



Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Maldives, Fishing and Processing

Published June 8, 2022

SEAFOOD SOCIAL RISK TOOL V2

Disclaimer

The Seafood Social Risk Tool has been prepared for information purposes only, and is not intended to constitute business, legal, market, financial or investment advice. The Seafood Social Risk Tool is designed to serve as an informational resource and does not override legislation or internal policies or procedures. It is recommended that all users of the Seafood Social Risk Tool seek independent legal advice. The Monterey Bay Aquarium Foundation shall not be responsible to any party related to its use or interpretation of the information contained in the Seafood Social Risk Tool.

Contents

About the Seafood Social Risk Tool	3
Overview	4
Base risks of forced labor, human trafficking, and hazardous child labor in the country in general...	4
Adjusted risks of forced labor, human trafficking, and hazardous child labor in the country's seafood supply chain.....	5
Summary of evidence of forced labor, human trafficking, and hazardous child labor in the seafood supply chain	6
Summary of factors that affect the likelihood of forced labor, human trafficking, and hazardous child labor in the seafood supply chain	6
Fishing	8
Processing and Trade.....	8
Due Diligence for Tropical Tuna in the Maldives	9
Maldives: Country-level indicators	11
Maldives: Seafood industry-level indicators.....	24
Maldives: Fishing indicators.....	27
Maldives: Processing indicators.....	33
References.....	36

About the Seafood Social Risk Tool

The Seafood Social Risk Tool profiles seafood production systems around the world and identifies areas within those systems that are at higher risk of containing forced labor, human trafficking, and hazardous child labor to help businesses begin to focus their efforts to improve human rights and labor conditions.

The tool includes more than 80 indicators of risk based on publicly available evidence of forced labor, human trafficking, and hazardous child labor abuses in seafood supply chains as well as an analysis of information about risk factors correlated with these abuses. This information is packaged into risk profiles specified by species and country of origin designed to help businesses better identify the potential for human rights abuses in their supply chains so they can take the first steps toward improving conditions for seafood workers.

The Seafood Social Risk Tool has been prepared for information purposes only, and is not intended to constitute business, legal, market, financial or investment advice. The Seafood Social Risk Tool is designed to serve as an informational resource and does not override legislation or internal policies or procedures. It is recommended that all users of the Seafood Social Risk Tool seek independent legal advice. The Monterey Bay Aquarium Foundation shall not be responsible to any party related to its use or interpretation of the information contained in the Seafood Social Risk Tool.

The Seafood Social Risk Tool was created in partnership with the Monterey Bay Aquarium, Sustainable Fisheries Partnership, Liberty Shared, and a team of human rights experts.

Monterey Bay Aquarium's Seafood Watch program raises awareness of important ocean conservation issues and empowers seafood consumers and businesses to make choices for healthy oceans.

Sustainable Fisheries Partnership is a US-registered nonprofit that operates globally to rebuild depleted fish stocks and reduce the environmental and social impacts of fishing and fish farming. The organization works by engaging fishery stakeholders and seafood businesses throughout the supply chain to promote the sustainable production of seafood.

Liberty Shared aims to prevent human trafficking through legal advocacy, technological interventions, and strategic collaborations with NGOs, corporations, and financial institutions globally.

To learn more about Seafood Watch, to view our seafood recommendations, or to view the Seafood Social Risk Tool, [visit SeafoodWatch.org](https://www.seafoodwatch.org).

Overview

The Maldives operates one of the main tropical tuna fishing fleets in the Indian Ocean, primarily catching skipjack tuna and to a lesser extent yellowfin tuna.ⁱ The Maldives is responsible for 16-percent of the total skipjack tuna catch in the Indian Ocean.ⁱⁱ These fish are caught one-by-one using pole-and-line gear.ⁱⁱⁱ The Maldives relies on the fishing industry for income and food, consuming the most fish per capita in the world at 142kg in 2016.^{iv} The fishing industry in the Maldives is second only to the tourism industry in income generated for the islands. It accounted for six percent of GDP in 2013 and exports valued at USD196.2 million in 2017.^v The fishing industry's contribution to GDP has declined as the tourism industry in the country has grown, but the value of catching and providing fish to feed people around the world has been steady for decades.

Base risks of forced labor, human trafficking, and hazardous child labor in the country in general

The overall context in the Maldives is not favorable toward the protection of workers. The Maldives has a large population of mostly Bangladeshi migrant workers that primarily work in the construction and hospitality sectors.^{vi} Estimates vary but suggest that a significant proportion of these migrant workers are undocumented and unprotected. The Maldives has lackluster policies with regards to protecting their migrant worker population and with convicting human trafficking cases. Corruption and official complicity in trafficking crimes, alongside a lack of resources and insufficient training for labor inspectors, law enforcement, and other officials, hinders the investigation and prosecution of trafficking cases.^{vii}

Fraudulent recruitment and other practices indicative of forced labor are common in the construction sector, mainly targeting Bangladeshi and Indian men. Abusive practices include the confiscation of identity and travel documents, withholding or non-payment of wages and debt-based coercion.^{viii}

While the constitution allows for workers' freedom of association, there is no law protecting this right. As a result, the courts refuse to recognize trade unions.^{ix} In addition, workers in several sectors including the resort sector are prohibited from striking under the Freedom of Peaceful Assembly Act and may be arrested for doing so.^x

Little is known about child labor in the Maldives. Although national legislation sets the minimum age for work at 16 years, rising to 18 years for hazardous work, there is no list of what constitutes hazardous occupations or activities.^{xi,xii} Child labor law enforcement efforts are hindered by a lack of labor inspectors and insufficient funding to adequately cover inspections across all islands, as well as a lack of training for new labor inspectors.^{xiii}

Adjusted risks of forced labor, human trafficking, and hazardous child labor in the country's seafood supply chain

There is little evidence of human trafficking and forced labor and no evidence was found of hazardous child labor in the Maldives seafood industry. The US Department of State's Trafficking in Persons report suggests that migrant workers on fishing vessels in the Maldives may have been targeted by traffickers for forced labor.^{xiv} However, details pertaining to this risk have not been found.

Information relating to potential abuses in the Maldives tuna industry is similarly sparse. Some information indicates that forced labor may have occurred in the longline fleet, however, the evidence is unclear as to whether these concerns were specific to the tuna longline fishery.^{xv} Fishing licenses for the Maldivian tuna longline fleet were suspended in 2019,^{xvi} though media reports indicate that internal government discussions have taken place in 2021 about the reinstatement of the longline bigeye tuna fishery.^{xvii}

Limited information is available regarding the workforce and employment characteristics in Maldivian tuna fishing and processing. Nevertheless, what we do know is indicative of a lower risk of human trafficking, forced labor, and hazardous child labor than in other industries in the Maldives. Most notably, although the Maldives relies heavily on migrant labor in other important industries such as construction and tourism, the country has kept foreign labor out of its tuna fishing and processing industry until very recently, and it is heavily monitored.^{xviii}

However, concerns about the environmental health of the Indian Ocean tuna fisheries and changing catches may have adverse consequences on the economic viability of the Maldives tuna sector, with potential knock-on effects for workers. The Maldives is heavily reliant on the tuna fishing industry for exports and to feed the islands. They have been fishing for as long as the islands have been populated and consider the practice to be integral to the island's survival. Much of the Maldivian tuna fishery is operated using pole and line and handline gear, which is generally considered a more sustainable fishing method. But the Indian Ocean skipjack and yellowfin tuna fisheries are poorly managed and yellowfin tuna is overexploited.

In addition, the Maldivian tuna fishery is highly seasonal,^{xix,xx} which may result in fishing and processing workers undertaking or being forced to undertake excessive working hours and overtime to meet production demands, though evidence of this was not found. The fishery's vulnerability to climate change may exacerbate such pressures on workers in the future if seasonal production trends are affected, with irregular fishing seasons already observed in recent years.^{xxi} Seasonal variations increase income insecurity,^{xxii} leaving workers in a more precarious position and more vulnerable to exploitation.

Summary of evidence of forced labor, human trafficking, and hazardous child labor in the seafood supply chain

Country-level indicators

- Domestic and foreign workers are exploited by traffickers in the Maldives and abroad. Migrant workers are subject to human trafficking and practices indicative of forced labor, including deception and withholding of wages. In addition, women and children are subject to sex trafficking and forced labor in domestic work.

Seafood industry-level Indicators

- Some evidence of traffickers targeting migrant workers on fishing and cargo boats in the Maldives for forced labor.
- No evidence was found linking the seafood industry to hazardous child labor.

Fishing indicators

- Some evidence indicates that forced labor may have occurred in the Maldives' longline fleet, however, it is unclear whether this relates to tuna. Licensing for the tuna longline fishery has been suspended since 2019, but it may be reinstated.

Processing indicators

- No evidence was found linking the Maldives' tuna processing industry directly to human trafficking, forced labor, or hazardous child labor.

Summary of factors that affect the likelihood of forced labor, human trafficking, and hazardous child labor in the seafood supply chain

Factors that increase the likelihood

Country-level indicators

- Poor performance against the indices for governance practices and systems.
- Low respect for workers' rights and frequent reports of protests being dismantled and systematic dismissal of workers participating in those protests.
- A major destination for migrant workers in the region, a significant fraction of them going unreported.
- The labor market depends on migrant labor, especially the construction and service industry.
- Island governments have not accurately reported the number of migrant workers to the centralized government.
- Enforcement of human trafficking, forced labor, and child labor laws is ineffective.

- The Maldives has not ratified the ILO Work in Fishing Convention 188 or Protocol 29 on forced labor.
- Maldivian Law does not do enough to protect against anti-union discrimination, which particularly affects migrant workers.

Seafood industry-level indicators

- Fisheries observers are not required to be on-board the vessel for the vessel to operate.

Fishing indicators

- Yellowfin tuna caught in the Indian Ocean are overexploited.
- Limited information on the tuna fishing workforce was found.

Processing indicators

- Limited information on the tuna processing workforce was found.

Factors that decrease the likelihood

Country-level indicators

- The Maldives is party to the Port State Measures Agreement, which targets illegal, unreported, and unregulated fishing.

Seafood industry-level indicators

- Several pole and line tuna fishing communities in the Maldives hold dual certification to Fair Trade USA and the Marine Stewardship Council, indicating efforts to improve and demonstrate good social and environmental practices, as well as better oversight of the supply chain.
- In 2016 the Maldives adopted an online Fisheries Information System (FIS) for their one-by-one fisheries to report vessels and their catches, increasing traceability for those fisheries.

Fishing indicators

- Foreign migrant workers do not comprise a significant part of the tuna fishing workforce. The foreign workers present in the workforce are closely monitored.
- The Maldives has not had a significant issue with IUU fishing.
- There is a government mandated minimum price set for tuna sold to the processors that has been upheld.
- The skipjack fishermen have control over who they sell their fish to.
- Evidence suggests that fishers are recruited through community ties rather than recruitment agents.

Processing indicators

- Processing is oriented heavily towards exports.
- Foreign migrant workers do not comprise a significant part of the processing workforce.
- Women are increasingly taking on leadership roles in tuna processing.

Fishing

The Maldives tuna fishery operates under the remit of the Indian Ocean Tuna Commission (IOTC) of which the Maldives is a member. The Maldives targets mostly skipjack and yellowfin tuna and a small amount of bigeye tuna.^{xxiii} Catch data reported to the IOTC for 2019 shows the total landings for all species of tuna to be 134,300 Metric tons (Mt), of which 66% (89,042 Mt) was skipjack tuna, 33% (44,700 Mt) was yellowfin tuna, and the remaining amount was bigeye, frigate, and kawakawa tuna.^{xxiv}

The Maldives tuna fishery consists of mostly small groups of fishermen using pole-and-line and handline gear.^{xxv} Skipjack tuna is primarily targeted with pole-and-line gear, while yellowfin tuna is mainly targeted with handline gear and to a lesser extent pole-and-line gear.^{xxvi} Longline and troll line gear are also used although licensing for the longline fleet has been suspended since July 2019 due to low compliance and irregularities in data reporting.^{xxvii}

Processing and Trade

Skipjack tuna caught by the fishermen are collected by collector vessels that travel up the coast and pay the fishermen for the fish when taking them. Yellowfin tuna are landed directly at the processing facility.^{xxviii} Skipjack is exported as frozen or canned tuna, or processed in other ways.

Thailand is the main export destination for frozen skipjack, and Germany and the United Kingdom are the main export destinations for canned tuna.^{xxix} Yellowfin tuna is exported as frozen loins and steak and fresh to Japan, Europe, the United States, the United Kingdom, France, and Germany. Canned tuna is also exported to the United Kingdom and Germany. A small proportion of yellowfin tuna is used domestically by hotels and restaurants.^{xxx}

Due Diligence for Tropical Tuna in the Maldives

Important Country-Specific Considerations

- The Maldives operates one of the main tropical tuna fishing fleets in the Indian Ocean, which is consumed domestically and exported to Thailand, Sri Lanka, the European Union, Russia, and Malaysia.
- Although the Maldives relies heavily on migrant labor in other important industries such as construction and tourism, the country has kept foreign labor out of its tuna fishing and processing industry until very recently, and it is heavily monitored.
- Much of the Maldivian tuna fishery is operated using pole and line and handline gear, which is generally considered a more sustainable fishing method; however, the Indian Ocean skipjack and yellowfin tuna fisheries are poorly managed and yellowfin tuna is overexploited.

Suggested Due Diligence Priorities & Questions

Worker Demographics

Limited information is available regarding the workforce and employment characteristics in Maldivian tuna fishing and processing.

1. What proportion of workers are considered low-skilled in the work environment?
2. What is the proportion of temporary and contract workers to permanent workers?
3. What is the proportion of women in the workforce? Are women in managerial roles?
4. What is the proportion of young workers (15-18 years old) in the workforce? What protocols are in place to protect young workers from workplace hazards?

Complaints Mechanisms

While the Maldives' Constitution allows for workers' freedom of association, there is no law protecting this right. As a result, the courts refuse to recognize trade unions.

1. Are there procedures to document, track, and resolve workplace grievances and complaints?
2. What are you doing to institutionalize worker organization and collective bargaining in your supply chain?

Compensation

Fishers operate independently through family-owned businesses, with captured skipjack tuna sold to collection vessels that are authorized to collect the tuna. However, there is little to no information on individual compensation practices in the Maldivian tuna fisheries sector.

1. Do you know how the workers are being paid? What payment structure is used to compensate fishers (e.g. piece rate, fixed monthly salary, catch share)?
2. What is the frequency with which fishers are paid?
3. How is the payment transferred to fishers (e.g. bank transfer, cash, in-kind)?
4. Do fish workers receive advance payments or loans?

Processing Activities

There is a limited degree of vertical integration in the Maldivian tuna supply chain, with almost all yellowfin tuna being landed at one of the 12 EU-certified processing facilities and exported to Europe. Collection vessels are owned by four government-contracted permit holders with exclusive contracts to purchase, process, and export skipjack tuna from designated fishery zones.

1. Do corporate policies support suppliers' abilities to reduce forced labor, human trafficking, and hazardous child labor in their operations? What strategies or objectives been developed to incentivize buying practices that reduce the prevalence of forced labor, human trafficking, and hazardous child labor?
2. To what extent are corporate policies on forced labor, human trafficking, and hazardous child labor enforced in the supply chain? Do suppliers know what to do or where to go if they find that there is forced labor, human trafficking or hazardous child labor in their operations?

Maldives: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index</p> <p>HDI Value (2019): 0.740</p> <p>HDI rank (2019): 95</p> <p>Maldives' HDI value for 2019 places it in the high human development category and positions it at 95 out of 189 countries and territories. This rank is shared with Tunisia.</p> <p>Maldives' HDI value for 2019 is below the average of 0.753 for countries in the high human development category and above the average of 0.641 for countries in South Asia.</p> <p>Maldives shows progress against each of the HDI indicators for income, health, and education from 1990 to 2019. However, when Maldives' HDI value is discounted for inequality, it falls to 0.584, a loss of 21.1% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for high HDI countries is 17.9% and for South Asia it is 25.9%.</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Global Human Development Indicators Country Profile:</p>
	<p>Poverty headcount ratio at national poverty line (% of population): 8.2% (2016).</p> <p>The poverty headcount ratio is lower than neighboring countries India and Indonesia, but higher than neighboring country Sri Lanka.</p> <ul style="list-style-type: none"> • India (2011) 21.9% • Sri Lanka (2016) 4.1% • Indonesia (2016) 10.9% 	<p>World Bank</p>
	<p>Global Hunger Index (2020): Not assessed</p> <ul style="list-style-type: none"> • India: 27.2, 'serious hunger' • Sri Lanka: 16.3, 'moderate hunger' • Indonesia: 19.1, 'moderate hunger' 	<p>Global Hunger Index (GHI)</p>

Indicator	Description	Sources
	<p>Note: GHI is scored on a 100-point GHI Severity Scale, where 0 is the best score (no hunger) and 100 is the worst (where ≥ 50 is 'extremely alarming').</p>	
<p>Country's position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region</p> <p>Maldives</p> <ul style="list-style-type: none"> HDI Value (2019): 0.740 HDI rank (2019): 95 <p>Neighboring countries:</p> <p>India HDI Value (2019): 0.645 HDI rank (2019): 131</p> <p>Sri Lanka HDI Value (2019): 0.782 HDI rank (2019): 72</p> <p>Indonesia HDI Value (2019): 0.718 HDI rank (2019): 107</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Global Human Development Indicators Country Profile:</p>
	<p>Comparing its recent economic growth to the general economic growth rates in the region</p> <p>Maldives GDP Growth (annual %): 6.987 (2019)</p> <p>Neighboring countries:</p> <p>India GDP Growth (annual %): 4.181 (2019)</p> <p>Sri Lanka GDP Growth (annual %): 2.283 (2019)</p> <p>Indonesia GDP Growth (annual %): 5.025 (2019)</p>	<p>World Bank Databank figures on annual economic growth</p>

Indicator	Description	Sources
	<p>Migration data</p> <p>Net migration rate (immigrants minus emigrants per 1,000 population) for Maldives is: 22.8 (2020).</p> <p>Net migration number (immigrants minus emigrants) (2015-2020): 57 thousand.</p> <p>Migration inflows (Year): No data for migration inflows.</p>	<p>IOM Migration Data Portal.</p> <p>UN DESA, Net Number of Migrants</p>
	<p>Regional migration trends and patterns</p> <p>he 2018 Maldivian country profile by the International Organization for Migration describes the migration trends in-depth.</p> <p>The Maldives is a source and destination country for migrants.</p> <p>Most people migrate to the Maldives for work, predominantly coming from Bangladesh, India, and Sri Lanka. In 2015, nearly 60% of migrants were Bangladeshi. The labor market has come to rely on this migrant population. The main sectors employing foreign workers are construction and hospitality. (IOM, 2019)</p> <p>The number of migrants immigrating to the Maldives has increased significantly since the 1990s, reaching 70.1 thousand foreign-born residents in 2020, up from 8.7 thousand in 1990. Global Migration Data Portal, 2021</p> <p>Internal migration largely reflects the movement of people from the Atolls to Male', which supports the largest proportion of internal migrants.</p> <p>Most of the documented Maldivian emigration is students traveling abroad to India, Sri Lanka, Malaysia, Australia, and the United Kingdom for school. The second largest category of people traveling out of the Maldives are people looking for employment moving to Australia, India, and the</p>	<p>International Organization for Migration: Maldives, 2018</p> <p>Migration Policy Institute</p> <p>IOM Migration Country Profile, 2018</p> <p>Global Migration Data Portal, 2021</p>

Indicator	Description	Sources
	United Kingdom. Refugees that are registered travel to the United Kingdom.	
	<p>Known human trafficking routes</p> <p>The US Department of State’s 2021 Trafficking in Persons (TIP) Report identifies victims of trafficking and fraudulent recruitment from Bangladesh, India, Sri Lanka, Pakistan, South Asia and Nepal. To a lesser extent, women from Africa, Asia and Eastern Europe are subjected to sex trafficking.</p>	<p>US Department of State, 2021 Trafficking in Persons (TIP) Report</p>
<p>Governance practices and systems in a country (measured through indexes)</p>	<p>WGI (year) Percentile rank -</p> <ul style="list-style-type: none"> • Voice and Accountability: 33.99 • Political Stability and Absence of Violence: 48.10 • Government Effectiveness: 42.79 • Regulatory Quality: 34.62 • Rule of Law: 39.42 • Control of Corruption: 46.15 <p>Maldives ranks in the lower percentiles for all six indicators. Maldives ranks closely to the regional average for South Asia in all but two indicators, ‘Political Stability and Absence of Violence’ and ‘Control of Corruption’, in which it ranks higher.</p> <p>Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.</p>	<p>World Governance Indicators (WGI)</p>
	<p>Corruption Perception Index (2020) –</p> <p>Score: 43/100</p> <p>Rank: 75/180 countries and territories</p> <p>More than two-thirds of countries score below 50 on this year’s CPI, with an average score of just 43. Maldives’ score</p>	<p>Transparency International Corruption Perception Index (CPI)</p>

Indicator	Description	Sources
	<p>of 43 places it at the average and positions it 75th out of 180 countries and territories.</p> <p>Maldives scores less than the regional average of 45 for the Asia Pacific.</p> <p>Neighboring countries:</p> <ul style="list-style-type: none"> • India: 40/100 • Sri Lanka: 38/100 • Indonesia: 37/100 <p>Note: Based on 0 = Highly Corrupt, 100 = Very Clean.</p>	
	<p>Basel Anti-Money Laundering Index</p> <p>No data available for the Maldives.</p>	<p><u>Basel Anti-Money Laundering (AML) Index</u></p>
	<p>Global Rights Index</p> <p>The Maldives is not included the Global Rights Index.</p>	<p>International Trade Union Conference (ITUC) <u>Global Rights Index (GRI)</u></p> <p><u>ITUC Global Rights Index 2019 Report</u></p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2016): 97.735%</p> <p>Adult female literacy rate (2016): 98.115%</p> <p>Adult male literacy rate (2016): 97.299%</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> • Sri Lanka (2018) 91.71% • India (2018) 74.373% • Indonesia (2018) 95.659% 	<p><u>World Bank Open Data</u></p>
	<p>Primary school completion rates (2019): 91.667%</p>	<p><u>World Bank Open Data</u></p>

Indicator	Description	Sources
	<p>Primary completion rates, female (% of relevant age group) (2019): 93.096%</p> <p>Primary completion rates, male (% of relevant age group) (2019): 90.321%</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> • Sri Lanka (2017) 102.39% • India (2019) 91.661% • Indonesia (2018) 102.335% <p>Note: “There are many reasons why the primary completion rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of primary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of primary education.”</p>	
	<p>Lower secondary education completion rates (2019): 111.175%</p> <p>Lower secondary completion rates, female (% of relevant age group) (2019): 101.095%</p> <p>Lower secondary completion rates, male (% of relevant age group) (2019): 122.318%</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> • Sri Lanka (2017) 96.37% • India (2019) 83.223% • Indonesia (2017) 89.972% <p>Note: “There are many reasons why the rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of lower secondary education as well as children who entered school early, while the denominator is the number of</p>	<p>World Bank Open Data</p>

Indicator	Description	Sources
	children at the entrance age for the last grade of lower secondary education.”	
	<p>School enrolment, tertiary (2017): 31.224% gross</p> <p>School enrolment, tertiary, female (2017): 59.778% gross</p> <p>School enrolment, tertiary, male (2017): 16.618% gross</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> • Sri Lanka (2019) 21.128% • India (2019) 28.573% • Indonesia (2018) 36.311% 	World Bank Open Data
Attitudes towards migrant workers in a country’s population	<p>Migrant Acceptance Index</p> <p>No data for the Maldives</p>	Gallup Migrant Acceptance Index
Legislation and regulation to protect migrant workers	<p>Coverage of legal provisions under the labor laws</p> <p>The Maldives has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. UN Treaty Body Database</p> <p>The Immigration Act of 2007 (No. 1/2007) establishes rules for the entry, departure and deportation of foreign nationals and migrant workers. ILO NATLEX Database</p> <p>The Expatriate Employment Regulation adopted in 2009 imposes rules for the employer to follow, which includes; paying their salary, having responsibility for the worker during their stay in the Maldives, to provide food and accommodation during employment, paying for the agreed upon expenses, paying for the work permit and fees, and if the contract was terminated early; paying for their return to their home country. ILO NATLEX Database</p> <p>Some occupations are not open to foreign workers and limits are set on the number of foreign workers that may</p>	<p>UN Treaty Body Database</p> <p>ILO NATLEX Database: Immigration Act, 2007</p> <p>ILO NATLEX Database: Expatriate Employment Regulation, 2009</p> <p>IOM: Migration in Maldives 2018</p>

Indicator	Description	Sources
	<p>be employed in some industries. Workers are assigned to specific employers, though they may change employer or occupation upon agreement with their original employer and approval from Maldives Immigration.</p>	
	<p>Access to social protection, health, and education</p> <p>Migrant workers have limited access to social protection schemes and health care. Under the Maldivian Pensions Act (Amended 2014), employers may voluntarily enroll migrant workers in a pension scheme, but they are not required to do so. Migrant workers are not entitled to other social security benefits.</p> <p>While the Maldivian Health Services Act (2015) provides migrants with rights to access health care that equal those of nationals, migrant workers are typically only provided with basic health insurance coverage for hospitalization and repatriation or burial in the event of death. Everyday medical care is not covered by basic insurance and workers may not be fully aware of the exact health coverage provided to them.</p> <p>Professional workers are entitled to sponsor dependents. However, the availability of affordable accommodation, employment for spouses, and quality of education for children is limited.</p>	<p>IOM: Migration in Maldives 2018</p>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>The Maldives has a bilateral MOU with Bangladesh to establish a Center for monitoring employers and monitoring the supply and demand for foreign workers.</p>	<p>Measures to Increase Employment of Nationals in Expatriate Dominated Occupations and promote decent work among all workers, 2016</p>

Indicator	Description	Sources
Ratification of relevant international conventions and domestication of conventions into a national legal framework (Forced labor, human trafficking, and hazardous child labor)	Convention No. 29 – In Force	<u>Forced Labour Convention, 1930 (No. 29)</u>
	Convention No. 105 – In Force	<u>Abolition of Forced Labour Convention, 1957 (No. 105)</u>
	Convention No. 138 – In Force	<u>Minimum Age Convention, 1973 (No. 138)</u>
	Convention No. 182 – In Force	<u>Worst Forms of Child Labour Convention, 1999 (No. 182)</u>
	Protocol 29 – Not Ratified	<u>Protocol of 2014 to the Forced Labour Convention, 1930 (P29)</u>
	Palermo Protocol – Assented to.	<u>Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational</u>

Indicator	Description	Sources
		Organized Crime (the ‘Palermo Protocol’)
	Convention No. 188 – Not Ratified	ILO Convention 188 on Work in Fishing ;
	PSMA – Party to the PSMA	The FAO Port State Measures Agreement (PSMA)
	<p>Domestication into national legislation</p> <p>All forms of forced labor are prohibited by law.</p> <p>The minimum age for work is set at 16 years, as regulated by Section 6 of the Employment Act (9) and the Law on the Ratification of ILO C. 138.</p> <p>The minimum age for hazardous work is set at 18 years, as regulated by Section 7 of the Employment Act (9) and the Law on the Ratification of ILO C. 182.</p> <p>The Prevention of Human Trafficking Act (PHTA) criminalizes some forms of sex and labor trafficking. The Act requires transportation of a victim for the case to be considered a trafficking offence. The law criminalizes child sex trafficking but is not explicit in criminalizing forced prostitution of adults as a trafficking offence. Penalties of up to ten years’ imprisonment are prescribed for trafficking offenses involving adults and up to 15 years’ imprisonment for those involving children.</p>	<p>USDOS Country Reports on Human Rights Practices: Maldives</p> <p>USDOL Child Labor and Forced Labor Reports: Maldives</p> <p>USDOS Trafficking in Persons Report: Maldives</p>
Regulation of recruitment	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>In September of 2019, a task force distinct from the National Anti-Trafficking Steering Committee (NAHTSC) to enforce the government’s regulations for migrant workers. This task force created a cap for the number of unskilled</p>	US Department of State Trafficking in Persons (TIP) Report

Indicator	Description	Sources
	<p>workers in the Maldives from each country. This cap of 150,000 prevented more unskilled workers from Bangladesh from entering the country. USDOS TIP Report, 2020</p>	
<p>Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions</p>	<p>The USDOS 2021 TIP Report assigns the Maldives a Tier 2 TIP ranking, stating “The Government of Maldives does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so.” Compared to the previous reporting period, the Maldives has made significant efforts to curb human trafficking. While not up to the standards, these improvements to the enforcement of anti-trafficking laws were enough to move the Maldives from the Tier 2 Watch list to Tier 2. USDOS TIP Report 2021 (373).</p> <p>According to the TIP Report, the Maldives’ government has taken some of the recommended measures outlined in the previous reporting period and has made significant changes to their system from the previous reporting period. These include amending the Prevention of Human Trafficking Act (PHTA) to bring the definition of human trafficking into line with the 2000 UN TIP Protocol. The government has devoted resources to a plan that would, in the future, have the Maldives meet the minimum standards for the elimination of trafficking. Nevertheless, the Maldives still does not file charges against employers or recruitment agents responsible for labor violations and the Maldivian government still does not have adequate practices for identifying victims of trafficking. USDOS TIP Report 2021</p> <p>The Maldivian government increased their efforts to enforce anti-trafficking violations, but overall, they decreased trafficking investigations, prosecutions, and convictions. Previously, there were reports of illegal quotas for the number of migrant workers allowed in the country, which had facilitated illegal human trafficking and recruitment. There was alleged bribery of senior</p>	<p>US Department of State Trafficking in Persons (TIP) Report</p>

Indicator	Description	Sources
	<p>immigration officials by Maldivian recruiters to increase their quotas to recruit more migrant workers into the country. During the reporting period, two former and two current immigration officials were investigated for alleged complicity in the case. Meanwhile, labor inspectors were accused of accepting bribes to not report labor violations they witnessed, and employers were warned of incoming inspections. USDOS TIP Report 2021</p> <p>The Labor Relations Authority (LRA) inspected around 70 worksites, including private homes, in 2020, a decrease from 200 in 2019. The LRA lacks the resources, staff, and training to effectively inspect every complaint, but the government has acknowledged that the office, among others lacks training on identifying trafficking cases. The LRA have the authority to mediate between the employee and the employer, and to file civil cases to impose a fine, however the government did not enforce the settlements, so employers refused to pay without repercussions. The LRA also uses an online portal for the island council to report their number of individuals, however some of the councils didn't have their businesses register employees because it would expose how many of them were undocumented. USDOS TIP Report, 2021</p>	
	<p>The 2019 US DOL Findings on the Worst Forms of Child Labor report find that while there are efforts by the government to reduce the amount of forced labor and child labor, there are gaps. Notably, the country lacks a specific definition of what constitutes hazardous child labor and protection from sexual exploitation that meets international standards that make the enforcers of these laws unable to do so effectively. US DOL, 2019</p>	<p>US Department of Labor Findings on the Worst Forms of Child Labor</p>
	<p>Global Slavery Index</p> <p>The Maldives is not assessed by the Global Slavery Index.</p>	<p>Global Slavery Index's overall ratings</p>

Indicator	Description	Sources
	<p>Note: The GSI ranks government responses from AAA (very comprehensive response) to D (very inadequate), and a higher rating on the GSI is assumed to mean lower risk by the SSRT.</p>	
	<p>Documentation from national labor inspection and other law enforcement agencies</p> <p>Unknown</p>	
	<p>The Maldives has had one evaluation in 2015, when the government was working towards setting up its own democratic system. The ILO set up a Project with three objectives to support the Maldives. These three objectives were, to revise the legal framework to implement international labor standards, reform the labor law administration, and for independent workers' and employers' organizations to have better cooperation and labor-management relations.</p>	<p><u>ILO Committee of Expert on the Application of Conventions and Recommendations, Maldives</u></p>
<p>Evidence of forced labor, human trafficking, and hazardous child labor in the country</p>	<p>Domestic and foreign workers are exploited in the Maldives, and Maldivian workers are exploited abroad. According to the <u>USDOS TIP Report 2021</u>, undocumented foreign workers, primarily men from Bangladesh and India, are subject to abusive labor practices indicative of forced labor in the construction and service sectors. South Asian women are exploited in domestic services, and women and girls from the Maldives and from other South Asian countries are subjected to sex trafficking.</p>	<p><u>USDOS TIP Report 2021</u></p>

Table 1: Maldives - Country-level indicators

Maldives: Seafood industry-level indicators

Indicator	Description	Sources
Direct evidence of Forced labor, human trafficking, and hazardous child labor	The 2021 TIP Report describes some evidence of traffickers targeting migrant workers on fishing and cargo boats in the Maldives for forced labor. USDOS TIP Report 2021	USDOS, 2021 Trafficking in Persons (TIP) Report
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	While there is evidence of hazardous child labor in other industries such as domestic work and commercial sexual exploitation, no indicators were found of hazardous child labor occurring in the seafood industry.	USDOL, 2017 Child Labor and Forced Labor Reports
Fishing, aquaculture and processing regulations and policies	<p>Labor-related fishing legislation ILO NATLEX Database</p> <p>The 2018 Global Slavery Index (GSI) for fishing: Not on the GSI</p> <p>The main fisheries authority in the Maldives is the Ministry of Fisheries, Marine Resources and Agriculture.</p> <p>Related regulations and polices include:</p> <p>Fisheries Act of the Maldives (No. 14/2019) ILO NATLEX Database</p> <ul style="list-style-type: none"> • Section 10 of this Act will require The Maldives Pension Administration Office will plan to provide pension and disability to fishers. • Section 9 subsection A of this Act mandates the formulation of a registry to register fishers, fishing crew, fishing vessel owners and the information of the fishing vessels. Sub section b allows for the information gathered for this register is obtained through the local councils of the islands. 	ILO NATLEX Database Global Slavery Index (GSI) 2018 - Fishing ILO NATLEX Database: Fisheries Act of the Maldives

Indicator	Description	Sources
Enforcement and implementation of industry-specific regulations and policies	<p>According to Section 57 subsection a of the Fisheries Act of the Maldives, the enforcement of the Fisheries Act is enacted by The Coast Guard, Police Service, and the Maldives Customs Service. ILO NATLEX Database</p> <p>However, according to the 2020 TIP Report, there has been insufficient law enforcement when referring to human trafficking offences. Nothing specific to the seafood industry.</p>	ILO NATLEX Database: Fisheries Act of the Maldives
Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)	<p>In Section 69 of the Fisheries Act, observers are mandated by law to report on fishing violations, however it does not require observers to be on board of a vessel for that vessel to operate. These observers are required to report on environmental infractions and for scientific purposes. ILO NATLEX Database</p> <p>According to the Maldives 2020 report to the IOTC, the Maldives plans to shift to an electronic fishery observer system in the future. Government of the Republic of Maldives, 2020</p> <p>There are many records of unions and support for workers in the tourism industry, but not much is known about the seafood industry.</p>	ILO NATLEX Database: Fisheries Act of the Maldives Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020
Worker access to a functional grievance mechanism	Unknown	
Access to join a trade union	In 2012, Maldives Ports Limited dismissed a significant number of the Maldives Port Workers Union (MPWU). The remaining members were moved to other islands and there were reports of threats and harassment to prevent workers from joining or engaging in unions. ITUC 2013	ITUC

Indicator	Description	Sources
	<p>According to the ITUC, Maldivian Law does not do enough to protect against anti-union discrimination, which particularly effects migrant workers. ITUC 2013</p>	
<p>Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor</p>	<p>The Maldivian pole and line tuna fisheries, which consists of a fleet of 33 family-owned vessels in fishing communities from five islands, has renewed its Fair-Trade certification and Marine Stewardship Council certification. They have held this dual certification since 2017, and separately held MSC certification since 2012. They are also working with the company Blueyou Trading, to support the local fishing communities by sending back some of the catch to the families. (Kearns)</p> <p>Maldives Quality Seafood (MQS) and Ensis, both handline fishing operations based in the Maldives, joined the International Pole & Line Foundation (IPNLF), which is committed to supporting sustainably caught seafood. MQS was also the first tuna producer to be Fair Trade Certified in the Maldives. (Ralte)</p> <p>In 2016, the Maldives adopted an online Fisheries Information System (FIS) for their one-by-one fisheries to report vessels and their catches. While it is more focused on sustainability, the FIS inherently introduces traceability into the seafood supply chain by reporting on supply chain visibility, vessel-dock capture, and data verification. (Ralte)</p>	<p>Kearns, Madelyn. "Maldives Pole-and-Line Tuna Fishery Renews Fair Trade Certification, Expands Program." SeafoodSource Official Media, 4 Feb. 2021.</p> <p>Ralte, Rachel. "More Maldivian Support for Sustainable One-by-one Tuna Fisheries." The Fish Site, 14 Feb. 2017</p>

Table 2: Maldives - Seafood industry-level indicators

Maldives: Fishing indicators

Indicator	Description	Sources
<p>Direct evidence of Forced labor, human trafficking, and hazardous child labor</p>	<p>In July 2019, an alert was sent to the European Commission about human trafficking and forced labor activities being conducted in the Maldives longline fleet. The European Commission threatened a possible ban of all Maldivian fishery products to Europe if the forced labor and human trafficking was not addressed.</p> <p>It is unclear whether this information relates to tuna fishing, nevertheless, the Maldivian Government then suspended longline fishing, including longline tuna fishing, until new regulations could be put into place. (Zameel, 2019)</p> <p>The Ministry of Fisheries Marine Resources and Agriculture (MoFMRA) does not have any specific requirements for crewing the longline vessels that are bought by Maldivian companies from other countries. Most of these foreign crew members are from south-east Asian countries, which are well-known for engaging in forced labor and human trafficking practices. (Zameel, 2019)</p> <p>Notably, the total tuna caught by the longline fleet for the Maldives had been much reduced by 2019. The catch comprised only 523 Mt of tuna caught by coastal longlines, equivalent to 0.39% of the total catch, and only 41 Mt by longlines, equivalent to only 0.03% of the total tuna catch. Indian Ocean Tuna Commission</p> <p>Recent media reports indicate that licensing for the tuna longline fleet may be reinstated as of 2021. Nevertheless, the fleet carries an increased risk of dangerous and unethical fishing practices. The fishermen on the longline fleet spend weeks without access to land, and that carries a risk of labor violations. (The Times of Addu, 2021)</p>	<p>Zameel H. 2019. Towards the ratification and implementation of ILO Work in Fishing in Convention, 2007 in the Maldives [thesis]. [Malmo, Sweden]: World Maritime University</p> <p>Indian Ocean Tuna Commission</p> <p>The Times of Addu, 2 May 2021, 'Maldives fishermen protest against reintroducing long-line fishery'</p>
<p>ILO indicators of forced labor and</p>	<p>No evidence found.</p>	

Indicator	Description	Sources
ILO R190 definition of hazardous child labor		
Fishing Characteristics	<p>Thirty or more days at sea</p> <p>In the case of the yellowfin fishery, voyages can last for up to two weeks. (IPNLF, 2015)</p>	<p>IPNLF, Socio-Economic Assessment of the Tuna Fisheries in the Maldives, 2015</p>
	<p>Targeting overexploited stocks</p> <p>Skipjack tuna caught in the Indian Ocean is not overexploited. However, overfishing of yellowfin tuna is occurring, and the stock is overfished. Even though the Maldives has proposed a management plan to reduce the number of yellowfin tuna caught, this plan has not been followed and the stock continues to be overfished. Several pole and line tuna fishing communities in the Maldives hold dual certification to Fair Trade USA and the Marine Stewardship Council, indicating efforts to improve and demonstrate good social and environmental practices, as well as better oversight of the supply chain. (Vyawahare, 2021)</p> <p>FishSource Scores:</p> <ul style="list-style-type: none"> • Skipjack – Indian Ocean <ul style="list-style-type: none"> ○ Current Health - 8 ○ Future Health – 9.6 • Yellowfin tuna <ul style="list-style-type: none"> ○ Current Health – 7.3 ○ Future Health – 7.2 <p>ISSF status report:</p> <ul style="list-style-type: none"> • [Indian Ocean skipjack tuna] “Overfishing is not occurring and the stock is not overfished.” • [Indian Ocean yellowfin tuna] “The stock is estimated to be overfished and overfishing is 	<p>FishSource</p> <p>Seafood Watch, Seafood Recommendations</p> <p>International Seafood Sustainability Foundation (ISSF), March 2021, Status of the World Fisheries for Tuna</p> <p>Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020</p> <p>Malavika Vyawahare, Mongabay, NGOs back Maldives' ambitious plan to save Indian Ocean yellowfin tuna, 2021</p>

Indicator	Description	Sources
	<p>occurring due to an increase in catch levels in recent years.”</p> <p>Tropical Tuna caught in the Indian Ocean is rated by Seafood Watch as:</p> <ul style="list-style-type: none"> • Skipjack <ul style="list-style-type: none"> ○ Handlines and hand-operated pole-and-lines – AVOID ○ Trolling lines – AVOID • Yellowfin <ul style="list-style-type: none"> ○ Trolling lines – AVOID ○ Drifting longlines – AVOID ○ Handlines and hand-operated pole-and-lines – AVOID 	
Evidence of correlated practices	<p>IUU fishing</p> <p>In 2019, the Maldivian government suspended the licenses of the longline fleet due to warnings from the EU about illegal practices. Some of these practices included illegal exchanges of catch between vessels and catching the overfished yellowfin tuna instead of the intended bigeye tuna. Most of the crew on these vessels are expatriates, the Maldivian government is taking measures to prevent foreign vessels from longline fishing in Maldivian waters. (The Edition, 2019)</p> <p>The IUU Fishing Index gives the Maldives a score of 2.23 (1 being the best, and 5 the worst), ranks it 81st out of 152 countries, 19th out of 20 Asian countries, and 13th out of 24 West Indian Ocean countries. Of the three categories assessed (Vulnerability, Prevalence, and Response) the Maldives scores most poorly on the general score for response (score 2.86) and under the framing of port score by vulnerability (score 4.00). IUU Fishing Index</p> <p>The Maldives has not received any official warnings from the European Commission under the EU carding scheme</p>	<p>The Edition, EU warning to Maldives over illegal longlining practices: Fisheries Minister, 2019</p> <p>IUU Fishing Index</p> <p>European Commission, Overview of existing procedures as regards third countries</p> <p>RFMO IUU Vessel Registers</p> <p>NOAA identification of IUU</p>

Indicator	Description	Sources
	<p>for IUU fishing. European Commission, Overview of existing procedures as regards third countries</p> <p>There were no mentions of the Maldives being involved in any incidents involving IUU fishing for tuna in the 2019 NOAA Improving International Fisheries Management Report to Congress. NOAA identification of IUU</p>	
	<p>Transshipment</p> <p>At-sea transshipment is banned in the Maldives, and Maldivian flagged vessels do not transship in Maldivian waters, but there are collector vessels that collect the tuna from the fishing vessels to then bring them to processing centers on the main island.</p>	<p>Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020</p>
	<p>Suspect or illegal flagging practices</p> <p>The Maldives is not listed as a flag of convenience by the ITF's fair practices committee.</p> <p>One instance was found of a fraudulent use of the Maldivian flag in 2018. (IMO)</p>	<p>International Transport Worker's Federation (ITF) Flag of Convenience FOC countries</p> <p>Combined IUU Vessels List</p> <p>IMO, Registration of ships and fraudulent registration matters</p>
	<p>AIS dark spots to conceal criminal activities</p> <p>In the waters in the Maldivian area, there were thousands of industrial sized (12-24m) vessels that were not using AIS. These included baitboats from the Maldives, India and Indonesia. (FAO)</p> <p>According to the Maldives 2020 report to the IOTC, VMS is used on some pole-and-line and handline vessels but not all. Efforts are reportedly underway to overhaul the system</p>	<p>FAO, Global Atlas of AIS-based fishing activity</p> <p>Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee</p>

Indicator	Description	Sources
	with new technology. Government of the Republic of Maldives, 2020	of the Indian Ocean Tuna Commission, 2020
Workforce Characteristics	<p>The proportion of fishers that are migrant workers</p> <p>The Maldives has updated its legislature for migrant workers in the tuna fishery industry, stating that foreign nationals are only allowed on certain categories of pole-and-line and handline fisheries only. Only two foreign nationals are permitted on board the vessels and they are only allowed to participate in maintenance duties like housekeeping, cooking, and watch-keeping. Finally, all foreign nationals must have a valid work permit. Other than these restricted positions, all other crew must be Maldivian nationals. (Maldives Tuna Management Plan, 2020)</p>	Maldives Tuna Management Plan, 2020
	<p>A high proportion of fishers from ethnic minority and other marginalized groups</p> <p>Unknown</p>	
Recruitment and Contracts	<p>Use of recruitment agents</p> <p>The recruitment of crew members to fishing vessels is an informal arrangement between the captain and the crew. They are often family or close friends from the same small knit community. (MSC, 2019)</p>	MSC, Maldives Pole-and-line Skipjack Fishery, Certificate Holder Forced and Child Labor Policies, Practices and Measures, 2019
	<p>Contract-and compensation- related regulations and practices</p> <p>The fishermen build their own boats, frequently by themselves and by using loans, and have control over who they sell their fish to. They are paid weekly, and the pay is evenly distributed throughout the crew, except for an extra</p>	<p>Food and Agriculture Organization of the United Nations</p> <p>Ali Faaig, The Times of Addu, 2020</p> <p>IPNLF, Socio-Economic Assessment of the</p>

Indicator	Description	Sources
	<p>wage paid to the master fishermen and to the vessel owner for management of the vessel's upkeep. (FAO)</p> <p>The fishermen sell their catch to any of the four fish collector vessels, one for each processor. To prevent collector companies from abusing the fishermen, the government has set a minimum price under section 12 of Skipjack Purchase and Export Regulation 2001. Processing companies have tried to pressure the government into abolishing the minimum price, but they have never succeeded. (FAO)</p> <p>As of 2020, the minimum price for tuna has been re-set. For Skipjack and Yellowfin tuna under 1.5 kilograms, the minimum price is set at 5.15 Rufiyaa per kg, or 0.33 cents in USD. Above 1.5kg the minimum is 13 Rufiyaa per kg, or 0.84 cents in USD. The Times of Addu, 2020</p> <p>Compared to other countries in their economic bracket, fishermen in the Maldives are relatively well payed. Their income has been steadily increasing over the years. In 2013, payment could be between \$2,560 for a good month to \$640 in a bad one. Payment varies depending on the type and size of the vessel, but overall fishermen are some of the highest paid people in the Maldives. (IPNLF, 2015)</p>	<p>Tuna Fisheries in the Maldives, 2015</p>

Table 3: Maldives - Fishing indicators

Maldives: Processing indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	No evidence found.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	There has been evidence of children working in seafood processing, specifically in drying and storing fish including tuna, but the evidence is outdated and is not indicative of hazardous child labor. (Wessels, 2017)	Wessels, P, (2017) The roles of women in Maldivian one-by-one tuna supply chains: A scoping study, Dalhousie University, International Pole & Line Foundation.
Processing Characteristics	<p>Processing stage</p> <p>The fish are brine frozen on these vessels to be transported to processing facilities. Yellowfin tuna are taken straight to the processing facilities. (FAO)</p> <p>Processing on land includes, frozen, smoked, salt dried, canned fish and as fishmeal. (Faiz)</p>	<p>Food and Agriculture Organization of the United Nations</p> <p>Mohamed Faiz, The Status of Fisheries in the Republic of Maldives, Ministry of Fisheries & Agriculture</p>
	<p>Consolidation and vertical integration</p> <p>There is a limited degree of vertical integration in the Maldivian tuna supply chain. Fishers operate independently through family-owned businesses. The captured skipjack tuna is sold to collection vessels that are authorized to collect the tuna. The collection vessels are owned by four government-contracted permit holders with exclusive contracts to purchase, process, and export skipjack tuna from designated fishery zones. Almost all yellowfin tuna is landed at one of the 12 EU certified processing facilities and</p>	Food and Agriculture Organization of the United Nations

	exported to Europe. These facilities are centrally located near the capital. (FAO)	
	<p>Domestic versus export</p> <p>The Maldives mainly exports tuna to Thailand, Sri Lanka, the European Union, Russia, and Malaysia, among others. (FAO)</p> <p>The islands also rely on tuna as a staple of their diet, consuming 163 kg per capita. This is also while 70% of their exports are tuna related products. (Kearns, 2020)</p>	<p>Food and Agriculture Organization of the United Nations</p> <p>Madelyn Kearns, SeafoodSource, Maldivian fishermen, processors band together and reduce yellowfin tuna catch by five times the IOTC requirement, 2020</p>
Workforce Characteristics	<p>Skilled versus low-skilled</p> <p>Unknown</p>	
	<p>The proportion of women in the workforce</p> <p>A study of women’s contributions to tuna supply chains in Naifaru, the capital of Lhaviyani Atoll, an administrative division of the Maldives, found that women occupy most of the workforce in the tuna processing sector. Historically, their main occupation was cleaning and cutting the fish, but more recently the number of women in managerial and foreman positions has been increasing. (Wessels, 2017)</p>	<p>Wessels, P, (2017) The roles of women in Maldivian one-by-one tuna supply chains: A scoping study, Dalhousie University, International Pole & Line Foundation.</p>
	<p>The proportion of migrant versus local workers</p> <p>Workers are mainly Maldivian women. (FAO)</p>	<p>Food and Agriculture Organization of the United Nations</p>
	<p>The proportion of minority or indigenous workers</p> <p>Unknown</p>	
	<p>The proportion of temporary and contract versus permanent workers</p>	

	Unknown	
	Workers' origins Fishing has been a family operated and owned occupation in the Maldives for centuries. Processing workers are mainly Maldivian women. (FAO)	Food and Agriculture Organization of the United Nations
	Migrant worker language (vs. dominant language in the industry) Unknown	
	GDP per capita of processing country and main worker source country Unknown	
	Legal presence (regularity) of migrant workers Unknown	
	The ability of migrant workers to change jobs Unknown	
Recruitment and Contracts	Use of contractors and recruitment agents Unknown	
	Compensation method The general minimum wage for the Maldives is 3,100 MVR per month. The minimum wages in tuna processing are unknown. (WageIndicator)	WageIndicator

Table 4: Maldives - Processing indicators

References

- ⁱ Indian Ocean Tuna Commission, October 2020, Review of the statistical data and fishery trends for tropical tunas, IOTC-2020-WPTT22(AS)-03_Rev4. Available at <https://iotc.org/documents/WPTT/2202/03> [Accessed on 16 June 2021].
- ⁱⁱ Hohne-Sparboth T. Ziyad A. Adam M.S., 2015. *A Socio-Economic Assessment of the Tuna Fisheries in the Maldives* [Online]. Available at: <http://ipnlf.org/perch/resources/socio-economic-assessment-of-the-tuna-fisheries-in-the-maldives.pdf> [Accessed on 11 June 2021].
- ⁱⁱⁱ FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{iv} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^v FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{vi} IOM 2019, Migration in Maldives: A Country Profile 2018. Available at: <https://publications.iom.int/books/migration-maldives-country-profile-2018> [Accessed on 21 June 2021].
- ^{vii} U.S. Department of State, 2021, Trafficking in Persons Report, Maldives. Available at: <https://www.state.gov/reports/2021-trafficking-in-persons-report/maldives/> [Accessed on 23 July 2021].
- ^{viii} U.S. Department of State, 2021, Trafficking in Persons Report, Maldives. Available at: <https://www.state.gov/reports/2021-trafficking-in-persons-report/maldives/> [Accessed on 23 July 2021].
- ^{ix} U.S. Department of State, 2020, Country Reports on Human Rights Practices: Maldives. Available at: <https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/maldives/> [Accessed on 23 July 2021].
- ^x U.S. Department of State, 2020, Country Reports on Human Rights Practices: Maldives. Available at: <https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/maldives/> [Accessed on 23 June 2021].
- ^{xi} U.S. Department of State, 2020, Country Reports on Human Rights Practices: Maldives. Available at: <https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/maldives/> [Accessed on 23 June 2021].
- ^{xii} U.S. Department of Labor, 2019, Findings on the Worst Forms of Child Labor: Maldives. Available at: <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/maldives/> [Accessed on 23 June 2021].
- ^{xiii} U.S. Department of Labor, 2019, Findings on the Worst Forms of Child Labor: Maldives. Available at: <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/maldives/> [Accessed on 23 June 2021].
- ^{xiv} U.S. Department of State, 2021, 2021 Trafficking in Persons Report, Maldives. Available at: <https://www.state.gov/reports/2021-trafficking-in-persons-report/maldives/> [Accessed on 14 July 2021].
- ^{xv} Zameel H. 2019. Towards the ratification and implementation of ILO Work in Fishing in Convention, 2007 in the Maldives [thesis]. [Malmo, Sweden]: World Maritime University. Available at https://commons.wmu.se/cgi/viewcontent.cgi?article=2195&context=all_dissertations [Accessed on 15 July 2021].
- ^{xvi} Government of the Republic of the Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020. Available at <https://iotc.org/documents/SC/23/NR13> [Accessed on 15 July 2021].

-
- ^{xvii} The Times of Addu, 20 April 2021, 'No intentions of allowing shark fishing in Maldives: Fisheries Ministry'. Available at <https://timesofaddu.com/2021/04/20/no-intentions-of-allowing-shark-fishing-in-maldives-fisheries-ministry/> [Accessed on 11 June 2021].
- ^{xviii} Ministry of Fisheries, Marine Resources & Agriculture, August 2020, Maldives Tuna Management Plan. Available at: <https://masverin.mv/wp-content/uploads/2020/09/draft-maldives-tuna-management-plan.pdf> [Accessed on 11 June 2021].
- ^{xix} Hohne-Sparboth T. Ziyad A. Adam M.S., 2015. *A Socio-Economic Assessment of the Tuna Fisheries in the Maldives* [Online]. Available at: <http://ipnlf.org/perch/resources/socio-economic-assessment-of-the-tuna-fisheries-in-the-maldives.pdf> [Accessed on 11 June 2021].
- ^{xx} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{xxi} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{xxii} Hohne-Sparboth T. Ziyad A. Adam M.S., 2015. *A Socio-Economic Assessment of the Tuna Fisheries in the Maldives* [Online]. Available at: <http://ipnlf.org/perch/resources/socio-economic-assessment-of-the-tuna-fisheries-in-the-maldives.pdf> [Accessed on 11 June 2021].
- ^{xxiii} Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020. Available at <https://iotc.org/documents/SC/23/NR13> [Accessed on 19 August 2021].
- ^{xxiv} Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020. Available at <https://iotc.org/documents/SC/23/NR13> [Accessed on 19 August 2021].
- ^{xxv} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{xxvi} Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020. Available at <https://iotc.org/documents/SC/23/NR13> [Accessed on 19 August 2021].
- ^{xxvii} Government of the Republic of Maldives, 2020, Maldives National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2020. Available at <https://iotc.org/documents/SC/23/NR13> [Accessed on 19 August 2021].
- ^{xxviii} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{xxix} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].
- ^{xxx} FAO, 2019, Fishery and Aquaculture Country Profiles – The Republic of Maldives. Available at: <http://www.fao.org/fishery/facp/MDV/en> [Accessed on 11 June 2021].