions of other key terms can be found in the [Social Responsibility Assessment \(SRA\) Tool for the Seafood Sector](#).

## VI. Guiding Framework

The following categories identify the priority areas for addressing risks of human and labor rights abuses in the FIP. The statements listed under each category stipulate the provisions to prevent and mitigate risks to human and labor rights of all fishers harvesting or transporting FIP products. The statements do not claim to address the full scope of social and labor issues across the FIP, nor are they intended to prescribe practical actions to effectuate social change in the fishery.

### 1. Abuse or harassment

*Based on SRA indicator: 1.1.1*

*Applicable to all fisheries*

Peru Mahi Alliance is committed to promote among its members, to make every effort to work with actors that comply with the following:

**1.1** No corporal punishment, including mental or physical coercion, verbal abuse (significantly different from colloquial jokes), gender-based violence, sexual harassment or any other form of harassment, including excessive or abusive disciplinary measures.

**1.2** Migrant status shall not be used as a threat or instrument of coercion.

**1.3** Forced drug use is not permitted; as well as compensation with drugs for work and/or product.

### 2. Child labor

*Based on SRA indicator: 1.1.3*

*Applicable to all fisheries*

Peru Mahi Alliance is committed to promote among its members, to make every effort to work with actors that comply with the following:

<sup>6</sup> Regulation of the General Fisheries Law, approved by Supreme Decree No. 012-2001-PE.

**2.1** That no children are employed as labor, whether or not they have reached the legal age to work.

### **3. Freedom of association and collective bargaining**

*Based on SRA indicator: 1.1.4*

*Applicable to all fisheries*

Peru Mahi Alliance is committed to promote among its members, to make every effort to work with actors that comply with the following:

**3.1.** Promoting or providing information, in collaboration with other organizations, on labor and/or social rights, including association and collective rights, aimed at intermediaries and their crews, and in order to increase their knowledge so that they can be exercised when obtaining a formal job in due time.

### **4. Access to basic services for worker housing/live-aboard vessels**

*Based on SRA indicator: 1.1.7a*

*For all fisheries with liveaboard vessel time*

Peru Mahi Alliance is committed to promote among its members, to make every effort to work with actors that comply with the following:

**4.1** To own or rent boats that comply with reasonable safety, decency, hygiene and sanitary indications and regulations recommended by national authorities.

**4.2** Provide access to clean drinking water, as well as access to adequate and hygienic food on board for fishers engaged in fishing operations.

### **5. Occupational safety and medical response**

*Based on SRA indicator: 1.1.8 and 1.1.9*

*Applicable to all fisheries*

Peru Mahi Alliance is committed to comply as far as possible with the following:

**5.1** That the vessels participating in the fishing operation process when applicable the respective authorization to set sail, the same that includes the actual list of formalized crew members that will participate in said operation.

**5.2** That the vessels participating in the fishing operation have the communication and safety equipment required by the national fishing regulations, such as the satellite tracking system or on-board radio.

**5.3** That the vessels participating in the fishing operation comply with all safety measures recommended by the National Maritime Authority.

## 6. Grievance mechanisms

*Based on SRA indicator: 2.1.1*

*Applicable to all fisheries*

Peru Mahi Alliance is committed to comply as far as possible with the following:

6.1 Support information diffusion of processes on labor rights and existing grievance mechanisms.

## 7. Discrimination

*Based on SRA indicator: 2.2.2*

*Applicable to all fisheries*

A Peru Mahi Alliance is committed to comply as far as possible with the following:

7.1 Hiring different fishing actors without distinction of gender, age, religion, ethnicity or any other parameter.

7.2 Participating in awareness or sensitization campaigns on gender equality in the artisanal fishing sector for fishing actors and companies.

## VII. Acknowledgement and Endorsement

As signatories of this statement, we recognize the promotion and protection of human rights and social responsibility as a fundamental condition for sustainable fishing. We/I commit to improve understanding and mitigation of the human and labor rights risks in the FIP, as defined by the guiding framework detailed in Section VI and as applicable to the roles and responsibilities detailed in Section IV and the vessels and fishers in the FIP. This commitment is effective as of the date of signature and endures throughout the time the FIP is active.



---

Signature  
Michael McGregor  
President  
Peru Mahi Alliance  
FIP Participant

---

31 de marzo del 2023

Date