THE FIP SOCIAL LANDSCAPE

THE FIP SOCIAL LANDSCAPE PROJECT

Project Report • May 25, 2022

Contents

The FIP Social Landscape Project Team

Meredith Lopuch, Tavura, Ltd.
Jesse Marsh, Scaling Blue
Sydney Sanders, CEA Consulting
Tom Benthin, Tom Benthin Graphic Facilitator

From the David & Lucile Packard Foundation

Dear colleagues,

In the last five years, the sustainable seafood community has taken incremental steps toward building shared understanding and intention around strengthening the role that fishery improvement projects (FIPs) play as a lever for change across the social, economic, and environmental dimensions of FIPs. Work across the community has been wide-ranging and collaborative, and has included research and case studies, the creation of the Monterey Framework and subsequent Social Responsibility Assessment tool, the establishment of the Fishery Progress Human Rights and Social Responsibility Policy, an expansion in the number of FIPs considering social and economic factors, dialogue within and across major buyers and supply chains about the importance of addressing social responsibility and human rights issues in the seafood sector, and many other important efforts.

Many in our community have noticed that despite this attention to human rights and social issues in the seafood sector, there is still much work to be done to understand how these strategies and interventions align and whether or how the FIP landscape, in particular, can help advance progress toward improved human well-being outcomes in fishing communities globally. We also know this work will require strong relationships and shared strategies and approaches across many different organizations.

As a first step in trying to better understand opportunities for future evolution and multi-stakeholder partnership projects in this space, Foundation staff and leaders from several of our grantee partners, conceptualized the Social FIP Landscape Mapping & Assessment project to help improve our shared understanding of the entities that are currently involved in this work and to begin gathering early feedback on the question: what is the role of FIPs on human rights social responsibility?

We hope this report informs future discussions about how the global seafood community thinks about our next phases of work on FIPs and on human rights and social responsibility issues in the seafood sector.

I hope you reach out with any questions, comments, and feedback on this work.

Sincerely,

Sarah Hogan

The Work Process

This project took place between January and May 2022. We started by identifying the core questions we hoped to address during the course of the project. We then conducted a series of interviews to gather information about the landscape of actors who are engaging on social elements in FIPs and their roles. We sought to interview both a variety and balance of perspectives including labor organizations and eNGOs, those who are implementing in the Global North and Global South, and those who are working with industrial and artisanal fisheries. We sought to use the interviews to augment the consultant team's knowledge of the landscape.

Our knowledge base and these interviews then served as the basis for the development of a draft visual landscape map and initial findings. These draft materials were shared with the community on April 11th and 13th through two virtually-facilitated community calls. The consultant team then incorporated the feedback from those meetings into the final materials included in this report.

THE FIP SOCIAL LANDSCAPE
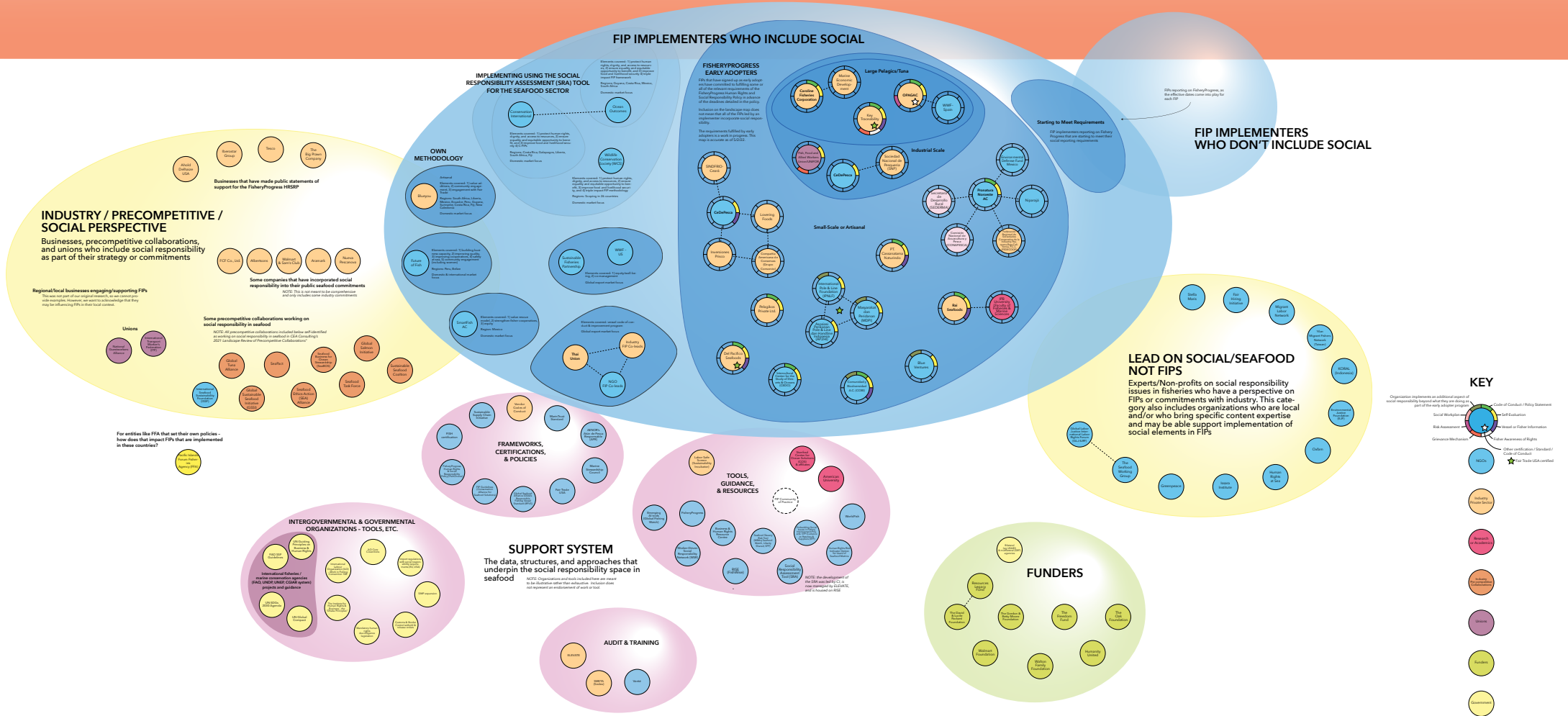
The FIP Social Landscape Map

The visual landscape map captures both sections of actors in the overall landscape as well as specific actors for each section. For some of these sections we have attempted to comprehensively represent the landscape and in other sections we have been representative in what we have included. As we take you through the following narrative tour of the landscape we will indicate what we have included and why as we discuss each section. It is also important to note that we have tried to present the landscape as it is. We are not attempting to pass judgment of what is included or who is playing what role. You will see that the landscape is complicated and messy.

The following pages walk us through each section of the map. Please note that in the zoomed in sections of the landscape map we have built in hyperlinks for each actor.

FIP IMPLEMENTERS WHO INCLUDE SOCIAL

IMPLEMENTING USING THE SOCIAL RESPONSIBILITY ASSESSMENT (SRA) TOOL FOR THE SEAFOOD SECTOR

Conservation International

Elements covered: 1) protect human rights, dignity, and access to resources, 2) ensure equality and equitable opportunity to benefit, and 3) improve food and livelihood security 4) C-FIPs

Regions: Costa Rica, Galapagos, Liberia, South Africa, Fiji

Domestic market focus

Ocean Outcomes

Elements covered: 1) protect human rights, dignity, and access to resources, 2) ensure equality and equitable opportunity to benefit, and 3) improve food and livelihood security 4) triple impact FIP framework

Regions: Guyana, Costa Rica, Mexico, South Africa

Domestic market focus

Wildlife Conservation Society (WCS)

Elements covered: 1) protect human rights, dignity, and access to resources, 2) ensure equality and equitable opportunity to benefit, 3) improve food and livelihood security, and 4) triple impact FIP methodology

Regions: Scoping in 26 countries

Domestic market focus

OWN METHODOLOGY

Blueyou

Artisanal

Elements covered: 1) value additions, 2) community engagement, 3) engagement with Fair Trade

Regions: South Africa, Liberia, Mexico, Ecuador, Peru, Guyana, Suriname, Costa Rica, Fiji, New Caledonia

Domestic market focus

Future of Fish

Elements covered: 1) building business capacity, 2) improving quality, 3) improving cooperatives, 4) safety at sea, 5) community engagement (including women)

Regions: Peru, Belize

Domestic & international market focus

SmartFish AC

Elements covered: 1) value rescue model, 2) strengthen fisher cooperatives, 3) equity

Region: Mexico

Domestic market focus

Sustainable Fisheries Partnership

WWF - US

Elements covered: 1) equity/well-being, 2) co-management

Global export market focus

Industry FIP Co-leads

Thai Union

NGO FIP Co-leads

Elements covered: vessel code of conduct & improvement program

Global export market focus

FISHERYPROGRESS EARLY ADOPTERS

FIPs that have signed up as early adopters have committed to fulfilling some or all of the relevant requirements of the FisheryProgress Human Rights and Social Responsibility Policy in advance of the deadlines detailed in the policy.

Inclusion on the landscape map does not mean that all of the FIPs led by an implementer incorporate social responsibility.

The requirements fulfilled by early adopters is a work in progress. This map is accurate as of 5/2/22.

Large Pelagics/Tuna

Marine Economic Development

Caroline Fisheries Corporation

OPAGAC

WWF-Spain

Key Traceability

Industrial Scale

Fish, Food and Allied Workers Union/UNIFOR

CeDePesca

Sociedad Nacional de Pesqueria (SNP)

Small-Scale or Artisanal

SINDFRIO-Ceará

CeDePesca

Lovering Foods

Inversiones Prisco

Compañia Americana de Conservas (Grupo Consorcio)

PT. Cassanatama Naturindo

Pelagikos Private Ltd.

International Pole & Line Foundation (IPNLF)

Masyarakat dan Peridanan (MDPI)

Asosiasi Perikanan Pole & Line dan Handline Indonesia (AP2HI)

Rai Seafoods

IPB University (Faculty of Fisheries & Marine Sciences)

Del Pacifico Seafoods

Intercultural Center for the Study of Deserts & Oceans (CEDO)

Comunidad Biodiversidad A.C. (COBI)

Blue Ventures

Secretaría de Desarrollo Rural (SEDERMA)

Pronatura Noroeste AC

Niparajá

Comisión Nacional de Acuacultura y Pesca (CONAPESCA)

Federación Regional de Sociedades Cooperativas de la Industria Pesquera Baja California, F.C.L. (FEDECOOP)

Environmental Defense Fund Mexico

Starting to Meet Requirements

FIP implementers reporting on Fishery Progress that are starting to meet their social reporting requirements

FIPs reporting on FisheryProgress, as the effective dates come into play for each FIP

FIP IMPLEMENTE WHO DON'T INC

LEA NO

Expe issue FIPs gory and/ and socia

FRAMEWORKS, CERTIFICATIONS, & POLICIES

Vendor Codes of Conduct

Sustainable Supply Chain Initiative

MarinTrust Standard

FISH certification

AENOR's Atún de Pesca Responsable (APR)

Labor Safe Screen (Sustainability

Stanford Center for Ocean Solutions (COS)

Sustainable Seafood Coalition

Global Labor Justice-International Labor Rights Forum (GLJ-ILRF)

The

KEY

Organization implements an additional aspect of social responsibility beyond what they are doing as part of the early adopter program

Code of Conduct / Policy Statement

Self-Evaluation

Vessel or Fisher Information

Fisher Awareness of Rights

Other certification / Standard / Code of Conduct

Social Workplan

Risk Assessment

Grievance Mechanism

Fair Trade USA certified

NGOs

Industry Private Sector

Research Academia

Industry Pre-competitive Collaboration

Unions

Funders

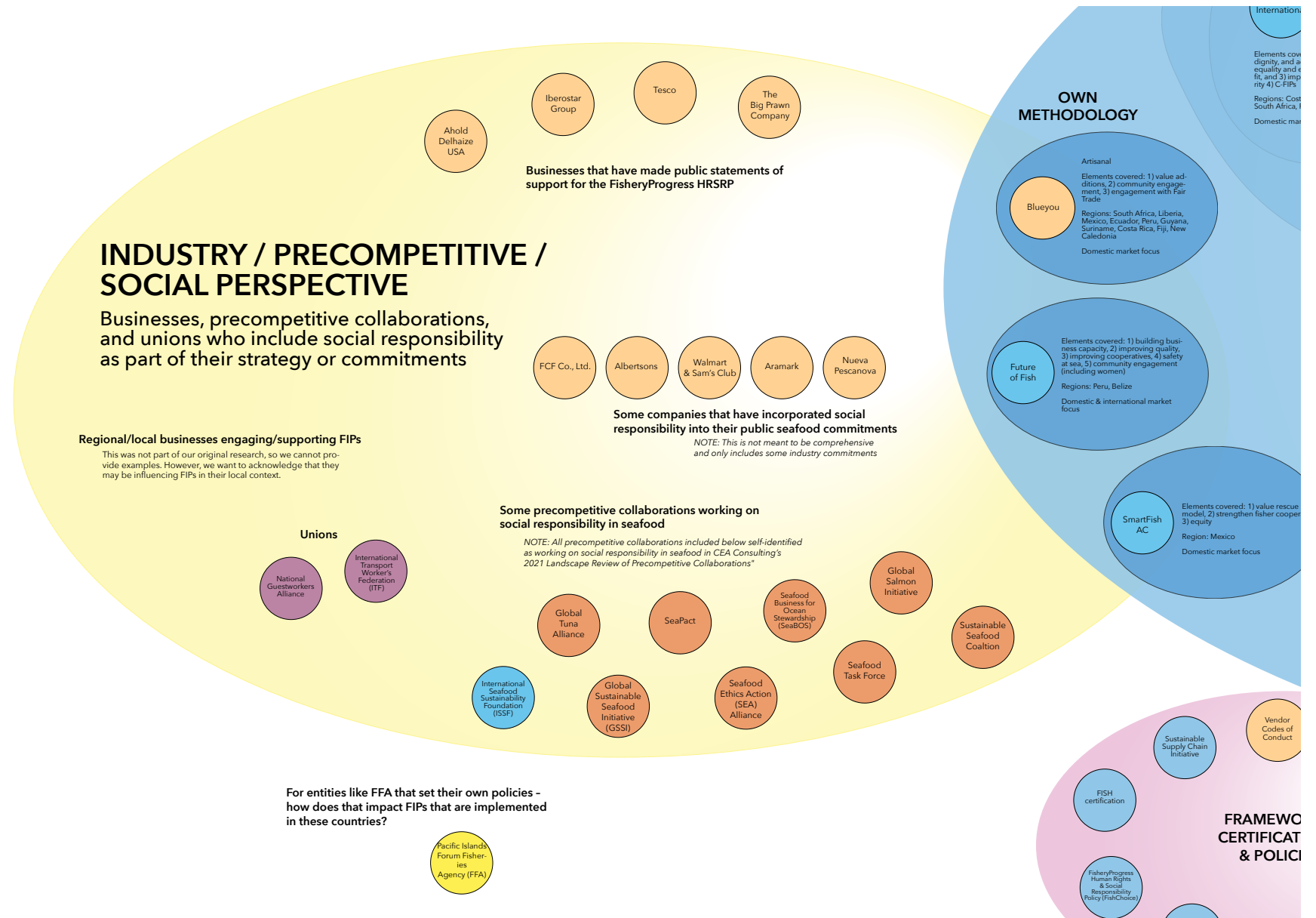Government

FIP Implementers Who Include Social

The blue section in the middle of the landscape encompasses FIP implementers that are incorporating social responsibility. On the right hand side we have FIP leads that are part of the FisheryProgress early adopter program; this means that they have committed to fulfilling some or all of the relevant requirements of the FisheryProgress Human Rights and Social Responsibility (HRSR) Policy in advance of the deadlines detailed in the policy. Within the early adopter FIPs, we've grouped them by small-scale and industrial scale fisheries, and added color-coding to show which elements of the HRSR policy that the FIPs have implemented (as of May 2, 2022). We have also noted which organizations are implementing an additional aspect of social responsibility beyond the early adopter program, and whether this is another certification or standard in place for the FIP as well.

To the right of this blue section we have a smaller, connected blue section that represents the dynamic nature of FIPs that are implementing the HRSR policy – this is dynamic because of the reporting schedules for FIPs and when they need to comply with the different aspects of the policy.

On the left side of the FIP implementer section, we identify FIP implementers working on a variety of topics within social responsibility outside of the FisheryProgress HRSR Policy.

This section is not color coded like the FisheryProgress HRSR section due to this variety, although we did highlight elements of the implementer's social responsibility activities in each box. After the development of the Social Responsibility Assessment Tool by Conservation International, many FIP implementers have started to pilot the tool in some capacity, mostly in small-scale fisheries. These FIP implementers include: Conservation International, Ocean Outcomes, Wildlife Conservation Society, Blue Ventures, Future of Fish, SmartFish AC, CeDePesca, and Key Traceability. There are also additional FIP implementers that are implementing social efforts in FIPs using their own methodologies, including Blueyou, Future of Fish, and SmartFish AC.

SFP and WWF-US are included as FIP advisors/implementers who are supporting equity and well-being by incorporating approaches such as co-management into FIPs. Thai Union has a vessel code of conduct and vessel improvement program for the FIPs they are engaged in, and we have included them here as well.

INDUSTRY / PRECOMPETITIVE / SOCIAL PERSPECTIVE

Businesses, precompetitive collaborations, and unions who include social responsibility as part of their strategy or commitments

Businesses that have made public statements of support for the FisheryProgress HRSRP

Ahold Delhaize USA

Iberostar Group

Tesco

The Big Prawn Company

Some companies that have incorporated social responsibility into their public seafood commitments

NOTE: This is not meant to be comprehensive and only includes some industry commitments

FCF Co., Ltd.

Albertsons

Walmart & Sam's Club

Aramark

Nueva Pescanova

Regional/local businesses engaging/supporting FIPs

This was not part of our original research, so we cannot provide examples. However, we want to acknowledge that they may be influencing FIPs in their local context.

Unions

National Guestworkers Alliance

International Transport Worker's Federation (ITF)

Some precompetitive collaborations working on social responsibility in seafood

NOTE: All precompetitive collaborations included below self-identified as working on social responsibility in seafood in CEA Consulting's 2021 Landscape Review of Precompetitive Collaborations"

Global Tuna Alliance

SeaPact

Seafood Business for Ocean Stewardship (SeaBOS)

Global Salmon Initiative

Sustainable Seafood Coaltion

International Seafood Sustainability Foundation (ISSF)

Global Sustainable Seafood Initiative (GSSI)

Seafood Ethics Action (SEA) Alliance

Seafood Task Force

For entities like FFA that set their own policies – how does that impact FIPs that are implemented in these countries?

Pacific Islands Forum Fisheries Agency (FFA)

OWN METHODOLOGY

Artisanal

Elements covered: 1) value additions, 2) community engagement, 3) engagement with Fair Trade

Regions: South Africa, Liberia, Mexico, Ecuador, Peru, Guyana, Suriname, Costa Rica, Fiji, New Caledonia

Domestic market focus

Blueyou

Elements covered: 1) building business capacity, 2) improving quality, 3) improving cooperatives, 4) safety at sea, 5) community engagement (including women)

Regions: Peru, Belize

Domestic & international market focus

Future of Fish

Elements covered: 1) value rescue model, 2) strengthen fisher cooperative 3) equity

Region: Mexico

Domestic market focus

SmartFish AC

International

Elements cov[...] dignity, and a[...] equality and e[...] fit, and 3) imp[...] rity 4) C-FIPs [...]

Regions: Cost[...] South Africa, [...]

Domestic mar[...]

FRAMEWO[...] CERTIFICAT[...] & POLIC[...]

Vendor Codes of Conduct

Sustainable Supply Chain Initiative

FISH certification

FisheryProgress Human Rights & Social Responsibility Policy (FishChoice)

Industry / Precompetitive / Social Perspective

Moving counterclockwise to the yellow section on the left, we have businesses, precompetitive collaborations, and unions who include social responsibility as part of their strategy or commitments. It is important to note that this section is not meant to be all-encompassing, but rather representative of businesses who are engaged in this space. Those in the first grouping at the top of this bubble have made public statements in support of the HRSR policy.
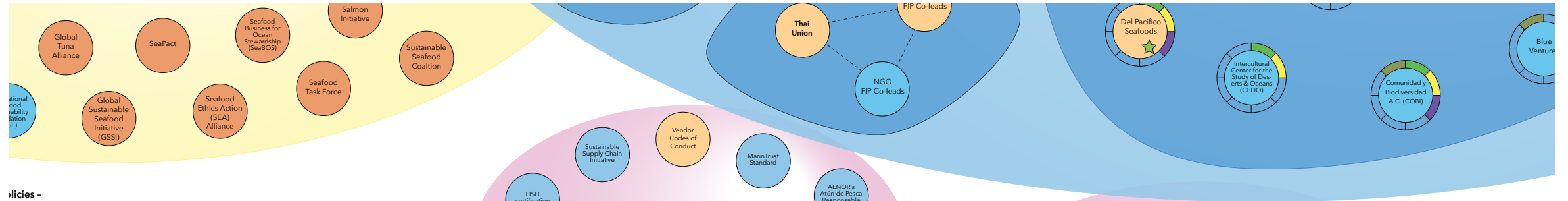
Directly below, we highlight select companies that have made public commitments that incorporate language on social responsibility. This section is not meant to be comprehensive, or pass judgment on the quality of these commitments or their degree of implementation or progress. We also recognize there are many smaller, regional companies working closer to the water that also have sustainability commitments that are not highlighted here.

Next we showcase select precompetitive collaborations working on social responsibility in seafood more broadly, not necessarily only in FIPs. We highlighted these precompetitive collaborations because they self-identified in the 2021 CEA Landscape of Precompetitive Collaborations as working at the intersection of social responsibility and seafood, and acknowledge that this list is not comprehensive.
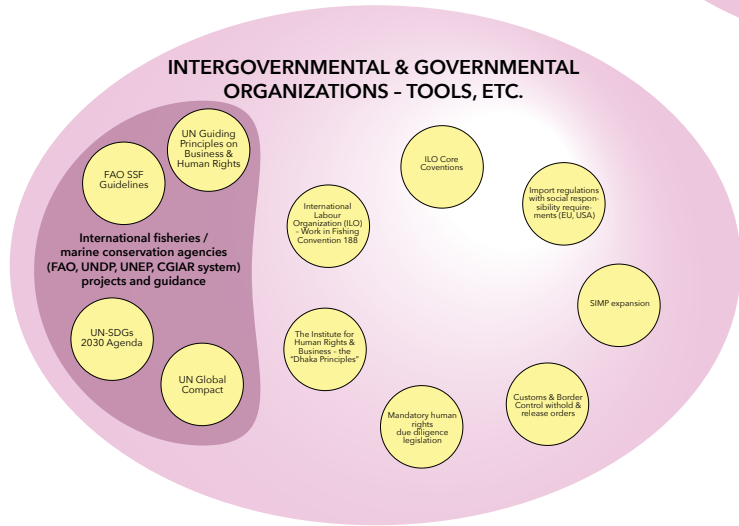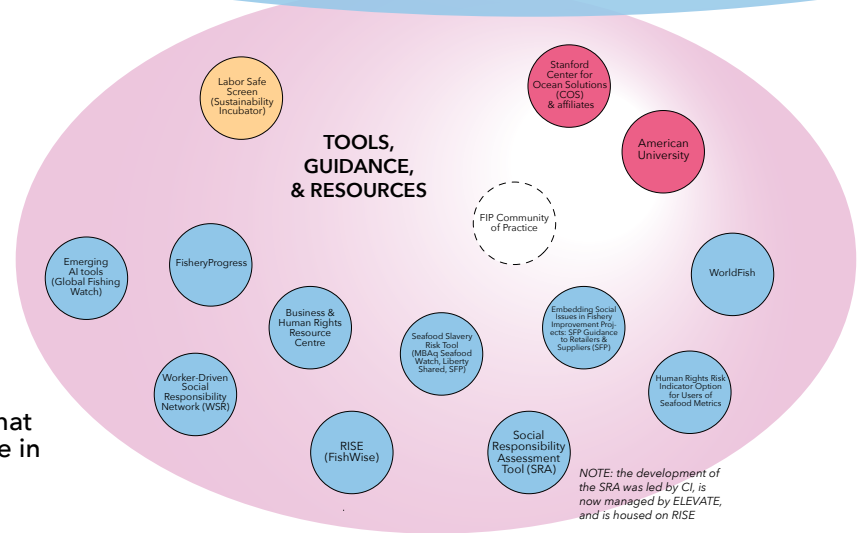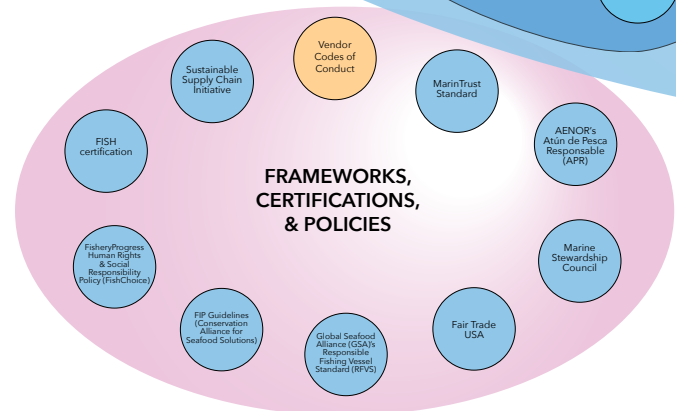
Finally, we've included several unions that are relevant in the fisheries space.

Below this section you will note that we recognize that there are some government and/or other entities like FFA and some RFMOs that are starting to set precedent on Labor or Human Rights which might in turn impact FIPs. This section is not comprehensive.

Global Tuna Alliance

SeaPact

Seafood Business for Ocean Stewardship (SeaBOS)

Salmon Initiative

Sustainable Seafood Coaltion

...ational ...ood ...ability ...dation (...SF)

Global Sustainable Seafood Initiative (GSSI)

Seafood Ethics Action (SEA) Alliance

Seafood Task Force

Thai Union

FIP Co-leads

NGO FIP Co-leads

Del Pacifico Seafoods

Intercultural Center for the Study of Deserts & Oceans (CEDO)

Comunidad y Biodiversidad A.C. (COBI)

Blue Venture...

...olicies – ...emented

FRAMEWORKS, CERTIFICATIONS, & POLICIES

Sustainable Supply Chain Initiative

Vendor Codes of Conduct

MarinTrust Standard

AENOR's Atún de Pesca Responsable (APR)

FISH certification

FisheryProgress Human Rights & Social Responsibility Policy (FishChoice)

FIP Guidelines (Conservation Alliance for Seafood Solutions)

Global Seafood Alliance (GSA)'s Responsible Fishing Vessel Standard (RFVS)

Fair Trade USA

Marine Stewardship Council

TOOLS, GUIDANCE, & RESOURCES

Labor Safe Screen (Sustainability Incubator)

Stanford Center for Ocean Solutions (COS) & affiliates

American University

FIP Community of Practice

Emerging AI tools (Global Fishing Watch)

FisheryProgress

WorldFish

Business & Human Rights Resource Centre

Worker-Driven Social Responsibility Network (WSR)

Seafood Slavery Risk Tool (MBAq Seafood Watch, Liberty Shared, SFP)

Embedding Social Issues in Fishery Improvement Projects: SFP Guidance to Retailers & Suppliers (SFP)

Human Rights Risk Indicator Option for Users of Seafood Metrics

RISE (FishWise)

Social Responsibility Assessment Tool (SRA)

NOTE: the development of the SRA was led by CI, is now managed by ELEVATE, and is housed on RISE

INTERGOVERNMENTAL & GOVERNMENTAL ORGANIZATIONS – TOOLS, ETC.

UN Guiding Principles on Business & Human Rights

FAO SSF Guidelines

International fisheries / marine conservation agencies (FAO, UNDP, UNEP, CGIAR system) projects and guidance

ILO Core Coventions

Import regulations with social responsibility requirements (EU, USA)

International Labour Organization (ILO) – Work in Fishing Convention 188

UN-SDGs 2030 Agenda

UN Global Compact

The Institute for Human Rights & Business – the "Dhaka Principles"

SIMP expansion

Mandatory human rights due diligence legislation

Customs & Border Control withold & release orders

SUPPORT SYSTEM

The data, structures, and approaches that underpin the social responsibility space in seafood

NOTE: Organizations and tools included here are meant to be illustrative rather than exhaustive. Inclusion does not represent an endorsement of work or tool.
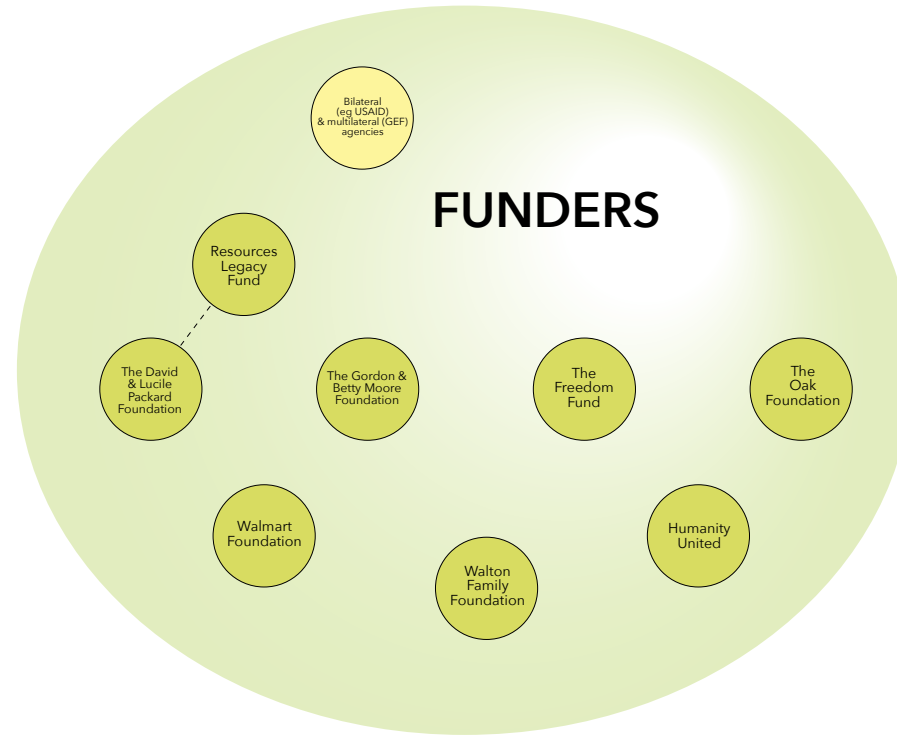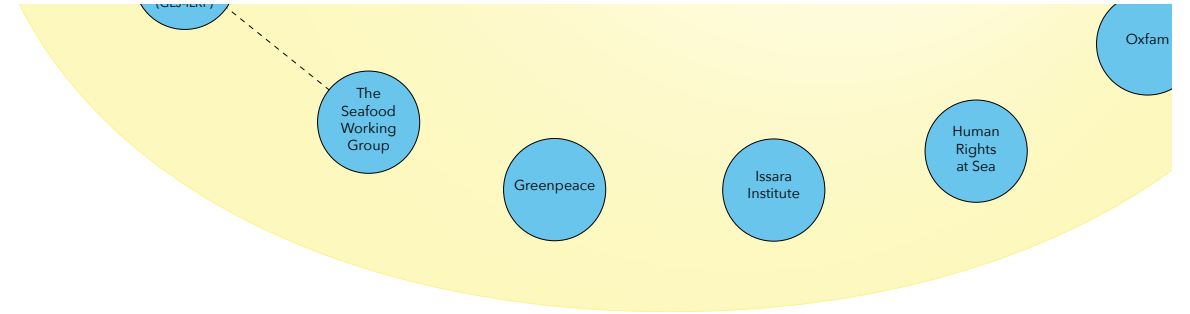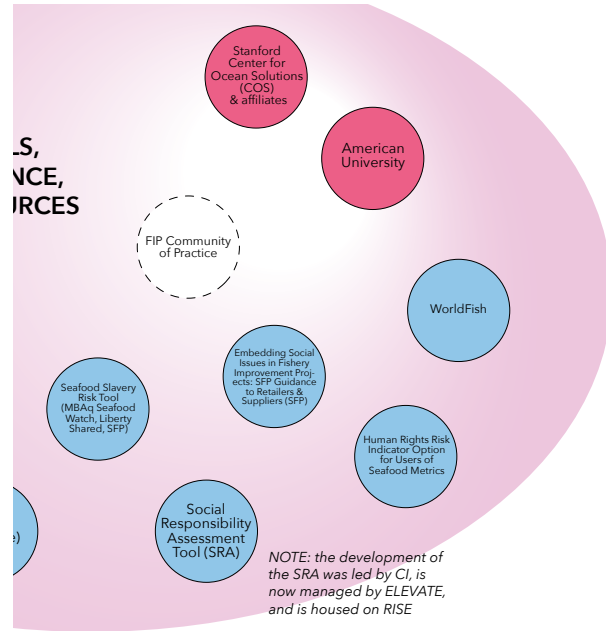
AUDIT & TRAINING

ELEVATE

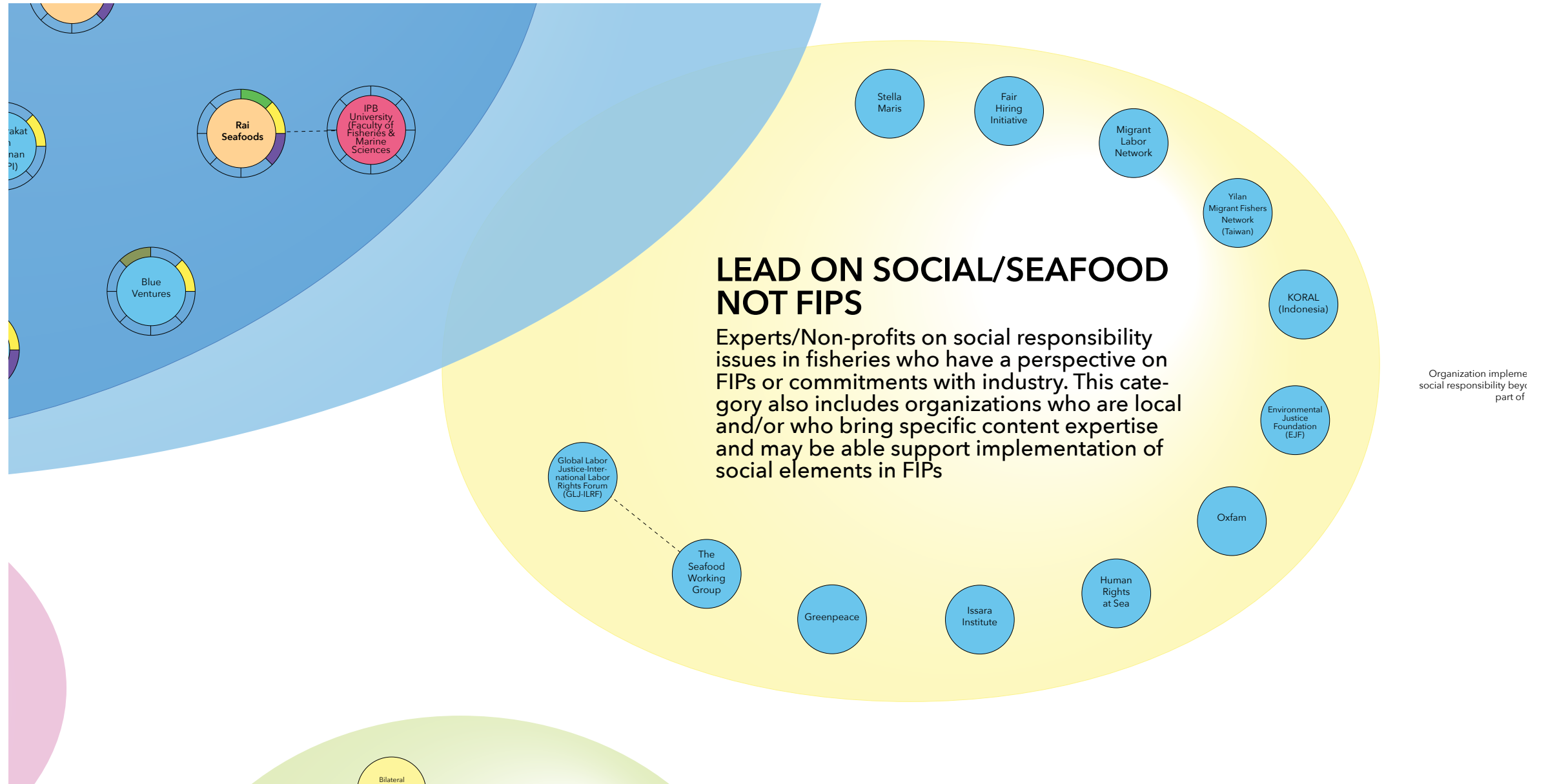SMETA (Sedex)

Verité

Support System

This section includes the data, structures, and approaches that underpin the social responsibility space in seafood. We tried to organize the support systems into four subsections. For all four sections the identified organizations, tools and approaches are intended to be more illustrative than exhaustive. That said, we did try to capture things that are explicitly related to FIPs (like the SFP guide or the FisheryProgress Human Rights and Social Responsibility policy). We also tried to capture some examples that apply more broadly as best practice for addressing social issues in seafood such as ILO C188 or the movement towards MHREDD.

Stanford Center for Ocean Solutions (COS) & affiliates

American University

FIP Community of Practice

WorldFish

LS, NCE, RCES

Embedding Social Issues in Fishery Improvement Projects: SFP Guidance to Retailers & Suppliers (SFP)

Seafood Slavery Risk Tool (MBAq Seafood Watch, Liberty Shared, SFP)

Human Rights Risk Indicator Option for Users of Seafood Metrics

Social Responsibility Assessment Tool (SRA)

NOTE: the development of the SRA was led by CI, is now managed by ELEVATE, and is housed on RISE

(GES-ERP)

The Seafood Working Group

Oxfam

Greenpeace

Issara Institute

Human Rights at Sea

FUNDERS

Bilateral (eg USAID) & multilateral (GEF) agencies

Resources Legacy Fund

The David & Lucile Packard Foundation

The Gordon & Betty Moore Foundation

The Freedom Fund

The Oak Foundation

Walmart Foundation

Walton Family Foundation

Humanity United

Funders

If we continue to move counterclockwise around the land-scape we will see the green section which captures funders. Here we included funders that cover different elements of the landscape before us. Some are the historical market intervention funders who are now also to varying degrees supporting social work in seafood – including supporting the inclusion of social elements in FIPs as well as supporting other work on social elements in the seafood space. And some of these funders are not supporting social elements in FIPs but are supporting a broader set of work in seafood on social which influences this space.

Rai Seafoods

IPB University (Faculty of Fisheries & Marine Sciences)

...akat ...nan ...PI)

Blue Ventures

Stella Maris

Fair Hiring Initiative

Migrant Labor Network

Yilan Migrant Fishers Network (Taiwan)

KORAL (Indonesia)

LEAD ON SOCIAL/SEAFOOD NOT FIPS

Experts/Non-profits on social responsibility issues in fisheries who have a perspective on FIPs or commitments with industry. This category also includes organizations who are local and/or who bring specific content expertise and may be able support implementation of social elements in FIPs

Global Labor Justice-International Labor Rights Forum (GLJ-ILRF)

Environmental Justice Foundation (EJF)

Organization impleme... social responsibility bey... part of...

The Seafood Working Group

Oxfam

Greenpeace

Issara Institute

Human Rights at Sea

Bilateral

Lead on Social/Seafood But Not FIPs

Continuing a counterclockwise tour we arrive at the section of the landscape that represents organizations that are leaders or experts on social responsibility work in fisheries and have a perspective on FIPs, but do not engage in FIPs. We have also included in this category organizations who are local players and/or who bring specific content expertise and may be able to support the implementation of social elements in FIPs. Again for this category the organizations included are intended to be representative rather than exhaustive. We tried to include the organizations who have been vocal in their perspectives on FIPs or who might be working with industry on social (but not FIPs) as their work influences this landscape and has implications for those trying to include social elements in FIPs.

DYNAMICS AT PLAY...
...WITHIN THE BROADER SYSTEM

LOCAL VS GLOBAL ORIENTATIONS

- eNGOs have a long history of collaborative work in markets at a systems/global level
- Labor organizations in seafood collaborate more nationally or locally
- Labor organizations are now engaging in eNGO-led systems/global discussions but may not have had the opportunity to do this work among themselves
- eNGOs and labor organizations are therefore coming at the issue from different perspectives

ADVOCACY VS MARKET ENGAGEMENT

- Labor organizations tend to focus on advocacy approaches even when these are coupled with supply chain engagement. They tend not to accept payment for services or partnership
- The FIP model by contrast is a highly negotiated and collaborative process often involving having industry at the table
- Some of the approaches and tactics that labor organizations would expect to see utilized might not be a fit for the way FIPs have been approached historically
- eNGOs may be hesitant to push corporate partners as far as labor organizations might expect to see as minimums

ROLE OF THE POLICY LANDSCAPE

- The labor community tends to ground their efforts in existing or emerging policy. For example, approaches like MHREDD, adoption of ILO C188, and expectations that industry meet the UNGPs are underpinnings of their work and are often seen as a minimum expectation of industry
- Partnerships with supply chain actors or voluntary standards that don't adopt these minimums in full are seen as weak and insufficient at best – and undermining or making things worse at worst
- This often stands in contrast to the eNGO community's willingness to meet industry where they are and support an evolution of engagement and thinking

SHOULD SOCIAL ELEMENTS BE ADDRESSED THROUGH FIPS?

We heard significant critiques of the model and concerns that this approach as currently advanced has the potential to make things worse.

We also heard critiques about the discrepancy of social elements being addressed in FIPs while other environmental tools such as MSC certified or rated fisheries are not being held to the same set of expectations.

...WITHIN THE COMMUNITY OF ORGANIZATIONS WITHIN THE LANDSCAPE

TENSIONS

We identified a number of tensions between labor organizations and eNGOs. Many are not new but nevertheless warrant mentioning. And many stem from the broader system dynamics. The tensions include beliefs that:

- eNGOs are reinventing the wheel
- eNGOs are out of their wheelhouse
- the current relationship between eNGOs and labor organizations is one-sided
- eNGOs not being specialists on social issues will result in their interventions doing more harm than good (a major concern)
- some eNGOs and industry groups feel that human rights in particular and labor rights to a lesser degree are legal issues that should not be primarily be dealt with through market approaches
- voluntary standards and audits are seen as ineffective

LACK OF ALIGNMENT

Actors across the landscape hold different definitions and different goals.

- Players are using inconsistent definitions for social elements and the groupings of social elements they include in their work
- Different players are engaging with the FIP tool with different goals for doing so
- Both issues are creating confusion and perpetuating the tensions described
- It is unclear if multiple goals are problematic, but not being clear on which goals a FIP is addressing is clearly a problem

Memo on Core Findings and Opportunities for Multi-Stakeholder Collaboration

Introduction / Purpose of the Project

The goal of this research project was to produce a landscape map of social responsibility in FIPs, in which we are defining 'social responsibility' in its broadest sense, as spanning human rights, labor rights, and well-being (e.g., equality, equity, food and nutrition security). This research includes identifying the key organizations and stakeholders, their respective roles in the landscape (current and future), what work is currently underway, and gaps that are preventing forward progress and uptake of commitments to and implementation of social responsibility in FIPs. This document captures key findings from our research and describes opportunities for multi-stakeholder collaboration to advance the field.

Project Core Findings

This section includes a synthesis of the core themes identified through the research. While some of these are specific to FIPs, others are more contextual in nature covering content or relational dynamics. These contextual dynamics are critical to understanding the critiques of including social components in FIPs, how FIPs fit within the broader social strategy for seafood, and how to determine next steps for collaboration in the field.

Dynamics at Play Within the Broader System

Local vs Global Orientation of NGOs' Collaborative Work

While both eNGOs and Labor organizations may work both globally and locally, if you look at existing coordination/collaboration models, eNGOs have a longer standing history in the markets space and in the seafood sector of working at a global systems level. By contrast, labor organizations in the seafood space seem to be more locally focused and the existing collaboration models tend to be at a national or jurisdictional level. Increasingly, labor organizations are participating in eNGO global systems level discussions but they as a community have not had the same degree of global systems level discussion among themselves.

Different Approaches - LR/HR Advocacy vs Market Oriented FIP engagement

Many Labor organizations tend to focus on advocacy approaches even when coupled with supply chain engagement. Unlike eNGOs, most do not formally partner with industry nor take money from them for services or partnership. The FIP model by contrast is a highly negotiated and collaborative process often involving industry at the table. Some of the approaches and tactics that labor organizations would expect to see utilized might not be a fit for the way FIPs have been approached historically. And eNGOs may be hesitant to push corporate partners as far as labor organizations might expect to see as minimums.

Different Approaches - The Role of the Policy Landscape

The labor community tends to ground their efforts in existing or emerging policy. For example, approaches like MHHEDD, adoption of C188, and expectations that industry meet the UNGPs are underpinnings of their work and often seen as what should be considered a minimum expectation of industry. As a result, partnerships with supply chain actors or voluntary standards that do not adopt these minimums in full are seen as weak and insufficient at best and undermining or making things worse at worst. This is often in contrast to the eNGO communities' willingness to meet industry where they are and support an evolution of engagement and thinking.

Dynamics at Play Within the Community of Organizations Within the Landscape

During the research project a number of tensions between labor organizations and eNGOs were identified. Many of these are not new and have been identified in other contexts, but the fact that they come also come up in the context of this work warrant mention. Many of the observed tensions stem from the system dynamics noted above.

These tensions include:

The perception that eNGOs are reinventing the wheel

Labor organizations have proven models for addressing social issues in other sectors that should be adopted in seafood.

The perception that eNGOs are playing outside their wheelhouse

Labor organizations are experiencing a double standard. They do not tell eNGOs how to do stock assessments nor get involved in them, yet eNGOs are perceived to both be telling labor organizations how the seafood sector works and then overstepping their role.

The perception that the current relationship between eNGOs and labor organizations is one sided

eNGOs are seen as sometimes asking for input from labor organizations and then taking that and branding it as their own. Labor organizations do not always feel that they are full partners in collaborative processes nor that their input is fully heard and utilized.

The perception that eNGOs are using funding for social work which should instead go to labor organizations

Stemming from the perception that labor organizations feel they are better positioned to be doing some of this work, they feel their ability to do so is being further diminished by the funding for social work in seafood being shared with or even diverted to eNGOs.

There is a major concern that because eNGOs are not specialists on social issues that they will intervene in ways that do more harm than good.

For example – eNGOs enabling industry to adopt policy that does not comply with ILO C188 at a minimum risks support for that policy tool being diminished, or the implementation of the FisheryProgress human rights and social responsibility policy as it could create the impression that FIP participants don't need to do anything beyond this.

Some eNGOs and industry groups feel that human rights in particular and labor rights to a lesser degree are legal issues that should not be primarily dealt with through market approaches. Rather policy and legal instruments should be used and markets incentivized to advocate for and adopt associated practices in their supply chains as a minimum position.

Voluntary standards and audits have been shown to be ineffective in protecting human rights (see e.g., the Beyond Social Auditing report from the Business & Human Rights Resource Centre). Given their point-in-time nature, these tools are too easy to greenwash, resulting in no meaningful change for workers.

Lack of Alignment/Agreement Within the Landscape

Different Definitions and Different Goals

Within the current landscape, players are currently using inconsistent definitions for social elements and the groupings of social elements they include in their work. In addition, within the current landscape different players are engaging with the FIP tool with different goals for doing so.

Both of these issues are creating confusion and perpetuating the tensions noted above. It is unclear if multiple goals are problematic, but not being clear on which goals a FIP is addressing is problematic. This is similar to when FIPs first emerged and we were seeing bottom up and top down FIPs and basic and comprehensive FIPs all being described as one in the same.

The FIP Tool and The Inclusion of Social Elements

Are FIPs even the right tool for addressing any social elements?

This project set out to map the landscape of actors, their roles and goals with the hope of identifying areas for improvement and better coordination. As the project has advanced, a more fundamental question has emerged that will need to be addressed before any of the other original goals of the project can be advanced – namely, should social elements, of any type, be addressed through FIPs? Throughout the project we have heard significant critiques of the model and concerns that this approach as is currently being advanced has the potential to make things worse. In addition, we heard critiques about the discrepancy of social elements being addressed in FIPs while other environmental tools such as MSC-certified or rated fisheries are not being held to the same set of expectations. A full inventory of the critiques heard are captured in the "Summary of Interview Findings" below.

Feedback from the Community Meetings

During the two community meetings we presented the project core findings and asked for feedback. The primary purpose of the feedback was to understand the degree to

which meeting participants strongly agreed or disagreed with the presented findings. Across all of the findings and in both meetings there was agreement with the presented findings.

Opportunities

Future State Scenarios - What paths forward might we envision given the current landscape and the above findings?

Given the critiques that were made on the FIP model above, we offer a few future scenarios in which we envision how those critiques could be addressed and what the resulting future state of the FIP landscape might look like.

Scenario 1: The current FIP model is completely overhauled with labor organizations as equal partners at the table. In this scenario, a future is envisioned in which FIPs can still play a role on social elements. However, to do so, the current set of approaches must be set aside and completely reinvisioned. In this scenario labor organizations are at the table with eNGOs as true partners with eNGOS deferring to labor organizations on social issues and labor organizations deferring to eNGOs on environmental issues.

Scenario 2: The current FIP model is significantly overhauled with labor organizations at the table. In this scenario a future is envisioned in which FIPs can still play a role on some social elements. To realize this scenario, the eNGO and labor organizations would need to come together as equal partners to negotiate when and how FIPs can be used to address social issues. For example, perhaps FIPs only seek to address equity and well-being elements, whereas

labor rights and human rights are addressed through legal frameworks. The FIP model then would need to be adjusted to make the boundaries of what can be addressed clear and everyone would have a role to play with industry and other actors to communicate the path for addressing other social issues.

Scenario 3: The FIP model is reverted to addressing only environmental issues. In this scenario social elements are removed from the FIP model. Labor organizations and eNGOs collaborate to determine how social issues in seafood get addressed and who plays what roles for different aspects of the problem and the different goals.

In addition to the future states focused on FIPs specifically, an additional element might be a future in which labor organizations who are willing to engage with industry directly are brought into eNGO relationships to lead on labor. In this scenario we envision that the slate of topics included in this work could be pre-negotiated by the eNGO and labor community and agreement of roles determined via that process.

Feedback from the Community Meetings

During the two community meetings, we presented these three scenarios and asked which scenario was the ideal scenario and which was the most realistic. The primary purpose of the exercise was to gauge the willingness of the community to reconsider strategy. In synthesizing the feedback, we found that the majority of meeting participants would prefer to see scenario 1 or 2 in an ideal state because fully integrated solutions are attractive and there is the underlying assumption that to achieve those scenarios many of the tensions and other strategy challenges presented in the findings above would need to be addressed. When asked

which scenario was most realistic the majority of participants selected scenario 2 and noted that the middle ground might be more doable in the short term, that focusing FIPs on addressing certain social elements makes sense, and an assumption that current players might not be willing to cede much ground.

Opportunities for Collaboration

Synthesis

Regardless of whether FIPs should include social, eNGOs and Labor organizations need to come together to develop a more coherent strategy for addressing social issues in seafood and wrestle with many of the issues noted above. This needs to be done in a way that builds from existing collaborative work as this is happening in parts of the broader marine conservation community but not necessary among those involved in the FIP landscape.

- Develop an agreement on a common minimum such as C188

- Explore capacity building needs and expertise (to local capacity constraints not NGO constraints) and collaborate on who can support what
    - Trainings to support efforts like worker voice or grievance mechanisms
    - Building local networks

- Educate eNGOs and industry on labor/social issues

- Industry should be expected to have public policies and commitments that address social and the eNGO and Labor communities need to work together to explore

strategy and implementation.
- The Conservation Alliance could play a role in:
  - raising awareness of labor organizations' work in seafood
  - acting as a matchmaker
  - sharing/communicating about success stories and lessons learned

- Funders need to provide better guidance on who should be playing what roles

If FIPs are going to include social,

- there is a need to center local workers in our work

- we should be figuring out the broader strategy to connect FIPs with our policy agenda and other tools (e.g., HRDD, adoption of C188)

- there needs to be a strategic reckoning regarding what is included – why or why not. Currently actors are polarized in thinking on this (some want to focus FIPs on the triple impact end and others on the full HR spectrum)

- there is a need for greater capacity to implement at scale

Feedback from the Community Meetings

During the two community meetings we presented these opportunities and asked which two each participant thought would be most valuable if advanced. The primary purpose of the exercise was to gauge if certain opportunities were identified as more important than others. There was a fairly even distribution of interest across the presented opportu-

nities suggesting that they share fairly equal weight in terms of value. The three ideas that got the most attention were:

1. Explore capacity building needs and expertise (to local capacity constraints not NGO constraints) and collaborate on who can support what

2. Industry should be expected to have public policies and commitments that address social and the eNGO and Labor communities need to work together to explore strategy and implementation.

3. There needs to be a strategic reckoning regarding what is included – why or why not. Currently actors are polarized in thinking on this (some want to focus FIPs on the triple impact end and others on the full HR spectrum)

Finally, some participants noted helpful improvements to opportunities, or connections between them.

Summary of Interview Findings

Analysis of players, roles/approaches/tools, and desired roles

There are multiple social responsibility fishery diagnostic tools

- FisheryProgress Human Rights and Social Responsibility Policy covers:
  - Policy statement
  - Vessel list
  - Grievance mechanism
  - Making fishers aware of their rights
  - For some FIPs: core indicators from the SRA

- SRA Tool.

- In-house tools similar to SRA Tool.

- SFP recently added a Human Rights Risk Indicator option for users of Seafood Metrics. HRRI leverages information from SFP's online FishSource.org database and other publicly available indices and reports to produce a rapid, high-level human rights risk assessment for fisheries that focuses on human trafficking, forced labor, child labor, and violations of freedom of association and collective bargaining. The tool is designed to help companies prioritize among source fisheries for further due diligence.

The existence of multiple tools, and the lack of alignment is contributing to confusion and redundancy

- Potential duplication for FIPs that meet the FisheryProgress self-evaluation risk criteria and have to apply risk assessment, but have their own policies already in place.

- End goals for FIPs: MSC and FisheryProgress have a different bar on social and there's confusion about why the bar is different.

- A lot of complaints about lack of alignment – where are we going with social responsibility – on the eNGO side, with companies, standard holders.

- Still feels like there is confusion about social responsibility end goals. It is a confusing space. That can be a limiting factor for FIPs being willing to invest in this.

- Recruitment example, danger of developing a bespoke approach for seafood.

• There are other improvement models (Seafood MAP by GSSI), jurisdictional approaches. The more we think we can collectively tighten the rules, the more you risk people saying I am going somewhere else. A lot of these other models rely less on transparency.

• Vessel only approach not productive on its own.

• SRA tool will be challenging for FIPs to implement.

• Seafood groups focus on the fact that we work with brands and retailers – but they are selling other things – there are labor experts working with the buyers on other commodities.

• Social viewed as another layer of things FIP implementers have to worry about and try to address.

• It is valuable for NGOs to remain focused on their area of expertise, rather than giving advice on social responsibility issues.

• Resistance to change the FIP model (lack of alignment across the NGO community as they deliver messages to the FIPs or buyers they work with) – both eNGOs and HROs.

Role of education & precompetitive collaborations

• Value in safe spaces for industry to educate themselves on social responsibility and to decrease stigma on talking about these topics (e.g., possibility of human rights violations).

Generally speaking, we have different scales of focus for eNGOs and Labor NGOs – challenge for coordination

• When it comes to implementing improvements related to egregious human rights abuses, it needs to happen at the very local level.

• Working on HR policy needs to happen at the national level.

Tools/approaches used by the private sector

• Vendor codes of conduct.

• Risk assessments, surveys for vendors.

• Top-down approach of end buyers telling their suppliers they need to comply with end buyer criteria – is that effective?

• Private sector sees duplication in what they may be doing individually as a company, and what they are required to do as part of FisheryProgress policy.

Advocacy organizations

• Government advocacy, naming and shaming companies linked to labor abuses – not specific to FIPs.

• Greenpeace 2021 Tuna Retailer Scorecard included human rights at sea – would be useful to understand if/how NGOs partnered with major buyers are discussing the issues raised.

• The movement needs whistleblowers to expose violations and risk and bring it to public attention.

Well-being/co-management

• Effective co-management systems in all small-scale FIPs or fisheries that are starting FIPs for traded commodities for T75 – this is where we have the most leverage – is the enabling condition that leads to equitable distribution of benefits, representatives.

• Working on co-management has largely taken a bottom-up approach up to this point, working with FIPs/fisheries/local stakeholders to create the enabling conditions for improved conditions of workers, better economic returns, and improved environmental performance.

Human rights viewed as a legality issue by some organizations (and for others it is a moral issue)

• On the environmental side, there are no laws about circle hooks (environmental issues are being taken care of voluntarily, and that works). There are legal frameworks in place for human rights. There have to be proper systems in place. Should be the flag state.

• Egregious human rights abuses are a compliance/illegal issue – the seafood sustainability perspective can be there is not much we can do as a seafood expert – there is a disconnect between the HROs and the eNGOs. FIPs may not have the right stakeholders to address these egregious abuses and are not a good process or tool or format to address egregious human rights abuses. But they are a powerful vehicle for improving well-being.

• Another factor is that when you look broadly at issues like fishery management, these are generally things that the seafood industry can impact. The seafood industry does not have the same ability to effect change at the policy scale.

Concern about HROs' approach

• Their black and white approach is really difficult in this context.

• Concern about partnering with activist HROs - some groups seen as extremist.

Analysis of gaps in the landscape. What work, roles or tools/approaches are missing?

More research/data are needed.

• A lot of assumptions about labor that are not based on evidence – not necessarily just a data issue.

• "There's still not much information about what's actually happening" at the intersection of labor/IUU/environmental issues.

• Evidence as to the links between social responsibility and environmental sustainability and how they impact each other – has to be fishery specific.

• Need better data on abuses.

• Gender based data is missing – both for creating awareness and defining the way forward.

• The business case for addressing social.

• Data from interventions, successful or unsuccessful.

Investigative journalism is lacking

• Need to connect labor and environmental issues and continue to keep the pressure on industry. Sea Shepherd is doing some good work, but is very environmentally focused.

• There's no Greenpeace out there "social shaming" companies – we need someone to start scoring companies on their social and have the customers outraged and have people to protest/create a crisis.

• Needs to come from a credible source (e.g., AP story) - not from NGOs

• More media attention, more activism, more campaigning.

• Investigative news lights a fire.

• Whistle-blowers.

• On social performance, there was a bunch of outrage years ago about the press releases – but it seems like the movement is really weak – we've gone and courted the industry. No one is in a position to call them out. Other industries have been better watch-dogged and have moved a lot quicker and better. If millions to spend – would fund those kinds of organizations (watch-dog). Look to the human rights groups.

Need dialogue across parallel environmental and labor rights movements.

• Perceived lack of dialogue across these groups; perception that environmental groups only prioritize offshore labor rights in industrial fisheries.

Lack of service providers

• Not a lot of service providers in this area – and not a lot of strong examples to learn from.

• Need to build the ecosystem of service providers: some eNGOs will do it themselves, there would be the equivalent of a social FIP lead/coordinator working with eFIP lead/coordinator.

• Need to connect eNGOs to expertise within HR/Labor groups re: who can do this work/support.

Lack of market demand for socially responsible seafood

Lack of government pressure and want to see FIPs engage governments on the social side.

Analysis of gaps in execution. What tactics aren't working and why? Include industry uptake of commitments to and uptake of social FIP elements here.

NGOs speaking "different languages"   Need for NGO community to "speak the same language" and communicate a consistent message to industry.

• Thought it would be easier to see alignment within the eNGOs. With the social NGOs the alignment is more

difficult. We do not speak the same language. There's so much disconnect between goals and definitions, and lack of trust.

• Similarly – need to have alignment on data collection needs. How do we collect data connected to social responsibility (e.g., risk assessments, surveys for vendors)? What do you collect? How frequently? How does this empower companies to make better decisions and mitigate risk? Who is doing the data collection?

• Blind leading the blind – eNGOs do not have the expertise on this.

• Need effective communication of the rationale and shared understanding/incentive for doing this type of work.

Audits/certifications alone are not enough Audits provide a snapshot in time and do not account for the continuous work and assessment that needs to take place. There will always be some risk.

• Standards, certifications, ratings – does not apply in the context of social issues.

• Audits, check list – produces poor data.

• FIP is fishery level, social audits are at the vessel level.

• Private auditing, private code of conduct will only get us so far.

• Small and medium enterprises will not likely have the resources to do this.

If social responsibility is incorporated into FIPs, what about the path forward for incorporating social responsibility into other (certified/rated) fisheries?

• FIPs can be fisheries without sustainability ratings, lower performing, and data deficient. Now they are required to add a new component of social responsibility. If FIPs are being asked to address this, what about certifications and ratings?

• The FIP approach being latched onto – does not make sense to focus here.

• A fishery with forced labor issue that gets fixed – the people driving the FIP are benefiting from it being in a FIP, and the cost of environmental improvement are being pushed down value chains and that the most (the people with the less power will get squeezed in a number of different ways) – the FisheryProgress policy does not change this, this is the way FIPs have worked for 20 years. It does not make it worse but we should not be giving pseudo-certification to a fishery where there could be forced labor.

Tension between risk/compliance approach and an approach that prioritizes effective Human Rights Due Diligence Risk/compliance approach does not necessarily force the development of systems that effectively identify, remediate, and prevent instances of forced labor while also benefiting workers and communities.

Government support is viewed as an enabling condition in order to successfully incorporate social responsibility into FIPs

Are FIPs the right approach?

• FIPs being asked to address things that are outside of their control and authority.

• We cannot expect seafood market interventions to fix social inequity but we cannot ignore it.

• Does it make more sense for FIPs to be part of a jurisdictional approach, and then addressing social issues could be part of that?

Challenges engaging/partnering with industry

• Need to handle it with care – this is business, if you push the business too much or if the suppliers get too much pressure, they will sell to someone else.

• Companies with less capital will run away from FIPs if there is no mechanism to support them – has to be customized for fisheries or areas, can not be the same everywhere.

Goal posts have shifted

• For existing FIPs, feeling trapped – they initially started a FIP to work on environmental issues, now being told they have to incorporate social responsibility. But there is no market demand for this.

• As a movement it is tough, you sell the company on environmental improvement and now you need them to sell them on social.

• Shifting goal – is it environmental or is it social or both? How to prioritize this new work.

Capacity and expertise constraints

• Limited existing external expertise and capacity to conduct social and economic assessments, trainings and to support development of socio-economic improvement plans, and even more so the case when trying to identify expertise and capacity that can do this AND integrate with existing environmental processes.

Expectation of top-down/market demand being effective when it comes to social responsibility

• No heartburn for the end buyers – they will push it down their supply chain.

• Barriers/challenges to getting buyers to commit to/support social responsibility in FIPs – this is just one thing they are sourcing from, they do not have the capacity – here is another thing we need to do.

Lack of funding a major barrier - this came up in a few contexts.

Detailed Opportunity Comments from Interviews - Categorized

FIP Specific Opportunities

Improvements to the FIP Model and/or the strategy behind the model

• Connect HRDD and FIP – connect intentionally – space to collaborate on this with local worker organizations involved (tie back to hybrid models).

• FIPs fall short on working with local labor groups. There is too much focus on vessel/fishing activity. Do not address gender issues.

• Need to rebalance power dynamics – if FIPs are meant to be multi stakeholder (a huge ask) – partnership with local groups is the way to deal with this. They can provide thought leadership and technical inputs. Not easy. You need real engagement to engage and get at root causes.

• The in-progress FIP Guidelines update should include clear recommendations that comprehensive (but affordable) due diligence be conducted for all new FIPs and existing FIPs within a certain timeframe. FIP facilitators should support this process.

• Low market leverages for many small scale and domestic fisheries to engage in FIPs, including triple impact FIPs.

• Slow uptake of FIP movement to embrace triple impact approaches.

• For groups that are interested in seeing a full human rights program being part of FIPs – come together and pressure organizations that are resisting this reform.

Other Opportunities

Coalesce around a common minimum (i.e., ILO C188)

• Nonprofits should coalesce around ILO C188 as a minimum.

• Consider ordering and staging of how social risks are addressed.

Community strategy

• Bridge the gap between scattered work of LR and connect to fisheries groups and look for leverage points. Fisheries Governance Project plays a role in this.

• Sharing capacity building needs and expertise. Collaborative to define expertise and needs on ground and then matchmaking at macro level. GP, CI, human rights watch, Oxfam.

• Needs system and training – how do we transfer capacity, how do we build networks. Training on worker voice.

• Need a forum for the eNGOs and HROs to come to consensus and next steps.

• These conversations need to happen to increase trust and build relationships.

• Low-hanging fruit is to get eNGOs up to speed on social.

• Nervous about collective action – we have asked a lot of HROs and not given them what they wanted (did not

get what they want re: the FisheryProgress policy or the Alliance guidelines).

• There needs to be funder pressure to change the way eNGOs do their work - not going to make major shift until their donors tell them too.

• Any public commitment or public alignment whether it is between NGOs – anything that shows we are working together.

• Demonstration model/pilot of how we work together. Here is how we work together. We have to show how to do it. What is replicable?

• Learning model on how to collaborate.

• Future work depends on the environmental organizations understanding the positive and negative consequences of having worker voice.

• The movement needs whistleblowers to expose violations and risk and bring it to public attention.

• The opportunity exists to move away from a risk/compliance approach to one that prioritizes effective Human Rights Due Diligence.

• FisheryProgress social policy should be pushed harder.

• Link policy advocacy to the private sector.

Buyer engagement

• Retailers need a better set of consistent language and vocabulary to speak on these topics and with each other – convene retailers on these topics.

• Missing an opportunity to leverage the global commitments that hotels have with the people that are running hotels on the ground.

• NGOs with the partnerships need to ask their partners to include social responsibility – but also concerns that these NGOs will not push their partners on this, they get funding from them – needs to be someone external?

• Social scorecard for companies – partner with NFI.

• Could we get a group of brands to commit to source from FIPs from a period of time and pay price premiums to FIPs who commit to a full human rights program? Instead have eNGOs to pressure a group of companies, work with HROs to develop a human rights program "enforceable brand agreement".

• Businesses and alignment: stronger push from the supply chain – what is needed there? What is the right forum for that? What would SeaBOS's role look like to play more of a supportive role? Need to think about how we can pull into a more collective approach.

• If there are policies the companies need to sign on to they would be willing to do so.

• If enough of us work in collaboration – whatever our ask is or requirements are, the requirements need to comply.

• For local suppliers, a focus on well-being for the fishers they buy from can strengthen their relationship with the fishers, suppliers can also be a connector to government programs.

• Value in safe spaces for industry to educate themselves on social responsibility and to decrease stigma on talking about these topics (e.g., possibility of human rights violations).

• Examples/pilots – showing big corporations that it can be done well.

Better utilizing the Conservation Alliance

• It could grow to include smaller national/local (non-US) organizations as part of the Alliance's Global Hub and offer organizations more resources and support to learn from one another.

• Additionally, the Alliance is very focused on export fisheries – could be a subgroup with closer collaboration focused on developing domestic demand. There could be an opportunity to better share expertise for domestic market work.

• Compile the list of good work that is going on and start to build some typologies of improvement around that – show some positivity and some action and give credit for what is being done – that lets us see some patterns, and communicate to our partners.

• Important role for the Alliance – bridge building – how can we build our seafood partner commitments with the expertise, leverage and campaign that the labor rights groups have.

• Like the idea of the Alliance doing a deliberate process to convene 5 labor rights and 5 eNGOs to get people together. Switch it around – convene the right 10 HROs and labor groups and invite a few seafood groups – reverse how it typically goes.

Peer to peer learning

• Having good examples of what works – FIPs need to hear from their peers – they need to know it is meaningful and worthwhile.

• We want to share this knowledge we are building on value rescue with other NGOs, and we want other NGOs to adopt the model and replicate it.

• The FIP Community of Practice could be a great instrument and would be cool to push through uptake and embrace of social.

Jurisdictional approach

Capacity building

• A significant challenge is the limited existing expertise and capacity to conduct social and economic assessments, trainings, and to support development of socio-economic improvement plans, and even more so when this work should be integrated with existing environmental processes.

• The community needs to continue to collect data from interventions, successful or unsuccessful.

• Social responsibility work requires a different set of expertise in terms of evaluation, strategy development, and then implementation and monitoring. The repercussions also have very different legal implications.

• There is a need to test and pilot new initiatives from which the sector can learn and build upon.

• Invest in organizations that can facilitate social assessment and improvement at scale.

Community Meetings

On April 11th and 13th 2022 we held two community meetings to augment the research done to date. We presented the draft visual landscape and gathered feedback to ensure it was factually correct. We also used this opportunity to build a shared understanding of the landscape and what was and was not included. Finally we presented our draft findings and gathered feedback from the community.

We invited participation from any FIP implementer we had included in the draft landscape map or who we interviewed during our research process. We invited a total of 49 participants to these meetings and had a total of 25 attendees over the two virtually facilitated calls (see the participant list here). Participants included representation from labor and environmental NGOs; however RSVPs weighted towards the latter. We had representation from FIP implementers, those influencing the social FIP landscape, and those working in both the Global North and Global South.

The following pages show the meetings' agenda, followed by a chart depicting the process used to produce the landscape map, findings, meeting, and this report. These were followed in the meetings by the landscape map, the revised version of which appears earlier in this report, and the findings graphic. In the community meetings, breakout sessions convened after the presentation of the map to add their comments and suggested corrections. Those additions and changes are reflected in the version of the map shown in this report.

The remaining pages show Mentimeter polls done after the presentation of the findings, for both the first and second community meetings. In both meetings, the polling was followed by another breakout session, in which participants commented upon and discussed the findings from the vantage point of scenarios and potential opportunities. The composite result of those sessions from both meetings are shown on the final two pages, tallied by the number votes for a particular scenario or opportunity.

FIP/SOCIAL LANDSCAPE
COMMUNITY MEETING   April 11 & 13, 2022

AGENDA

- Opening
- The Project
- The Visual Landscape
- Landscape Feedback
- · B · R · E · A · K ··
- The Findings
- Findings Feedback
- Wrap Up

* Share the project's overview, goals, & work process

* Share the draft visual landscape & gather feedback

* Share draft findings/recommendations & gather feedback

- Here to explore how the system works/should work — *not about advocating for org. roles*

- Chat — as Parking Lot, Resource Center

- Everyone's an active participant

- Candid feedback

- Use mute when not speaking

PROJECT TIMELINE

interviewee list

draft questions

Interviews

Findings Memo

Landscape Map

We are here

Community Meetings

Refinement

Final Report

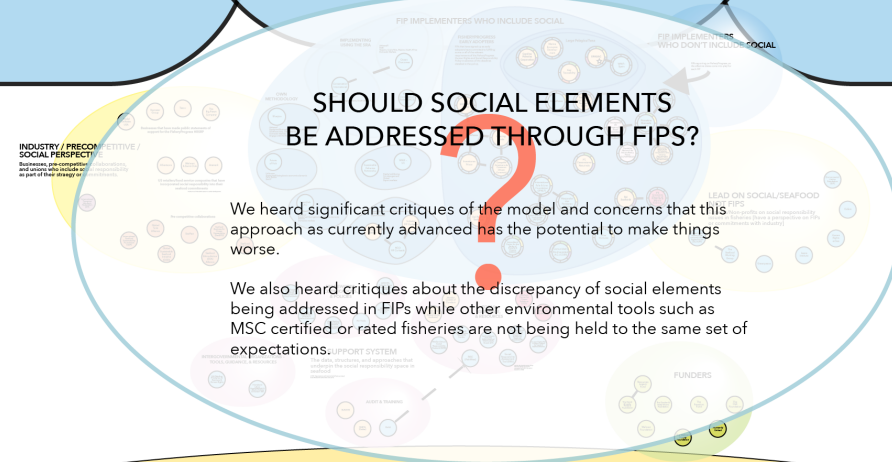JAN   FEB   MARCH   APRIL   MAY
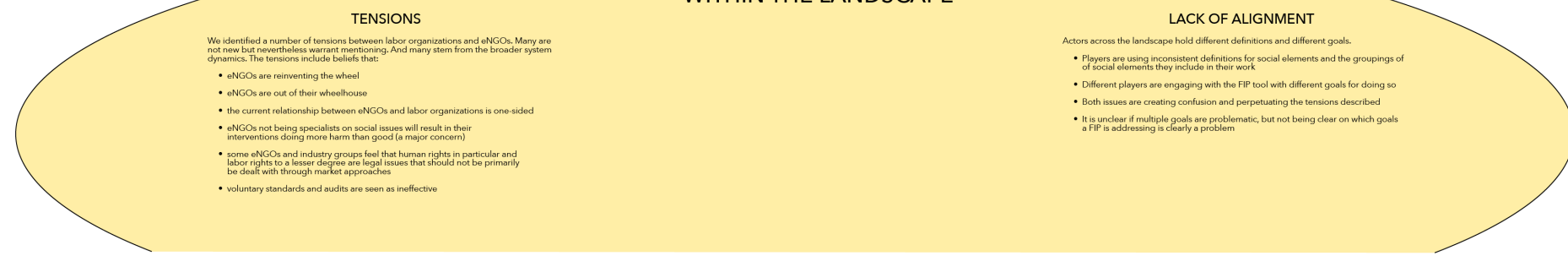
DYNAMICS AT PLAY...
...WITHIN THE BROADER SYSTEM

LOCAL VS GLOBAL ORIENTATIONS

- eNGOs have a long history of collaborative work in markets at a systems/global level
- Labor organizations in seafood collaborate more nationally or locally
- Labor organizations are now engaging in eNGO-led systems/global discussions but may not have had the opportunity to do this work among themselves
- eNGOs and labor organizations are therefore coming at the issue from different perspectives

ADVOCACY VS MARKET ENGAGEMENT

- Labor organizations tend to focus on advocacy approaches even when these are coupled with supply chain engagement. They tend not to accept payment for services or partnership
- The FIP model by contrast is a highly negotiated and collaborative process often involving having industry at the table
- Some of the approaches and tactics that labor organizations would expect to see utilized might not be a fit for the way FIPs have been approached historically
- eNGOs may be hesitant to push corporate partners as far as labor organizations might expect to see as minimums

ROLE OF THE POLICY LANDSCAPE

- The labor community tends to ground their efforts in existing or emerging policy. For example, approaches like MHREDD, adoption of ILO C188, and expectations that industry meet the UNGPs are underpinnings of their work and are often seen as a minimum expectation of industry
- Partnerships with supply chain actors or voluntary standards that don't adopt these minimums in full are seen as weak and insufficient at best – and undermining or making things worse at worst
- This often stands in contrast to the eNGO community's willingness to meet industry where they are and support an evolution of engagement and thinking

SHOULD SOCIAL ELEMENTS
BE ADDRESSED THROUGH FIPS?

We heard significant critiques of the model and concerns that this approach as currently advanced has the potential to make things worse.

We also heard critiques about the discrepancy of social elements being addressed in FIPs while other environmental tools such as MSC certified or rated fisheries are not being held to the same set of expectations.

...WITHIN THE COMMUNITY OF ORGANIZATIONS
WITHIN THE LANDSCAPE

TENSIONS

We identified a number of tensions between labor organizations and eNGOs. Many are not new but nevertheless warrant mentioning. And many stem from the broader system dynamics. The tensions include beliefs that:

- eNGOs are reinventing the wheel
- eNGOs are out of their wheelhouse
- the current relationship between eNGOs and labor organizations is one-sided
- eNGOs not being specialists on social issues will result in their interventions doing more harm than good (a major concern)
- some eNGOs and industry groups feel that human rights in particular and labor rights to a lesser degree are legal issues that should not be primarily be dealt with through market approaches
- voluntary standards and audits are seen as ineffective

LACK OF ALIGNMENT

Actors across the landscape hold different definitions and different goals.

- Players are using inconsistent definitions for social elements and the groupings of of social elements they include in their work
- Different players are engaging with the FIP tool with different goals for doing so
- Both issues are creating confusion and perpetuating the tensions described
- It is unclear if multiple goals are problematic, but not being clear on which goals a FIP is addressing is clearly a problem

Dynamics at Play within the Broader System

Mentimeter

Strongly disagree — **Strongly agree**

Local vs Global Orientation of NGOs' Collaborative Work — **3.7**

Labor Rights/Human Rights Advocacy vs Market Oriented FIP engagement — **4**

The Role of the Policy Landscape — **4**

15

Dynamics at Play Within the Community of Organizations Within the Landscape

Mentimeter

Strongly disagree

How strongly do you agree or disagree with the tensions presented?

4.1

Strongly agree

17

Lack of Alignment/Agreement Within the Landscape

Mentimeter

Strongly disagree

Is the diversity of goals for including social elements in FIPs causing confusion?

4

Strongly agree

16

Feedback on Findings - What have we missed? What general feedback do you have?

Mentimeter
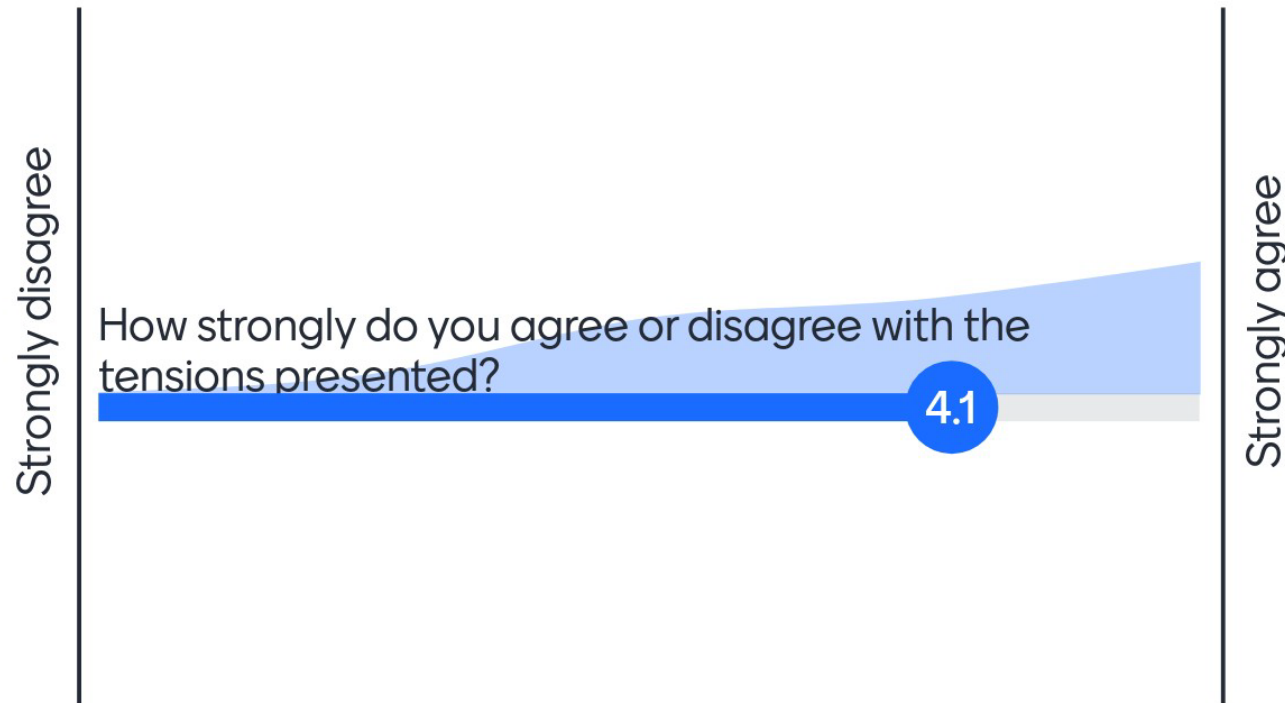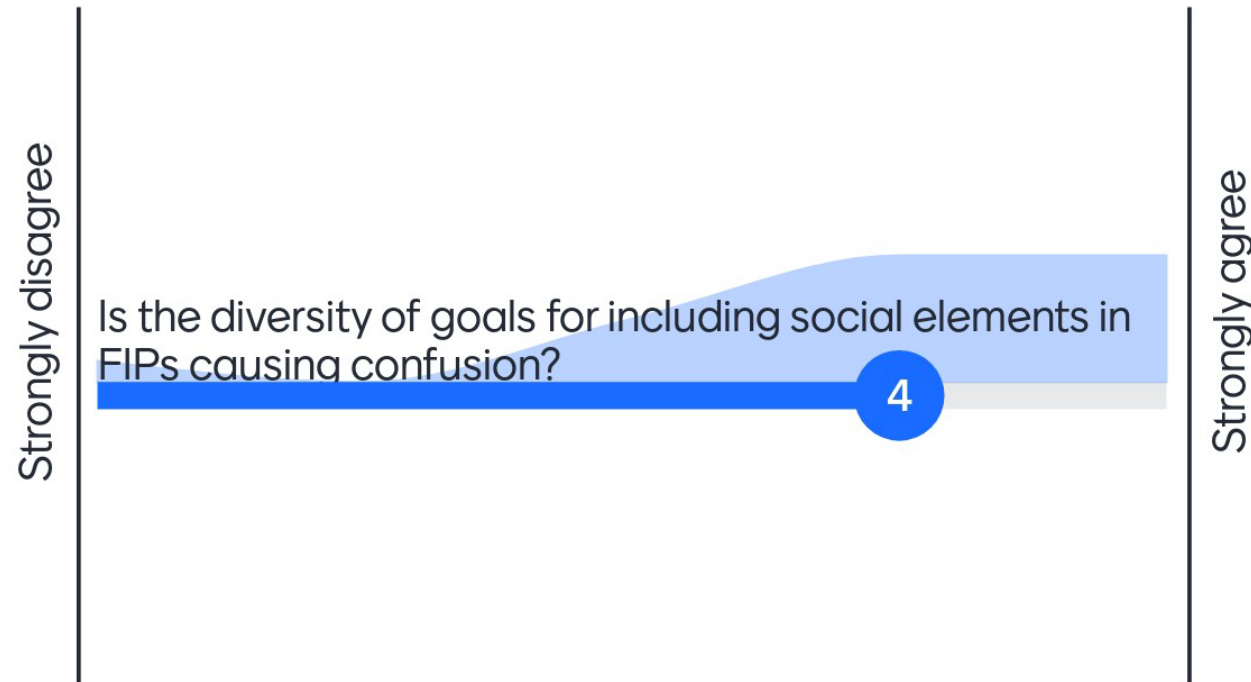
I have the impression that there is also tension between the goals and strategies of the international eNGOs and seafood destined for global markets and the local NGOs working on domestic markets.

Good overview but even the analysis is seafood eNGO perspective heave. a lot of talk about "market engagement" but is that the small number of groups that advise industry or much wider?

Findings are generally good but still heavily grounded in eNGO perspectives.

In general most of the interpretation is correct. I think what is missing and what will hopefully come later is how to bridge/overcome the tensions of eNGOs and labor organizations. Alignment of definitions/terms might be an easier task.

A road map / strategy / suggestions to improve engagement with human rights and labour organizations in order to address the social policy

An important goal mis-alignment is who is responsible for social improvements. Per UNGP States and businesses are - those are often FIP participants, but not the only participants.

How the social aspects are reflected differently in the "bottom-up" vs. "top down" industry led FIPs

Most of the dynamics and tensions reported here reflect differences between eNGOs and labor rights organizations. What about differences among the different eNGOs?

would welcome participation from more traditional orgs working in the human and labor rights space

15

Feedback on Findings - What have we missed? What general feedback do you have?

Mentimeter

How do you interpret broad agreement with points on labour vs eNGO when the vast majority of the group are eNGOs and labour organizations are very sparsely represented? This is one of the issues of all these seafood sustainability questions

We should be looking more for how to support HR/labor groups rather than "engaging" them in our work

How can we better leverage the importance of the social policy taking into consideration / being sensitive to the local context and not confronting traditional practices?

Tensions are correct. Can/will the seafood movement pause to address them? That's the transformational work.

Do the differences also extended to NGO's that are looking at wider social issues. i.e. not labour. But community benefits, etc

How are these approaches tackling the major drivers of human and labor rights issues in seafood? responsible recruitment, worker voice, decent work at sea?

15

Dynamics at Play within the Broader System

Mentimeter

Strongly disagree | Strongly agree

Local vs Global Orientation of NGOs' Collaborative Work
3.8

Labor Rights/Human Rights Advocacy vs Market Oriented FIP engagement
4.2

The Role of the Policy Landscape
3.2

6

Dynamics at Play Within the Community of Organizations Within the Landscape

Mentimeter

How strongly do you agree or disagree with the tensions presented?

Strongly disagree

Strongly agree

4.6

8

Lack of Alignment/Agreement Within the Landscape

Mentimeter

Strongly disagree

Is the diversity of goals for including social elements in FIPs causing confusion?

4.1

Strongly agree

9

Feedback on Findings - What have we missed? What general feedback do you have?

Mentimeter
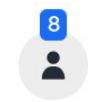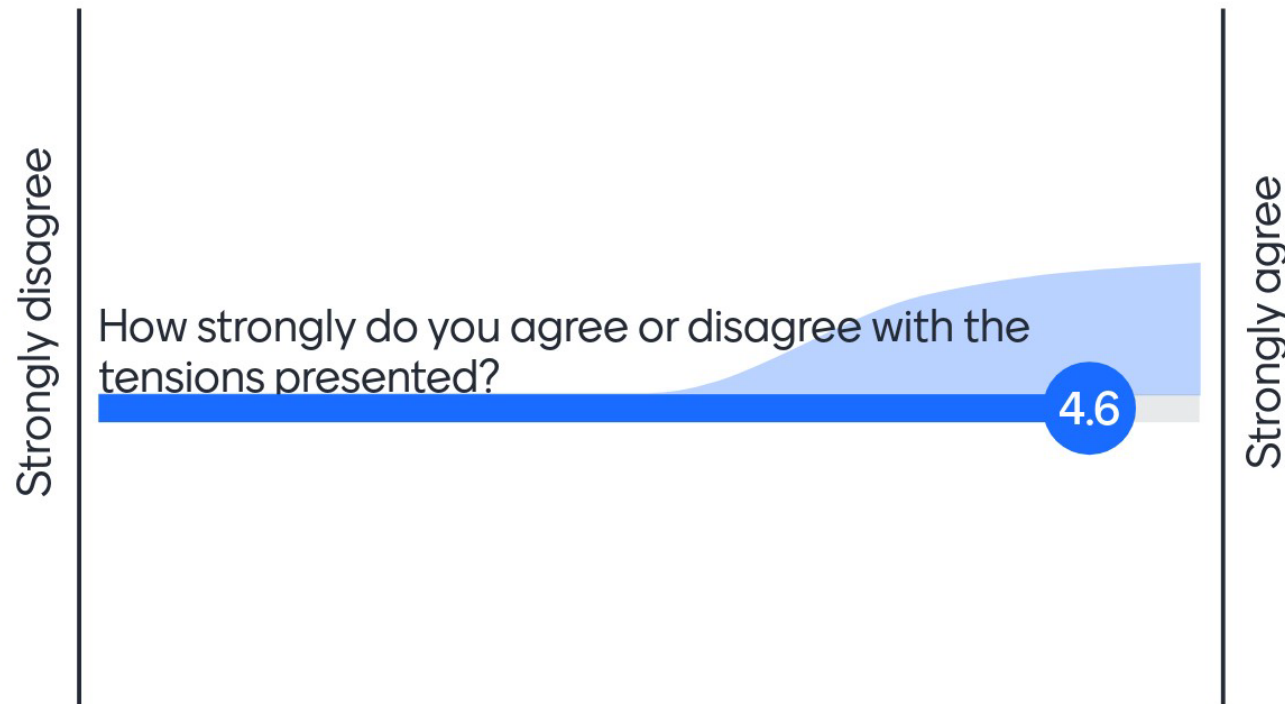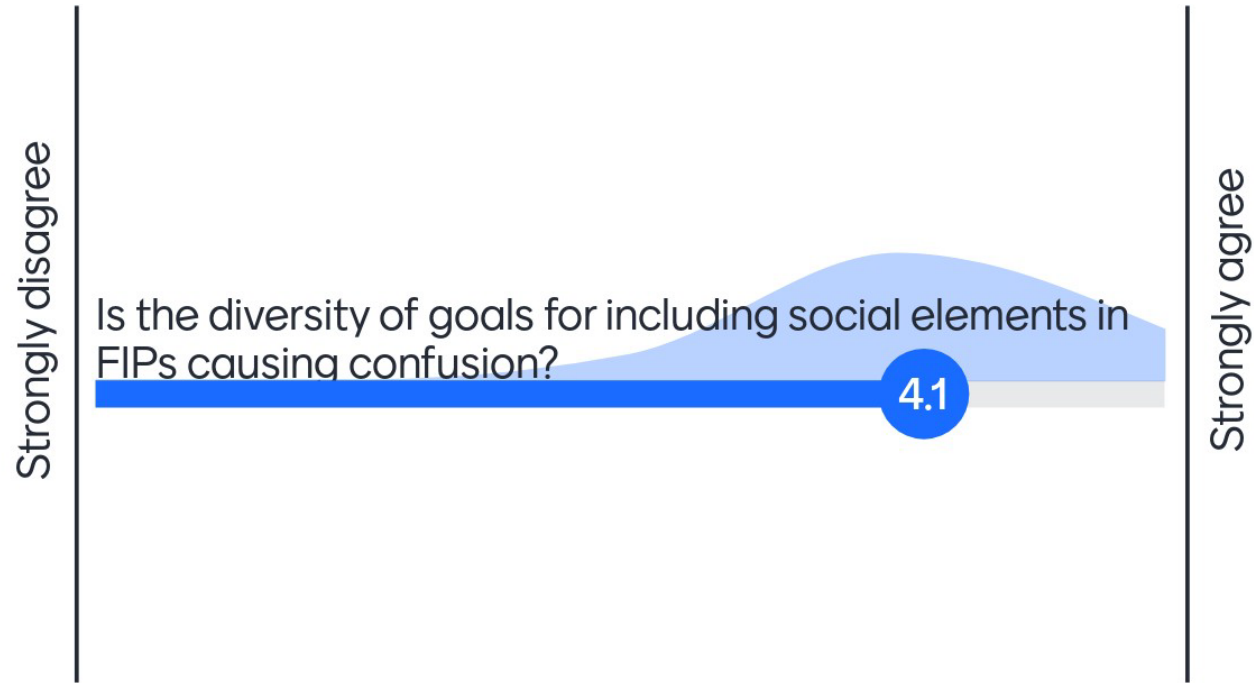
I think its already covered, nicely done. I think all findings are agreed, just need to start thinking solutions or build ideas for that

Great mapping! I think there needs to be more clarity on what we mean by social elements to better evaluate the landscape. Labor NGOs might see this report and have a VERY different understanding of who is "working" in this space.

1. eNGO could actually help the fisheries since they already familiar with the fisheries.2.Alignment between FIP implementers do important, some organization have their own goals, how to meet these goals for the benefit of the fisheries is important

There seem to be some partnerships emerging between eNGOs and Labor orgs. What is working well about those partnerships?

Overall - great to see this articulated; Tensions - these focus on HRO beliefs about eNGOs, what about the reverse?; Last box (don't remember the title) was a little unclear; first box - referring to global NGOs or local; also, why this difference?

We are missing workers' perspectives here.

Many of us understand the fisheries dynamics because of backgrounds, however Human Rights and Social Responsibility is a different area of expertise. How can we maximize the outcomes? Should this be better tackled by experts on this topic?

7

SCENARIOS

Which future is most realistic? Place one orange sticky next to your choice & explain why.

Which future would you most like to see? Place one green sticky next to your choice & explain why.

1. The current FIP model is completely overhauled, with labor organizations as equal partners at the table.

In this scenario, FIPs can still play a role on social elements. However, to do so, the current set of approaches must be set aside and completely re-envisioned. Labor organizations are at the table with eNGOs as true partners. eNGOs are deferring to labor organizations on social issues and labor organizations deferring to eNGOs on environmental issues.

11

2

- Ideal scenario- equitable representation of players (would industry then get a seat as well?), also approaches transcend beyond FIPs so the complete lifecycle of improvements is captured (eg what happens when a FIP advances to a cert)
- Ideal, but we have to address/repair tensions first, will take some time.
- FIPs and other market interventions need to be reimagined to fully protect humans and the environment (you can' have one without the other). Labor orgs and eNGOs need to be equal parters in this effort, but first we need to achieve alignment within the eNGO space.
- This is my preferred option. The interdependence of social and eco-responsibility requires a tool that reflects that. We don't have that in the current FIP tool. I also don't think this is realistic.
- ideal would be integrated, not siloed
- existing model that we can use to engage at the source of risks for workers
- There has been so much effort and resources already into FIPs; with the necessary changes and leadership by Labor orgs, it seems the model could be leveraged for greater impact.
- The social issues impacting different types of fisheries can be so incredibly different, so this needs to be taken into consideration, clearly it's important that FIP stakeholders are dedicated to social responsibly clearly defined, with tools and actions led by experts.
- The FIP model has been so successful precisely b/c it is multistakeholder & focused on continuous improvement. I would love to see these advantages truly applied to address social challenges.
- the fisheries will be more efficient to work with the same organization that already facilitate them so far
- in an ideal world, environmental, social (and, yet to come: financial) sustainability are treated as equally important
- It is already try to be "overhauled", just need more effort on marketing the policy
- As a multi-stakeholder engagement platform, FIPs are also well-positioned to address labor issues in fisheries; clarity of definitions, appropriateness of interventions, and clear roles for eNGOs and Labor orgs would be needed to avoid unintended social consequences.
- New Proposed scenario: Pause on modifying FIP approach to social to work on relationship building, set shared goals for all seafood, agree on ways of working together, then revisit social in FIPs

2. The current FIP model is significantly overhauled, with labor organizations at the table.

In this scenario, FIPs can still play a role on some social elements. eNGO and labor organizations come together as equal partners to negotiate when and how FIPs can be used to address social issues. For example, perhaps FIPs only seek to address equity and well-being elements whereas labor rights and human rights are addressed through legal frameworks. The FIP model would be adjusted to make the boundaries of what can be addressed clear. Everyone would have a role to play with industry and other actors to communicate the path for addressing other social issues.

7

16

- Leverage existing/available capacity and relationships for this work; strengthen relationships within the NGO community and create shared ToC where legal and voluntary interventions are clearly delineated, all work becomes centered in communities/with workers and local groups. Labor groups do the labor work and enviro groups do the environmental work.
- The movement is becoming increasingly holistic (enviro, trace, social) and improvements should work on all three elements to some degree
- This is my preferred scenario because it is probably the most likely to produce concrete results that organizations on the the ground can put into practice in the short term (avoid paralysis by analysis). Completely revamping the FIP model could take years, and backing away from social issues (scenario 3) is probably not a politically viable option.
- To me this is the bold, transformational move
- Agree about this scenario. It is confusing to keep pausing, rethinking, etc; while implementing the SP as early adopters.
- I woud like to see a future where eNGOs and labor groups answer these questions together on equal and neutral ground. We also have a great opportunity to learn from theh FP experience over the next few years.
- Ideally, we need eNGOs and labor groups to work together, find alignment, and have a clear ask of industry that is manageable and not confusing
- FIP model is already established and very successful- makes sense to build off of it. however, clear SR goals need to be established with stakeholders from the beginning, vs moving the goal posts
- This looks to me, the most realistic. My adjustment would be that FIPs start to use tools whose development is led by labour organisations. I don't think hter is a 100% overlap in the segments we work wiht.
- Work on issues at the right scope for FIPs (e.g. community/workers at sea)
- This makes the most sense considering the challenges Fisheryprogress has faced in rolling out the social policy, the need for legal frameworks outside of their expertise and capacity.
- This scenario makes sense to me in the short term, fostering strategic alliances between social and environmental experts to address the SP.
- I agree that FIPs could play a role on the social side as some social elements impact env'l elements. However, it needs to be done in much more equal partnership with social orgs and FIPs likely should not have to address eveyrthing/isnt the best approach.
- The practical realities of industry/NGO partnerships and relationships and the capacity of NGOs (environmental and labor(suggest we might benefit from leveraging existing models rather than trying to separate engagement
- Most realistic - we have come too far to go back and a complete overhaul is unlikely without value alignment in the community of practice (which we currently don't have).
- I think this future is most realistic because eNGOs have generated significant expectations to address social issues. However, I think the institutional culture differences between eNGOs and labor org. will make it difficult to work on equal footing in the short term.
- This is most realistic. Though I'd change it to "marginally overhauled". Too many businesses/NGOs are invested in the current model for a complete overhaul. And returning to a "eco-only" model is no longer an option, trying to revert would be impossible.
- social compliance is somewhat easier for vertically integrated/large/industrial fisheries, because HR is centralized. Small-scale FIPs and/or with many independent stakeholders are much more difficult, and labour/human rights issues need to be viewed in a local context. Not always/ everything is black and white.
- This is both my preferred option and the most realistic. I like the idea of addressing labor/human rights to legal frameworks - IF those frameworks exist, if they work, and if they encourage remediation and companies to engage and not sever ties with FIPs that have issues,
- Choosing #2 b/c I think "middle" is the most likely, but disagree that labor & human rights will be fully addressed through legal frameworks at any point in the foreseeble future. I think a main driving factor to address SR in FIPs is lack of traceability - companies don't know who is supplying their fish, they just know it comes from "the fishery". So not sure how you get around addressing the salient human/labor rights issues without getting better traceability. And it is these salient issues that the market cares most about, driving demand for "FIPs" to address these.
- This is likely to be realistic as neither side (eNGOs and labor orgs) are unlikely to ceed ground in this space
- The current (environmental) model is already very challenging; adding too much social requirements too quickly will divert focus if the work plan is not carefully carved out and everybody agrees on YY2/3/... priorities. Risk of eNGOs being too dogmatic aka pushy.
- I think this will be make sense at this stage, then after period might go for the scenario 1, after labor organizations familiar with the FIP concepts and acknowlege it ✔

3. The FIP model is reverted to addressing only environmental issues.

In this scenario social elements are removed from the FIP model. Labor organizations and eNGOs collaborate to determine how social issues in seafood get addressed and who plays what roles for different aspects of the problem and different goals.

3

7

- I would like to see that this complexity of scenarios can be addressed based on each context.
- As a labour/human rights organisation, I don't see why it's so hard to take a collaborative, strengths-based approach to supporting FIP producers and the workers they employ. Let eNGOs be rocketars at what they do, using whatever tools they use, and let labour organisations set up worker voice systems, train producers, train local NGOs to work with those producers and workers, and so on. Work side by side. The need for process, consensus, common tools, etc in FIPs isn't coming from labour folks, it's coming from environmental folks so I can't really speak to that.
- I think it was somewhat assumed that the FIP model should be the space to handle social without much discussion. I would love to see us start from scratch with labor orgs to discuss all of the social issues in seafood and how they would best be handled as they are the experts on those issues, not us.
- I think the most realistic is something closer to option 3. I think FIPs CAN address a range of social issues particularly those that are intertwined with good management and achieving environmental goals. But if we change the rules too much, business will just adopt other models aas is already happening.we also eed to hear HR and labor perspectives on this, not ur own
- I think this will likely happen for some, not all FIPs
- The model can be used based on the context of the fishery. E.g. small scale fisheries with regional/ domestic market have different realities than industrial multi state /flags / market zones
- Product and people are different and need to be address as such. While enviro/ hr are to intertwined solutions/ approaches may be just too different.
- Human and labor rights are continually changing- we can't say this FIP meets this HR standard for SR bc next week- next month they might not.
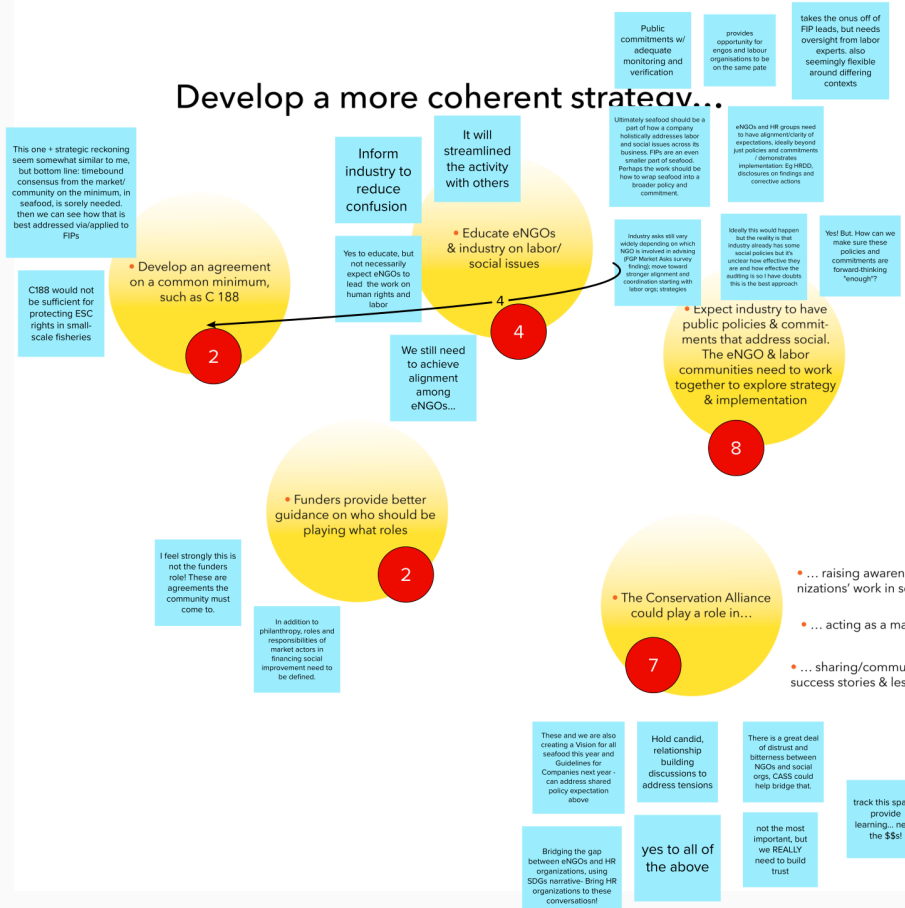- Environmental issues are generic around the world. Human rights can be seen differently from a western point of view than for the locals in the FIP areas
- Solutions need to be inclusive of worker and focused on workers. This will be different for each situation.
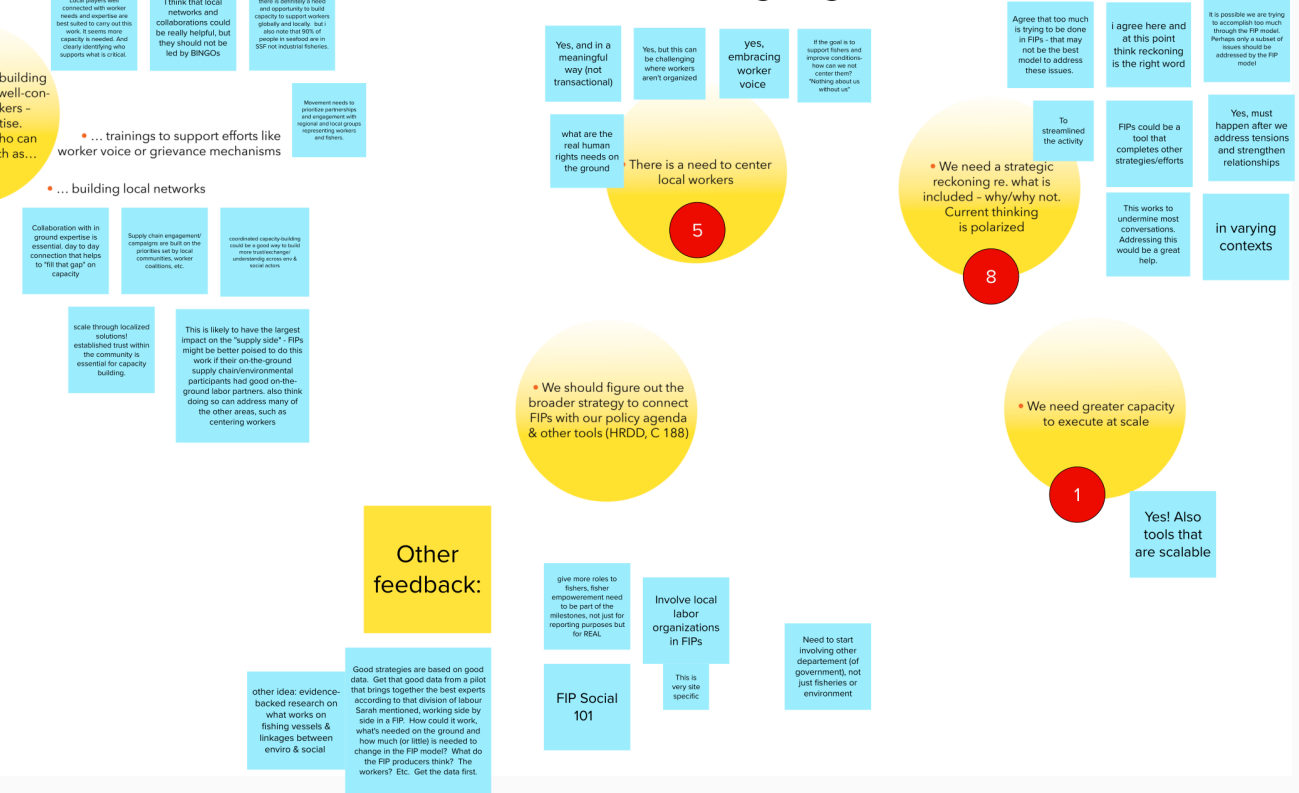
42

Which two opportunities do you see the most value in? Please use stickies to explain.

OPPORTUNITIES

Develop a more coherent strategy...

If FIPs are going to include social...

This one + strategic reckoning seem somewhat similar to me, but bottom line: timebound consensus from the market/ community on the minimum, is sorely needed. then we can see how that is best addressed via/applied to FIPs

C188 would not be sufficient for protecting ESC rights in small-scale fisheries

Inform industry to reduce confusion

It will streamlined the activity with others

Public commitments w/ adequate monitoring and verification

provides opportunity for engos and labour organisations to be on the same pate

takes the onus off of FIP leads, but needs oversight from labor experts. also seemingly flexible around differing contexts

Ultimately seafood should be a part of how a company holistically addresses labor and social issues across its business. FIPs are an even smaller part of seafood. Perhaps the work should be how to wrap seafood into a broader policy and commitment.

eNGOs and HR groups need to have alignment/clarity of expectations, ideally beyond just policies and commitments / demonstrates implementation: Eg HRDD, disclosures on findings and corrective actions

Yes to educate, but not necessarily expect eNGOs to lead the work on human rights and labor

• Educate eNGOs & industry on labor/ social issues

Industry asks still very widely depending on which NGO is involved in advising (FGP Market Asks survey finding): move toward stronger alignment and coordination starting with labor orgs; strategies

Ideally this would happen but the reality is that industry already has some social policies but it's unclear how effective they are and how effective the auditing is so I have doubts this is the best approach

Yes! But, How can we make sure these policies and commitments are forward-thinking "enough"?

Local players well connected with worker needs and expertise are best suited to carry out this work. It seems more capacity is needed. And clearly identifying who supports what is critical.

I think that local networks and collaborations could be really helpful, but they should not be led by BINGOs

there is definitely a need and opportunity to build capacity to support workers globally and locally. but i also note that 90% of people in seafood are in SSF not industrial fisheries.

• **Develop an agreement on a common minimum, such as C 188**

2

4

We still need to achieve alignment among eNGOs...

• **Expect industry to have public policies & commitments that address social. The eNGO & labor communities need to work together to explore strategy & implementation**

8

• **Explore capacity-building – with local players well-connected with workers – needs & expertise. Collaborate on who can support what, such as...**

9

• ... trainings to support efforts like worker voice or grievance mechanisms

Movement needs to prioritize partnerships and engagement with regional and local groups representing workers and fishers.

• ... building local networks

Collaboration with in ground expertise is essential. day to day connection that helps to "fill that gap" on capacity

Supply chain engagement/ campaigns are built on the priorities set by local communities, worker coalitions, etc.

coordinated capacity-building could be a good way to build more trust/exchange/ understanding across env & social actors

scale through localized solutions! established trust within the community is essential for capacity building.

This is likely to have the largest impact on the "supply side" - FIPs might be better poised to do this work if their on-the-ground supply chain/environmental participants had good on-the-ground labor partners. also think doing so can address many of the other areas, such as centering workers

Yes, and in a meaningful way (not transactional)

Yes, but this can be challenging where workers aren't organized

yes, embracing worker voice

If the goal is to support fishers and improve conditions- how can we not center them? "Nothing about us without us"

Agree that too much is trying to be done in FIPs - that may not be the best model to address these issues.

i agree here and at this point think reckoning is the right word

It is possible we are trying to accomplish too much through the FIP model. Perhaps only a subset of issues should be addressed by the FIP model

what are the real human rights needs on the ground

• **There is a need to center local workers**

5

To streamlined the activity

FIPs could be a tool that completes other strategies/efforts

Yes, must happen after we address tensions and strengthen relationships

• **We need a strategic reckoning re. what is included – why/why not. Current thinking is polarized**

This works to undermine most conversations. Addressing this would be a great help.

in varying contexts

8

• **Funders provide better guidance on who should be playing what roles**

2

I feel strongly this is not the funders role! These are agreements the community must come to.

In addition to philanthropy, roles and responsibilities of market actors in financing social improvement need to be defined.

• **The Conservation Alliance could play a role in...**

7

• ... raising awareness of labor orga- nizations' work in seafood

• ... acting as a matchmaker

• ... sharing/communictating about success stories & lessons learned

• **We should figure out the broader strategy to connect FIPs with our policy agenda & other tools (HRDD, C 188)**

• **We need greater capacity to execute at scale**

1

Yes! Also tools that are scalable

These and we are also creating a Vision for all seafood this year and Guidelines for Companies next year - can address shared policy expectation above

Hold candid, relationship building discussions to address tensions

There is a great deal of distrust and bitterness between NGOs and social orgs, CASS could help bridge this

track this space, provide learning... need the $$s!

Bridging the gap between eNGOs and HR organizations, using SDGs narrative- Bring HR organizations to these conversatiosn!

yes to all of the above

not the most important, but we REALLY need to build trust

Other feedback:

other idea: evidence-backed research on what works on fishing vessels & linkages between enviro & social

Good strategies are based on good data. Get that good data from a pilot that brings together the best experts according to that division of labour Sarah mentioned, working side by side in a FIP. How could it work, what's needed on the ground and how much (or little) is needed to change in the FIP model? What do the FIP producers think? The workers? Etc. Get the data first.

give more roles to fishers, fisher empowerment need to be part of the milestones, not just for reporting purposes but for REAL

Involve local labor organizations in FIPs

This is very site specific

Need to start involving other departement (of government), not just fisheries or environment

FIP Social 101

In Closing

With sincere gratitude to Jesse Marsh, Meredith Lopuch, Sydney Sanders, and Tom Benthin for leading this project and providing thought partnership to the Foundation and this community on these important issues. We are also very grateful to the 16 interviewees who spoke with the researchers to inform the mapping and assessment, and the 27 community members who provided invaluable feedback and insights during our community meetings. Onward!