



Pacific  
Community  
Communauté  
du Pacifique

# Pacific handbook for human rights, gender equity and social inclusion in tuna industries

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Pacific handbook for  
human rights, gender equity  
and social inclusion  
in tuna industries



# Purpose and Audience

The handbook is a learning guide:


- (a) to improve knowledge and awareness; and
- (b) to provide approaches towards the application of gender equity, social inclusion, and human rights in tuna industries.

The handbook is for:

A mixed audience with the primary target audience being national fisheries agencies and other public or semi-public institutions and the private sector. Secondary audiences are the Pacific training and education institutions and broader civil society organisations.

## I. Introduction – the basics



 Tool: Operational requirements for protecting human rights in seafood work

Ideas for how to collect HR and GESI data on offshore tuna fishing vessels

 Action points: what can Pacific fisheries management agencies do to improve human rights, gender equity and social inclusion in industrial tuna fishing?



Figure 3.5 Purse seine vessel engineer John Reuhanua with his daughter Mayjone. © Senoveva Mauli



Figure 3.11 NFD Vessel Compliance Manager Tanny Saepio with her family. © Tanny Saepio

## II. Site-specific HR and GESI issues – from the sea to the shore



## III. Broader HR and GESI relevance



## IV. The national scale



### Structure:

8 thematic modules and a national case study, module 9.

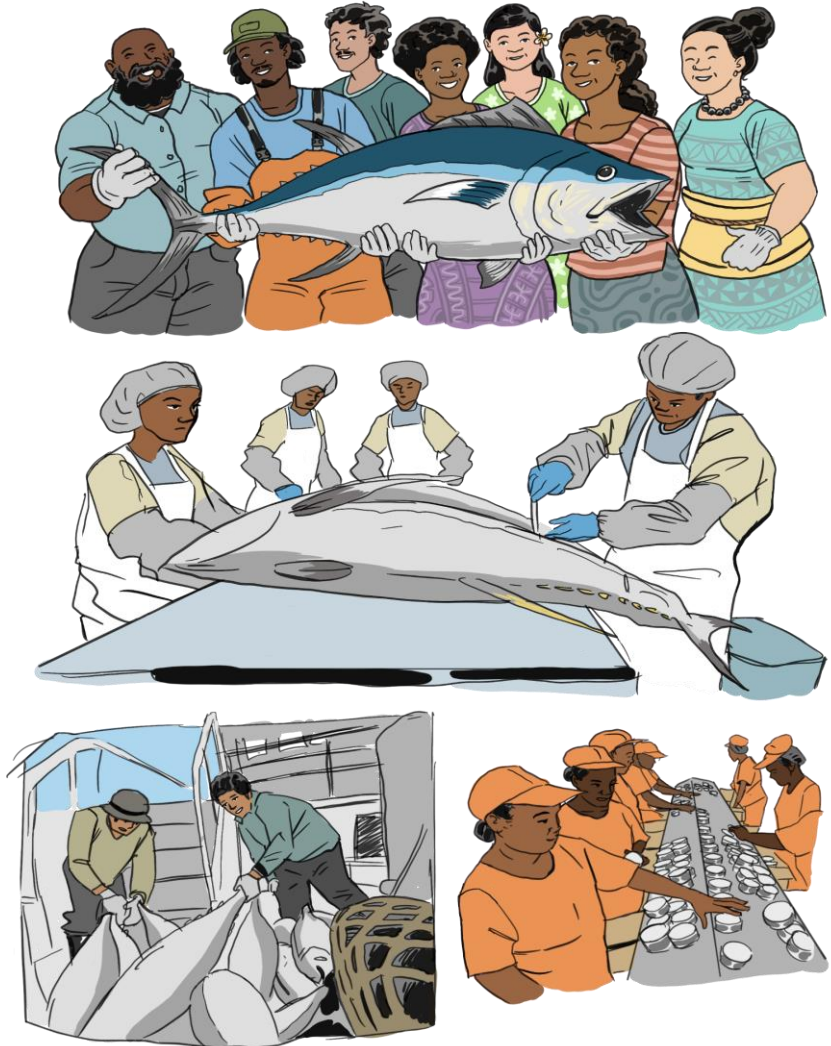
### Style:

Every module comes with key points, practical guidance such as tools, case studies, action points, ideas for change or tips.

# Introductions – the basics

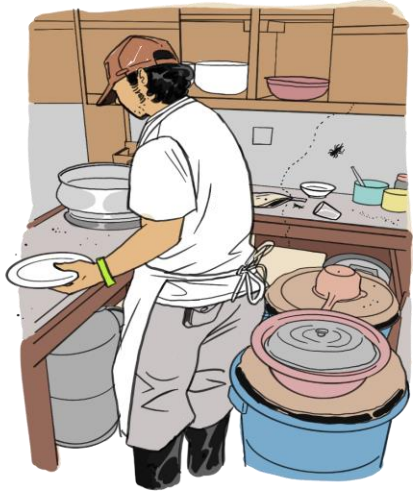
## Module 1 Overview of Human Rights (HR), gender equity and social inclusion (GESI) in tuna industries

## Module 2 Monitoring, evaluation and learning (MEL) and social analysis

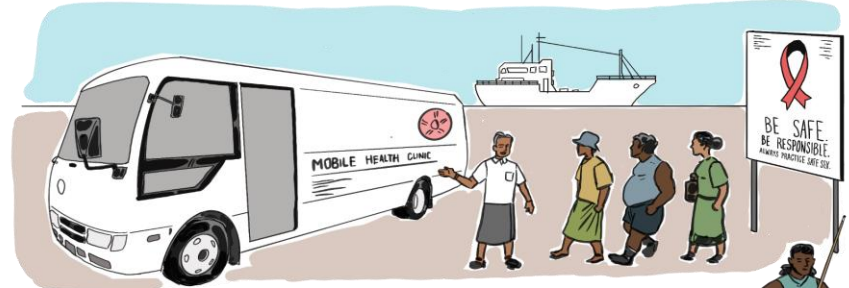


# Site specific – from the sea to the shore

## Module 3 HR and GESI at sea



## Module 4 HR and GESI in port areas



Decent working conditions; human rights abuses at sea

Migrant workers

Observer safety; Female observers/crew

Sex trade; GBV; Health; Crime; Stigma & Shame

Limited support services

Seafarer culture and toxic masculinity

# Site specific – from the sea to the shore

## Module 5 HR and GESI onshore processing



- ➔ Housing and transport to work
- ➔ Culture and gender norms in tuna processing work
- ➔ Turnover and absenteeism
- ➔ Household divisions of labour and gender-based violence
- ➔ Women in lower paid, less senior roles



# Broader HR/GESI relevance



## Module 6 HR and GESI in the informal small-scale tuna sector



## Module 7 HR and GESI in fisheries management and science



## Module 8 Stakeholder engagement for GESI and HR in tuna industries



# The national scale

## Module 9 Fiji case study





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Thank You!