

Farmed Salmon social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Chile, Aquaculture and Processing

Published July 29, 2026
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 Tool3

Overview4

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.....6

 Summary of evidence of forced labor, human trafficking, and hazardous child labor in the seafood supply chain..... 9

 Summary of factors that affect the likelihood of forced labor, human trafficking, and hazardous child labor in the seafood supply chain 10

Aquaculture13

Processing and Trade.....14

Due Diligence for Farmed Salmon in Chile16

Chile: Country-level indicators19

Chile: Seafood industry-level indicators49

Chile: Aquaculture Indicators61

Chile: Processing indicators.....74

References.....84

About the Seafood Social Risk Tool

The Seafood Social Risk Tool (SSRT) is a risk assessment tool that assesses the risks of forced labor, human trafficking, and hazardous child labor associated with a seafood product and producing country. The tool includes more than 80 risk indicators that assess evidence of forced labor, human trafficking, and hazardous child labor in seafood supply chains and the underlying drivers of risk associated with these abuses. This information is used to create risk profiles to help businesses and other interested stakeholders to better understand the risk of human rights abuses in seafood supply chains and to focus businesses' due diligence efforts to improve conditions for seafood workers.

To learn more about the SSRT and access the full list of available risk profiles, visit <https://www.montereybayaquarium.org/change-impact/our-conservation-work/global-ocean-conservation-programs/human-rights-social-equity/seafood-social-risk-tool>.

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.

Citation

Please cite as: Monterey Bay Aquarium. 2026. "Farmed Salmon Social Risk Profile: Chile, Aquaculture and Processing," Monterey Bay Aquarium: Monterey, California, USA.

Overview

Chile is the second largest salmon producer worldwide after Norway, accounting for nearly one-third of global production of farmed salmon in 2025.ⁱ Chile produced over 815,000 tons of farmed Atlantic salmon in 2025, representing 54.3% of the country's total aquaculture production that year, along with over 281,000 tons of Pacific salmon (18.7%) and 50,000 tons of Rainbow trout (3.3%).ⁱⁱ The salmon industry contributes significantly to Chile's economy and is an important source of employment, with one source estimating that more than 86,000 people work across the salmon value chain.ⁱⁱⁱ Atlantic salmon, accounted for 65.5% of Chile's total aquaculture exports by value in 2025.^{iv} Chile exported over 508,000 tons of Atlantic salmon valued at over US\$4.69 million in 2025.^v In addition to being a major seafood export, salmon and trout are Chile's most important non-mining export, and salmon is Chile's second most important export good after copper, with salmon and trout accounting for 6% of Chile's total exports by value in 2025.^{vi} The United States and Japan accounted for 50% of Chile's salmon exports by volume in 2025.^{vii}

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

Factors that contribute to the risks of forced labor, human trafficking, and hazardous child labor in Chile include income inequality, regional migration trends and increasingly restrictive immigration laws, and inadequate resources to support enforcement of forced labor and child labor laws. Adults and children from poorer households, foreign migrant workers, and workers in informal employment are especially vulnerable to forced labor, human trafficking, and hazardous child labor.

Chile has generally been regarded as a politically and economically stable country in a region where several countries are experiencing instability. The national poverty rate in Chile has decreased significantly since the late 1980s and remains low.^{viii} The most recent poverty rate for Chile is lower than other countries in the region.^{ix} Income inequality in Chile has also decreased since the 1980s but is high compared to most other countries in the Organisation for Economic Co-operation and Development (OECD), as measured by the Gini index.^x As a result, public perceptions of the political and economic system in Chile are poor. In 2020, 91% of Chile's citizens believed that the country is governed in the interests of a few powerful groups rather than for the collective good and 95% of Chile's citizens believed that income distribution in the country is unfair.^{xi} In response to this inequality, the situation in Chile became more volatile with public protests peaking in 2019.^{xii,xiii} The protests, which were sparked by an increase in public transport fares, grew into wider unrest over inequality and the high costs of necessities in the country.^{xiv,xv} The protests were met with excessive force against demonstrators and abuses in detention by Chile's national police, which prompted calls for police reforms from human rights-based

organizations.^{xxvi} The protests also triggered a constitutional reform process however, the draft constitution was rejected by nearly 56% of voters for the second time in December 2023, reflecting the polarized national context, and the 1980 Constitution remains in effect.^{xvii,xviii,xix}

Chile is a destination country for refugees and migrants from within the region and has experienced an increased inflow of migrants especially from Haiti and Venezuela since 2010. This change led to an increase in anti-immigrant sentiment and legislative reform on immigration under former President Piñera's administration, which has heightened the vulnerability of migrants to human trafficking. Changes to Chile's migration policy since 2019 have made it harder for migrants to obtain legal status, affecting access to formal employment,^{xx} while also restricting access to protections for migrants without legal status.^{xxi} This anti-immigrant environment is expected to continue under President Kast's administration, potentially coinciding with an increase in discrimination toward immigrants.^{xxii,xxiii} Migrants without legal status are therefore especially vulnerable to labor exploitation, though the US Department of Labor notes that traffickers exploit both regular and irregular migrants.^{xxiv}

Traffickers exploit migrant adults and children, mainly from within the region, in forced labor in multiple sectors including agriculture, construction, and domestic services, among others.^{xxv} In addition, Chilean women and children are subject to sex trafficking in Chile and other countries and Chilean men are subject to labor trafficking in other countries.^{xxvi} The minimum age for work and hazardous work in Chile is 18 years, with light work allowed from 15 years with permission from the child's parents or guardian.^{xxvii} The rate of child labor in Chile is relatively low compared to the world average, which has resulted in the issue being overlooked and understudied.^{xxviii} In 2023, Chile updated its assessment of child labor for the first time in more than a decade.^{xxix} The findings of the National Survey on the Activities of Children and Adolescents 2023 (Encuesta Nacional de Actividades de Niños, Niñas y Adolescentes, EANNA 2023) show that 15.5% of children and adolescents aged 5 to 17 years were engaged in some form of child labor, including both paid economic activities and unpaid and hazardous domestic work.^{xxx} The survey highlights that hazardous unpaid domestic work accounts for a significant share (11.2%), a dimension not previously measured, and reveals higher prevalence among boys in economic activities and girls in unpaid domestic work, as well as a higher rate of child labor in rural areas and among children from lower-income households. The region with the highest rate of child labor is Araucanía.^{xxxi}

In general, labor laws regarding conditions of work are effectively enforced in Chile, however they do not cover workers employed in the informal sector.^{xxxii} Chile has a relatively low rate of informal labor at less than 30%, compared to neighboring countries Argentina, Bolivia, and Peru which have an informal employment rate of almost 50%, 82%, and 70% informality, respectively.^{xxxiii} But the rate of informality varies by sector. Agricultural and fishery workers experience the highest rates of informal employment in Chile at 55.4% in the October–December 2025 quarter,^{xxxiv} indicating they may be more vulnerable to human rights and labor abuses.

Enforcement of labor laws on human trafficking, forced labor, and child labor in Chile is hindered by gaps in enforcement capacity and weak penalties for traffickers.^{xxxv,xxxvi,xxxvii} Nonetheless, there have been some changes in governance and enforcement of labor legislation since 2020 that advance workers' rights and lower risks of human trafficking, forced labor, and the worst forms of child labor in Chile. Advancements include Chile's ratification of the ILO Protocol on Forced Labor in January 2021,^{xxxviii} the strengthening of penalties to deter child sex trafficking in December 2022,^{xxxix} and legislative reform in early 2023 to improve worker's rights in the healthcare sector in response to union activism.^{xl} In addition, Chile improved its capacity for labor inspections by dramatically increasing funding for the labor inspectorate, training new labor inspectors, and increasing the number of labor inspections conducted in 2021 compared to 2020.^{xli} However, this enforcement capacity was reduced in 2022 and remains inadequate.^{xlii,xliii} Further improvements are needed to strengthen enforcement of human trafficking, forced labor, and child labor laws in Chile.

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

Chile's seafood industry has been linked to allegations of hazardous child labor in fishing and forced (child) labor in aquaculture. Nevertheless, analysis of the SSRT's seafood-, aquaculture-, and processing-indicators using evidence collected through secondary research¹ points to lower risks of human trafficking, forced labor, and hazardous child labor in Chile's seafood supply chain, and more specifically, in the farmed salmon industry. Still, improvements are required within salmon farming and processing to help mitigate risks and deliver better conditions for workers, particularly regarding occupational safety and health.

Evidence that confirms the presence of forced labor, human trafficking, and/or hazardous child labor, referred to by the SSRT as direct evidence, is limited for Chile's seafood supply chain. The US Department of Labor and the US Department of State have identified hazardous child labor in fishing and forced (child) labor in aquaculture in Chile, including in the most recent reports published in 2025.^{xliv,xlv} However, further public evidence to support these claims is limited and details of the work activities are unknown. Data on child labor in Chile's seafood industry is outdated with evidence connecting child labor to the fishing industry from the EANNA 2012.^{xlvi} The findings from the EANNA 2023 do not provide updated information on children working in the seafood industry.

No direct evidence was found of human trafficking, forced labor, or hazardous child labor in the salmon farming and processing industries. However, there are several labor issues present, which should be considered as a forced labor risk. These issues differ between salmon farming and

¹ A description of the SSRT methodology is available at <https://d1v5k86lqgwnzg.cloudfront.net/assets/pdfs/seafood-watch/seafood-social-risk-tool-method.pdf>

processing and include dangerous working conditions in salmon farming and other occupational safety and health issues in farming and processing, and restricted breaks and verbal threats toward workers in salmon processing.

Salmon aquaculture involves a freshwater production stage in land-based hatchery facilities and a grow-out phase in marine net pens or cages on salmon farms. This analysis focuses on the farming phase with very limited information on working conditions in hatchery production identified. Activities carried out on salmon farms include tasks such as feeding fish, monitoring fish health, cleaning, and maintaining equipment.^{xlvii}

In general, working conditions on salmon farms have been assessed favorably by workers and there is evidence of workers organizing and positive outcomes for working conditions as a result.^{xlviii} Current concerns for salmon farm workers are focused on the impact of isolated work sites and occupational safety and health issues. The long shift systems used due to the remoteness of farms expose workers to mental health strains,^{xlix} though efforts are being made by companies to increase connectivity and provide good quality facilities.ⁱ Meanwhile, work on salmon farms is dangerous; hazards including work at sea and the use of machinery are compounded by work at night and production pressures.ⁱⁱ Diving is an especially hazardous activity as reflected by the high rate of accidents and deaths among divers.ⁱⁱⁱ The Association of Professional Divers of Chile reports that 245 diving accidents occurred on Chilean salmon farms between 2004 and 2022, including 44 fatalities.^{liii} As of July 10 2026, 11 workers have died in 2026 while working for salmon farms including 5 divers and 6 service vessel crew members.^{liv} Additionally, concerns have been highlighted about the risks associated with the subcontracting of divers who may have inadequate training and experience for the necessary work or be required to work in especially hazardous conditions.^{lv}

Concerns for salmon processing workers relate also to occupational safety and health, as well as working hours (restricted breaks), and verbal threats. Chile's salmon processing industry employs mostly women, who are generally considered more vulnerable to exploitation, and there are issues regarding gender-based violence and harassment,^{lvi} and pregnancy and maternity-related discrimination.^{lvii,lviii} Salmon processing includes repetitive work performed while standing and in low temperatures.^{lix} The production cycle of salmon means that night shifts are common in processing facilities, exacerbating health and safety risks to processing workers.^{lx} Between 2008 and September 2019, over 500 complaints relating to health and safety and breaches of health and safety regulations in subcontracting in the salmon processing and preservation sector were registered with the Labor Directorate.^{lxi} Similar data for salmon farming were not identified.

Workers and union representatives in both salmon farming and processing have raised concerns that occupational safety and health risks are not adequately addressed by employers, nor are workers sufficiently compensated by their employers for loss of income following workplace

accidents.^{lxii} Meanwhile, the use of subcontracting and temporary (fixed term or project based) contracts limit salmon farming and processing workers' access to benefits and restricts their ability to organize, affecting the ability of workers to seek improvements to working conditions.^{lxiii}

Though not necessarily a driver of forced labor, human trafficking or hazardous child labor risks, Chile's salmon industry has become a target for organized crime, which poses security risks for salmon industry workers including drivers and warehouse operatives. Criminal gangs have increasingly engaged in salmon theft since 2018, with 170 reports of salmon theft from cargo operators, farming centers, and processing plants up to June 2024.^{lxiv} While thefts can result in significant economic losses, estimated to be as high as US\$80 million per year,^{lxv} they also present serious risks to the safety of affected supply chain workers, with media reports describing instances of workers being threatened with firearms and even kidnapped.^{lxvi, lxvii} These thefts may also impact the traceability and legitimacy of salmon traded in southern Chile, with implications also for food safety in the supply chain.^{lxviii, lxix}

Notably, there is evidence that salmon farming companies are not necessarily meeting their obligations in other areas, for example, by not fully complying with their obligation to consult Indigenous communities before implementing projects that may affect them.^{lxx, lxxi} Affected Indigenous peoples include the Kawésqar, Mapuche-Huilliche, Mapuche-Lafkenche, and the Yagan peoples.^{lxxii} Impacts on Indigenous peoples from salmon farming are both material and spiritual including displacement, water pollution, and impacts on their ability to engage in traditional practices and customs.^{lxxiii, lxxiv} However, further discussion relating to the rights of Indigenous peoples and the broader socioeconomic and environmental impacts of the Chilean farmed salmon industry are outside the scope of this risk assessment.

Improvement efforts are underway to address labor concerns in the salmon industry, including technological advances and industry collaboration, as evidenced for example, by the formation of the safe diving roundtable in 2019,^{lxxv} as well as legislative change through Law 21.789 effective July 2026. As of July 2026, implementing regulations for Law 21.789 do not appear to have been published. Further progress and effective implementation is needed to lower risks to salmon industry workers. The involvement by international stakeholders and focus on salmon production for export, combined with the existence of salmon industry alliances and initiatives and the widespread uptake of third-party certification schemes (Aquaculture Stewardship Council, Best Aquaculture Practices, GLOBALG.A.P.), offer points of leverage for buyers to drive continued improvement efforts in Chile's farmed salmon industry but certification should not be viewed as the endpoint for improvements.

Current indications suggest that changes in government have the potential to weaken environmental and social protections in favor of economic growth. Since President Kast took office in March 2026, the new government has reversed several actions and strategies

implemented by the previous government relating to environmental protections and the seafood industry. Kast has withdrawn 43 environmental decrees implemented under his predecessor, including notably suspending a decree signed by the former President Boric on his last day in office that would have expanded the country’s marine park network,^{lxxvi} and removed pronouncements on protection standards for water resources, adaptation to climate change, and protection of endangered species, among others.^{lxxvii} The Ministry of the Environment also confirmed its intent to withdraw the draft of the new General Fisheries Law for review.^{lxxviii}

These changes extend to the salmon industry. While running as a presidential candidate, now President Kast, proposed a “substantial deregulation” of Chile’s salmon farming industry, presented proposals aimed at growth, and criticized the controversial Lafkenche law, which considers the territorial rights of Indigenous peoples and the use of which has stalled or blocked development of the salmon industry.^{lxxix,lxxx,lxxxi} Changes underway include an acceleration in the process for re-siting salmon farms concessions within 350 meters of the original location.^{lxxxii} The government aims to improve environmental standards and increase the competitiveness of Chile’s salmon industry.^{lxxxiii} Nevertheless, these developments create uncertainty over future governance and could increase tensions between the industry and stakeholders over broader social and environmental impacts. Changes in regulation meant to allow growth could ultimately lower the resilience of the salmon industry by increasing exposure to environmental issues such as disease and pollution.^{lxxxiv} It is not clear whether the proposed regulatory changes would impact conditions for salmon industry workers. A 2026 economic impact study estimates that a 4 to 8% increase in salmon production could lead to an additional 1,800 to 5,400 direct and indirect jobs in the value chain.^{lxxxv} Changes in the governance of Chile’s salmon industry should be carefully assessed to ensure that they do not undermine the industry’s improvement efforts or contribute to an increase in risks for workers.

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

Country-level indicators
There is evidence of forced labor and forced child labor in multiple industries including mining, agriculture, construction, street vending, garment, domestic service, and hospitality sectors.
Seafood industry-level Indicators
Forced labor has been connected to Chile’s aquaculture sector, however no information is provided to support this claim, nor is it clear whether both forced labor and forced child labor are alleged to occur.

- Hazardous child labor has been reported in Chile’s fishing industry, but details regarding work activities are not given and limited evidence is cited to support this statement.

Aquaculture indicators

- No evidence was found linking Chile’s salmon farming industry directly to human trafficking, forced labor, and hazardous child labor.
- However, there is evidence of hazardous working conditions, including high numbers of fatalities and illnesses among divers on offshore salmon farms. Other concerns regarding living conditions on service vessels, and anti-union practices have been identified to a more limited degree.

Processing indicators

- No evidence was found linking Chile’s salmon processing industry directly to human trafficking, forced labor, and hazardous child labor.
- However, there is evidence of occupational safety and health concerns and abusive working conditions in salmon processing plants, including denial of breaks and verbal abuse, as well as gender-based discrimination towards women.

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

- Chile is host to a large population of migrants and refugees, who are vulnerable to exploitation.
- An increased inflow of migrants since 2010 has stirred anti-immigrant sentiment and legislative reform on immigration, increasing the vulnerability of migrant workers to human trafficking.
- Chile has not ratified ILO Convention 188 (C188) on Work in Fishing.
- Access to workers’ unions in Chile is rated somewhat poorly overall by the Global Rights Index, though Chile’s rating in the Index improved from 2022 to 2023 and has remained the same since then.
- Enforcement of human trafficking, forced labor, and child labor laws in Chile is hindered by gaps in enforcement capacity and deterrence is undermined by weak penalties for traffickers.

Seafood industry-level indicators

- The use of subcontracts and temporary contracts inhibits union formation and collective bargaining rights in the seafood industry.

Aquaculture indicators

- Salmon farms are sited in remote areas with workers living on site away (e.g., pontoon at the sea) from their families for the duration of the work.
- Shift working times (long periods or night shifts) vary depending on the working area (e.g., production, processing, freshwater, etc.) but can include 14-day shifts on site.
- Some women and indigenous people, who represent a more vulnerable group of workers, are employed in salmon farming.
- A small proportion of salmon farm workers are employed with temporary contracts, which disadvantage workers by increasing the precariousness of work, reducing access to social protections, and increasing barriers to workers' organizing.
- Subcontracting workers on salmon farms is common, particularly among divers. The use of subcontracting for divers has been connected to the hiring of workers with inadequate training and qualifications, increasing occupational safety and health risks.

Processing indicators

- Women comprise a significant part of the salmon processing workforce.
- The proportion of other vulnerable workers (migrants and minority or indigenous people) in the salmon processing workforce is unclear.
- Subcontracting and the use of temporary contracts instead of permanent employment disadvantages processing workers by limiting access to worker benefits and inhibiting workers from organizing.

Factors that decrease the likelihood

Country-level indicators

- Chile scores higher than the global average in the 2025 Corruption Perceptions Index, where a higher score indicates lower perceived levels of public sector corruption.
- Legislative reform in response to union activism to improve rights for private health and pharmacy workers prompted the Global Rights Index to rate Chile as 3 “Regular violations of the rights” in 2023, an improvement from 4 “Systematic violations of rights” in 2022, and the country has maintained this rating since then.
- Chile’s score in the Migrant Acceptance Index is above the average for Latin America and the Caribbean, indicating that people in Chile are more accepting of migrants.
- Chile has ratified all the international conventions and agreements assessed by the SSRT country-level indicators, except Convention No. 188 on Work in Fishing.

Seafood industry-level indicators

- National and company-level grievance mechanisms have been identified in the seafood industry, though their effectiveness is unclear.
- The seafood industry participates in voluntary schemes and collaborative industry initiatives.
- Most Chilean farmed salmon production is certified to voluntary third-party certification schemes with a social component. While these are not social compliance audits and the effectiveness of audits generally in identifying issues like forced labor is widely questioned, participation in certification schemes may present opportunities to mitigate risks by addressing criteria on subcontracting and occupational safety and health.
- Salmon industry alliances and initiatives are in place. Though these have focused mainly on environmental issues, they offer points of leverage for buyers to drive continued improvement efforts and approach labor issues from alternative angles.
- An amendment to Chile's Labor Code, effective July 1st 2026, is intended to improve regulation for industrial divers in aquaculture by providing for certification of diver competencies and establishing obligations for employers and subcontracting companies regarding health and safety standards and liability in case of injury and death. The extent to which this amendment will mitigate occupational safety and health risks for workers depends on its effective implementation and enforcement.

Aquaculture indicators

- The salmon farming industry provides significant employment opportunities in different work areas (e.g. administration, production, processing, etc.), contributing as well with local communities.
- Salmon farms offer good facilities for workers in remote areas, allowing good connectivity.
- There do not appear to be any legal impediments for salmon farm workers to access workers' unions, though other barriers such as anti-union practices and the use of subcontracts and temporary contracts may still prevent workers from organizing.
- Evidence suggests that the salmon industry generally complies with the legal minimum wage.

Processing indicators

- Production appears to be mainly for exports, indicating opportunities for export markets to leverage improvements in the industry.
- Women are employed in leadership positions within salmon processing companies, though men continue to dominate in these roles.
- The migrant workforce mainly speaks Spanish, which is the national language of Chile.

Aquaculture

Aquaculture contributes significantly to economic activity in Chile, mainly driven by salmon production. Figures for employment in salmon aquaculture vary but show that the salmon industry contributes to significant employment in Chile. The trade association for salmon producers and distributors, SalmonChile, reports that more than 86,000 people work across the salmon value chain including 45,000 in salmon producing companies.^{lxxxvi} The Consejo del Salmón, a trade association of six major salmon producers, states that salmon farming provided more than 56,000 direct jobs in 2020.^{lxxxvii} According to a report on the 2019 Roundtable on the Salmon industry and Human Rights, the Chilean salmon industry employs over 60,000 people, with around one-third directly employed and two-thirds indirectly working in the industry.^{lxxxviii}

Commercial salmon farming in Chile grew rapidly between the late 1970's and 2007.^{lxxxix} From 2007 to 2008, the industry suffered from outbreaks of the infectious salmon anaemia (ISA) virus, which has since been followed by another period of growth for the industry.^{xc} The industry has grown from 36 farming centers in 1985 with a production of around 1,200 tons,^{xc} to over 806 salmon farms in 2023-2024.^{xcii} Chile produced nearly 703,000 tons of farmed Atlantic salmon in 2024.^{xciii}

Salmon production in Chile is focused on three main species: Atlantic salmon (*Salmo salar*), Pacific salmon (also known as coho salmon, *Oncorhynchus kisutch*), and rainbow trout (*Oncorhynchus mykiss*).^{xciv} Chile produced 815,300 tons of farmed Atlantic salmon in 2025, representing 54.3% of the country's total aquaculture production that year, along with 281,400 tons of Pacific salmon (18.7%) and 50,000 tons of Rainbow trout (3.3%).^{xcv} The major salmon producing regions are Aysén and Los Lagos, with nearly 50% and 32% of Atlantic salmon production taking place in the Aysén and Los Lagos regions, respectively, in 2025.^{xcvi}

The salmon aquaculture process follows the salmon lifecycle through a freshwater production stage and a marine production stage. Freshwater hatcheries are used to raise salmon from eggs to smolts in land-based facilities over a period from 8 to 14 months.^{xcvii} ^{xcviii} The smolts are then transferred to marine net pens or cages in farming centers located in aquaculture concessions for a grow-out phase lasting 8 to 18 months and are harvested once they reach the appropriate size for market.^{xcix} ^c During harvesting, salmon are transferred to wellboats and are then transported to locations near the processing plants.^{ci}

Farmed salmon production in Chile has been the subject of efforts to improve the efficiency and sustainability of production. Feed for farmed salmon accounts for a significant proportion of production costs, resulting in ongoing investment in the industry to optimize feed, with growing efforts to replace animal-based proteins with vegetable-based proteins.^{cii} The Chilean salmon industry has come under criticism for its levels of antibiotic usage and is making efforts to reduce

it.^{ciii} In 2016, the Chilean National Fisheries and Aquaculture Service (Servicio Nacional de Pesca y Acuicultura, SERNAPESCA) began a program to certify marine salmon farms, known as the Program for the Optimization of the Use of Antimicrobials (PROA), that recognizes the commitment of salmon farming centers to optimize their use of antimicrobials.^{civ} The Chilean Salmon Antibiotic Reduction Program (CSARP) is a broader collaboration initiative to improve practices and aims to reduce antibiotics use by 50% between 2017 and 2025.^{cv}

Processing and Trade

The total volume of salmon consumed domestically is reported to be rising but remains low, with estimated figures not identified.^{cvi} In total, salmonids accounted for 74% by value of Chile's fisheries and aquaculture exports in 2025.^{cvi} The main species, Atlantic salmon, accounted for 65.5% of Chile's total aquaculture exports by value in 2025, and was followed second in importance by Pacific salmon at 21.8% of Chile's total aquaculture exports by value.^{cvi} In 2025, Chile exported over 508,000 tons of Atlantic salmon valued at over US\$4.69 million.^{cix}

According to the Consejo del Salmón, the main export markets for salmon in 2025 were the United States (31%), Japan (19%), Brazil (18%), Russia (5%), and China (5%).^{cx} The majority of Chile's aquaculture exports are exported in frozen form. Frozen products accounted for more than 56% by value and 52% by volume of Chile's total aquaculture exports in 2025, followed by fresh chilled products, which accounted for around 38% by value and 31% by volume in the same year.^{cx} The main export markets for frozen aquaculture products from Chile in 2025 were Japan and the United States, and the main export markets for fresh chilled products were the United States and Brazil.^{cxii} Atlantic salmon, Pacific salmon, and rainbow trout account for the majority of frozen and fresh chilled aquaculture exports to these three countries.^{cxiii} Nevertheless, Chile exports salmon to over one hundred international markets, with export products differing by customer preference.^{cxiv} Frozen salmon fillets and whole frozen salmon represent a significant proportion of product exported to Chile's main export markets.^{cxv}

According to a 2019 industry characterization study carried out by the Instituto Nacional de Estadística (INE) between 2016 and 2018, there were 49 salmon processing plants in Chile, with the majority located in the Los Lagos region, followed by the Magallanes region.^{cxvi} The characterization study found that while a large number of companies are engaged in the industry, the 20 largest companies account for a majority of the sector's revenue.^{cxvii} Nearly 20% of active salmon companies were vertically integrated across the supply chain with freshwater and marine aquaculture and processing facilities, around 5% operated both freshwater and marine aquaculture facilities, and around 6% operated both marine aquaculture and processing facilities.^{cxviii} More than half of the companies involved (57.3%) are public limited companies, 32.3% are limited liability companies, and the other 10.4% are corporations, investment companies, or sole proprietorships with limited liability.^{cxix} Many salmon companies in Chile are

part of a Holding or Economic group. Out of the then 96 active companies, 21 economic groups were identified: Agrosuper, Alimar, Andes, Aquagen Noruega, Australis SeaFoods S.A., Blumar, Compañía Pesquera Camanchaca, Cooke Acuiculture Inc., Empresas Aquachile, Empresas Yadrán, Friosur, Grupo Errázuriz, Grupo Shorghuber Stifun & Co.Holding, Hendrix Genetics, Inasa, Marine Harvest ASA, Mitsubishi Corporation, Multiexport Foods S.A., Nippon Suisan América Latina, Patagonia Wings S.A., and Salmenes Austral SPA.^{cxx}

In addition to funding from Chilean investors, the salmon industry has received significant investments from international stakeholders from Norway, Japan, China, United States, and Canada. Over half of the funds are from Chilean investors.^{cxxi}

Due Diligence for Farmed Salmon in Chile

Important Country-Specific Considerations

- Chile is the world's second largest salmon producer after Norway, and the salmon industry is a significant employer in Chile.
- The main export destinations are the United States, Russia, China, Japan, and Brazil.
- Chile is a significant receiving country for refugees and migrant workers. Major source countries are Venezuela, Peru, Haiti, and Colombia.

Suggested Due Diligence Priorities & Questions

Company and Supplier Policies

Some work activities are outsourced to subcontracting companies or service providers. Subcontracted workers often experience poorer working conditions than workers hired directly by the company. Diving operations, which are frequently outsourced, are especially hazardous with several diver fatalities already recorded in the first half of 2026.

1. Does the supplier work with subcontractors or service providers? If so, a) are contracting decisions informed by occupational safety and health performance, and b) are efforts being made to minimize the use of subcontracted workers in high-risk operations such as diving?
2. Does the supplier extend its labor policy or code of conduct to subcontracting companies/service providers and how does the supplier monitor working conditions, including occupational safety and health, in outsourced operations?
3. What procedures are in place should the supplier find that there is forced labor, human trafficking, or hazardous child labor, or high risks thereof, in outsourced operations?
4. Are there procedures in place to ensure that all workers, including outsourced workers, meet the competencies necessary to perform the work?
5. Are there procedures in place to ensure that all workers, including those in outsourced operations, have received sufficient training in relevant occupational safety and health risks and are provided with adequate personal protective equipment?

Worker Demographics

There is little public information available about the workforce in Chile's salmon industry, making it difficult to assess where more vulnerable workers may be present.

1. What is the proportion of subcontracted workers versus temporary and contract workers, and open-ended (permanent) contract workers?
2. What proportion of employees are Indigenous or ethnic minorities?
3. What proportion of workers are considered low-skilled?
4. What is the gender balance of workers in management and supervisory roles?
5. What proportion of workers are foreign or domestic migrant laborers and where do they originate from?
6. What proportion of workers are based in rural or isolated areas?

Contracts

Workers in some parts of the salmon industry operations are hired via subcontractors e.g., divers, or on temporary (fixed-term or project based) contracts e.g., processing workers, which disadvantage them compared to permanent (open-ended) contract workers.

1. Is there a process in place to ensure that temporary (fixed term or project based) contracts are only applied in legitimate circumstances where the work is short-term?
2. Do contract terms for outsourced workers at least meet or exceed the terms provided to workers hired directly?
3. Do labor contracts include clauses that define rest periods, wages, and compensation for overtime?
4. Are all workers, including temporary contract workers, given social security benefits?
5. Do all workers have access to compensation schemes in case of workplace accidents and disease, including benefits for survivors in the event of death?

Grievance mechanisms

Overall, access to workers' unions in Chile is rated somewhat poorly and companies limit the ability of workers to organize by using subcontracting and temporary contracts. Within the salmon industry, there are concerns about the power imbalance between trade unions and companies due to the importance of salmon processing as an employer.

1. Do workers in your operation/supply chain have access to a) third party monitors such as trade union representatives, and b) an internal grievance mechanism?
2. What measures are in place to ensure workers are aware of available trade union representation and grievance channels?
3. What measures are in place to a) prevent discrimination against workers who choose to organize and to allow workers to do so without interference, and b) to protect workers who submit complaints against adverse repercussions?
4. Is a gender-sensitive approach applied to grievance mechanisms, including in relation to reporting grievances and ensuring meaningful resolutions?
5. Does the supplier have a protocol in place for the prevention of violence and harassment in the world of work, including gender-based violence and harassment; and what procedures are in place to deal with instances of violence and harassment including sexual harassment if they arise?
6. Are there procedures to document, track, and resolve workplace grievances?
7. Are data on workplace grievances analyzed to identify any recurring issues and inform prevention measures?

Chile: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	Human Development Index HDI Value (2023): 0.878 HDI Rank (2023): 45 Chile's HDI value for 2023 places it in the 'very high human development' category and positions it 45th out of 193 countries and territories. Chile's HDI value for 2024 is below the average of 0.914 for countries in the 'very high human development' category and below the average of 0.916 for countries in the Organisation for Economic Co-operation and Development (OECD). Chile shows progress against each of the HDI indicators for income, health, and education from 1990 to 2023 (although the HDI value decreased during the years 1993, 2009, and 2020). However, when Chile's HDI value is discounted for inequality, it falls to 0.723 in 2023 a loss of 17.7% due to inequality in the distribution of HDI dimension indices. The average loss due to inequality for very high HDI countries is 10.2% in 2024 and for OECD countries it is 11.4%.	UNDP Human Development Index (HDI) UNDP Global Human Development Indicators Country Profile: Chile
	Poverty headcount ratio at national poverty line (% of population): 6.5% (2022), showing an improvement from 36% in 2000. The poverty headcount ratio is considerably lower than in neighboring countries Argentina and Peru: • Argentina (2024): 38.1% • Peru (2024): 27.6% • Bolivia (2023): 36.5%	World Bank Ministerio de Desarrollo Social y Familia, 08 January 2026 Ministerio de Desarrollo Social y Familia, 08 January 2026, 'Encuesta Casen 2024:

Indicator	Description	Sources
	World Bank Chile's National Socioeconomic Characterization Survey (Casen 2024), published in 2026, shows a decrease in measures of income poverty, multidimensional poverty, and severe poverty, as well as a decrease in income inequality, compared to 2022. The survey, which took place from November 2024 to February 2025, engaged over 218,000 people across Chile. Ministerio de Desarrollo Social y Familia, 08 January 2026	pobreza disminuye en Chile y mantiene tendencia a la baja, con metodología más exigente'
	Global Hunger Index (2025): Chile ranks 1-25 th out of 136 qualifying countries. With a score of less than 5 out of 100, Chile suffers from a level of hunger that is 'low'. Countries with scores of less than 5 share a rank of 1–25 with minimal differences between their scores. Chile scores similarly to Argentina and Peru, which both score a 'low' level of hunger, while Bolivia scores a 'moderate' level of hunger. • Argentina: 6.4 • Peru: 7.2 • Bolivia: 14.6 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').	Global Hunger Index (GHI)
Country's position in the regional economic power system	Comparing HDI ranking to other countries in the region Chile • HDI Value (2023): 0.878 • HDI Rank (2023): 45 Chile is classified as a Very High Human Development country, and ranks above Argentina within the same	UNDP Human Development Index (HDI) UNDP Global Human Development

Indicator	Description	Sources
	category, while Peru and Bolivia fall into the High Human Development group. Neighboring Countries: Argentina HDI Value (2023): 0.865 HDI Rank (2023): 47 Peru HDI Value (2023): 0.794 HDI Rank (2023): 79 Bolivia HDI Value (2023): 0.733 HDI Rank (2023): 108	Indicators Country Profile: Chile
	Comparing its recent economic growth to the general economic growth rates in the region Chile GDP Growth (annual %): 2.64 (2024) Chile recorded moderate economic growth of 2.64% in 2024, recovering from 0.52% in 2023, outperforming Argentina and Bolivia in 2024, while Peru posted the strongest growth in the region at 3.30%. Neighboring countries: Argentina GDP Growth (annual %): -1.34 (2024) Peru GDP Growth (annual %): 3.30 (2024) Bolivia GDP Growth (annual %): -1.12 (2024)	World Bank Databank figures on annual economic growth

Indicator	Description	Sources
	Migration data Net migration rate (immigrants minus emigrants per 1,000 population) for Chile is: 3.2 (2023). Net migration number (immigrants minus emigrants): 62.7 thousand (2023).	IOM Migration Data Portal.
	Regional migration trends and patterns Chile is a receiving country for refugees and migrants from within the region. The country's stability has made it an attractive country for migrants in South America. Chile has experienced an increased inflow of migrants especially from Haiti and Venezuela since 2010. The rate of immigration to Chile has grown considerably and it is faster than anywhere else in Latin America. MPI, 2018 Canales (2022) analyzed the contribution of migration on sustainable development on the last three decades, mentioning that "...between 1990 and 2000 immigration contributed 1.1 percent to population growth in Chile, this percentage rose to 8.7 percent between 2000 and 2010, before soaring to 35.2 percent between 2010 and 2020". Canales, 2022 Changes to Chile's migration policy since 2019 have made it harder for migrants to obtain legal status. Human Rights Watch, 2024 In 2020, Chile only granted refugee status to 3 Venezuelans out of 325 applications. Human Rights Watch, 2022 In April 2021, the creation of new Law 21.325 tightened immigration in Chile. MPI, 18 May 2022 The law covered fundamental principles for migrants and refugees, the respect to the Chilean normative and rectified/valid international agreements, ensuring	Migration Policy Institute (MPI), 17 January 2018, 'Amid Record Numbers of Arrivals, Chile Turns Rightward on Immigration' Canales, A., 2022, "Estudio de las contribuciones de las migraciones recientes al desarrollo sostenible: el caso de Chile", cited in Stefoni, S. and Contreras, D., 2022, Migration in Chile: trends and policy, UNDP Latin America and the Caribbean, Policy Document Series No.32 Human Rights Watch, 2024, Chile Events of 2023, World Report 2024

Indicator	Description	Sources
	equality and no discrimination. Ministry of the Interior and Public Security, 20 April 2021 In 1992, immigrants represented only 1% of Chile's population, but in 2020 this figure had grown to nearly 9% of Chile's population. In 2021, the United Nations expressed concern about xenophobia and violence toward migrants, particularly in northern Chile. Previously, immigrants included a significant number of Haitian people due to the 2010 Haiti earthquake for which Chile provided humanitarian support. But, in 2020 Venezuelan immigrants accounted for almost one-third of all migrants, driven by the political and economic crises in Venezuela. Irregular immigration grew from 2019 through unauthorized points in the north of the country (border with Peru and Bolivia). MPI, 2022 Currently, a bigger concern has emerged due to the large number of immigrants that are stranded in Chile-Peru borders. The Peruvian government has militarized its borders to keep control of illegal entry. Meanwhile, the Chilean government repatriated stranded migrants to Venezuela. Reuters, 07 May 2023 According to the National Institute of Statistics, in December 2021 there were an estimated 1,482,390 migrants living in Chile. Migrants are mainly from Venezuela (30%), Peru (16.6%), Haiti (12.2%), Colombia (11.7%), and Bolivia (8.9%). Chile's capital, Santiago, is the main destination for migrants (909,141 people), followed by Antofagasta (106,274 people), and Valparaíso (97,058 people). The gender balance of migrants is almost 50%, with an estimated 744,213 male migrants and 738,177 female migrants. INE, 2022	Human Rights Watch, 2022, Chile Events of 2021, World Report 2022 Migration Policy Institute (MPI), 18 May 2022, 'Chile's Welcoming Approach to Immigrants Cools as Numbers Rise' Ministry of the Interior and Public Security, 20 April 2021, Law No. 21.325, Immigration and Foreigners Law Reuters, 07 May 2023, 'Migrants stranded on Chile-Peru border repatriated to Venezuela' INE, 2022, Report of Foreigners estimation resident in Chile. Informe de resultados de la estimación de personas extranjeras residentes en Chile al 31 de Diciembre

Indicator	Description	Sources
	In 2023, the main nationalities of people entering Chile were Venezuela, Colombia, and Bolivia, though the number of Venezuelan migrants fell significantly compared to the previous year. Meanwhile, outward migration of Chilean citizens to OECD countries increased by 13% to 19,000 in 2023. OECD, 2025 Regarding migrants' educational level, 44% of migrants have higher education and 17% basic education. SJM, 2021	del 2021. S. N. d. Migraciones OECD, 2025, International Migration Outlook 2025, OECD Publishing, Paris SJM, 2021, Casen and Migration Report. Informe Casen y Migración: Educación, formación y acceso a oportunidades: desafíos aún pendientes. S. J. a. Migrantes
	Known human trafficking routes The Freedom Collaborative Victim Journeys Map identifies a migration route taken by human trafficking victims and exploited migrants from Colombia (origin) to Chile (destination). However, there is no information regarding modes of transport used or industry exploitation. Freedom Collaborative, No date The 2025 Trafficking in Persons (TIP) Report states that Chile functions as a destination, origin, and transit point for human trafficking. Victims are primarily trafficked into Chile from neighboring Latin American countries, especially Venezuela, Bolivia, Colombia, Paraguay, and Haiti, as well as from Asia, for sexual exploitation and forced labor. Within Chile, trafficking occurs domestically, particularly in sectors such as mining, agriculture, and services. Chilean	Freedom Collaborative, No date, Victim Journeys Map US Department of State, 2025, 2025 Trafficking in Persons (TIP) Report

Indicator	Description	Sources
	victims are also trafficked outward to countries including Peru, Argentina, the United Kingdom, and parts of Southeast Asia, indicating both regional and intercontinental trafficking flows. US Department of State, 2025	
Governance practices and systems in a country (measured through indexes)	WGI (2024) Governance Score: • Voice and Accountability: 74.25 • Political Stability and Absence of Violence: 67.97 • Government Effectiveness: 70.09 • Regulatory Quality: 67.18 • Rule of Law: 68.86 • Control of Corruption: 70.24 Chile scores in the upper percentiles for all indicators. Scores for Government Effectiveness, Control of Corruption, Voice and Accountability, and Rule of Law all fall near or above the 70th percentile, indicating comparatively strong institutional performance. Political Stability and Regulatory Quality are slightly lower but remain within the high-60th percentile range, suggesting generally stable governance conditions. Overall, Chile demonstrates consistently strong governance outcomes with relatively limited variation across indicators. Note: Governance score ranges from 0 (lowest) to 100 (highest), where the higher the score, the better the governance.	World Governance Indicators (WGI)
	Corruption Perception Index (2025): Score: 63/100 Rank: 31/180 countries More than two-thirds of countries score below 50 on this year's CPI, and the global average has fallen to a	Transparency International Corruption Perception Index (CPI)

Indicator	Description	Sources
	new historic low of 42. Chile's score of 63 places it above the global average and positions it 31st out of 182 countries and territories. Chile scores higher than its neighboring countries as well as higher than the regional average of 42. Neighboring countries • Argentina: 36/100 • Peru: 30/100 • Bolivia: 28/100 Note: Based on 0 = Highly Corrupt, 100 = Very Clean.	
	Basel Anti-Money Laundering Index (2025): Rank: 142/177 countries Overall score: 4.28/10 Chile ranks among the top half of the countries assessed for the Basel AML Index, where a higher rank relates to lower risk. Chile ranks higher than all neighboring countries Argentina, Bolivia, and Peru. Neighboring countries • Argentina: 4.44/10 • Peru: 4.88/10 • Bolivia: 5.58/10 Note: Ranking is out of 177 countries; top possible score is 0 (low risk,), lowest score is 10 (high risk).	Basel Anti-Money Laundering (AML) Index
	Global Rights Index (2026): Rating: 3 (Regular violations of rights) The ITUC Global Rights Index places Chile above the regional average rating of 3.72 for the Americas. Compared to neighboring countries, Chile ranks	International Trade Union Conference (ITUC) Global Rights Index (GRI) ITUC Global Rights Index 2026 Report

Indicator	Description	Sources
	higher than Peru and Argentina and is of an equal rating to Bolivia. Neighboring countries • Peru: 4 • Argentina: 5 • Bolivia: 3 Note: Countries are ranked from 1 to 5+, where five plus corresponds to “no guarantee of rights due to the breakdown of the law” and 1 corresponds to “sporadic violations of rights”. Although Chilean labor law formally provides equal labor rights to both migrant workers and nationals, without distinction, in practice these protections largely apply only to individuals engaged in formal employment. Consequently, many migrant workers, particularly those in informal work arrangements, face limited access to trade union representation and collective bargaining mechanisms, despite the legal framework guaranteeing freedom of association and collective bargaining rights on equal terms with Chilean citizens. ITUC, 2025	ITUC, 2025, Implementation of the Global Impact for Migration in Chile—Trade Union Review
Education and general literacy levels in a country	Adult literacy rates, among the population aged 15 years and older (2017): 96.40% Adult female literacy rate (2017): 96.33% Adult male literacy rate (2017): 96.48% Comparison to neighboring countries: • Argentina (2020): 99.14% • Peru (2024): 93.66% • Bolivia (2023): 95.55%	World Bank Open Data
	Primary school completion rates, total (% of relevant age group) (2023): 100.91%	World Bank Open Data

Indicator	Description	Sources
	Primary completion rates, female (% of relevant age group) (2023): 99.20% Primary completion rates, male (% of relevant age group) (2020): 102.56% Comparison to neighboring countries: • Argentina (2023): 98.94% • Peru (2019): 94.99% • Bolivia (2023): 96.20% 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.”	
	Lower secondary education completion rates, total (% of relevant age group) (2023): 101.66% Lower secondary completion rates, female (% of relevant age group) (2023): 99.49% Lower secondary completion rates, male (% of relevant age group) (2023): 103.76% Comparison to neighboring countries: • Argentina (2023): 94.99% • Peru (2019): 91.97% • Bolivia (2023): 88.42% 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 children at the	World Bank Open Data

Indicator	Description	Sources
	entrance age for the last grade of lower secondary education.”	
	School enrolment, tertiary (2023): 104.73% gross School enrolment, tertiary, female (2023): 114.00% School enrolment, tertiary, male (2023): 95.76% Comparison to neighboring countries: • Argentina (2023): 107.82% • Peru (2017): 71.24% • Bolivia: Not available 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 children at the entrance age for the last grade of lower secondary education.”	World Bank Open Data
Attitudes towards migrant workers in a country’s population	Migrant Acceptance Index score: 6.28/9 Comparison to neighboring countries: • Argentina: 6.51/9 • Peru: 3.61/9 • Bolivia: 4.53/9 Chile’s 2019 score of 6.28 out of 9 is an increase by 1.1 from 5.17 in 2016, indicating that people in Chile become more accepting of migrants and are more accepting of migrants than on average for all countries assessed, with a world score of 5.21/9 in 2019. Chile’s score is higher than that of some of its neighboring countries, and above the average for	Gallup Migrant Acceptance Index

Indicator	Description	Sources
	Latin America and the Caribbean (5.89), data based on 145 countries surveyed in 2019. Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; top possible score is 9.0. The Index was updated in 2020.	
Legislation and regulation to protect migrant workers	Coverage of legal provisions under the labor laws Chile has ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, which has been in force in Chile since 2005. Chile's most recent report on its efforts to implement the regulations of the convention was submitted in 2019. UN Treaty Body Database An increased inflow of migrants especially from Haiti and Venezuela into Chile since 2010 led to an increase in anti-immigrant sentiment and legislative reform on immigration under former President Piñera's administration. Changes to Chile's migration policy since 2019 have made it harder for migrants to obtain legal status, affecting access to formal employment. Human Rights Watch, 2024 In April 2021, Chile promulgated the Law No. 21.325 Migrants and Foreigners from the Ministry of the Interior and Public Security, which established the principal rights and duties for foreigners no matter the migratory condition (e.g., illegal or documented). The law, LEY DE MIGRACIÓN Y EXTRANJERÍA, covered fundamental principles for migrants and refugees, the respect to the Chilean normative and rectified/valid international agreements, ensuring that there is equality and no discrimination. The document defines work, residency, health provision, and asylum when for different circumstances is requested by foreigners, among other relevant topics.	UN Treaty Body Database Human Rights Watch, 2024, Chile Events of 2023, World Report 2024 Ministerio del Interior y Seguridad Pública, 20 April 2021, Ley 21325, Ley de Migración y Extranjería, Congreso Nacional Ministerio del Interior, 18 December 2025, Política Nacional de Migración y Extranjería Ministerio del Interior, 12 November 2025, Plan Nacional de Acción de Migración y Extranjería OECD, 2025, International

Indicator	Description	Sources
	The document also details infringements and sanctions, including migrants' expulsion. Ministerio del Interior y Seguridad Pública, 20 April 2021 Chile's National Migration and Foreigners Policy (PNME), formally enacted on December 26, 2023, represents the country's first comprehensive, long-term migration policy framework. Approved by the Office of the Comptroller General, the PNME is now a binding public policy that must be implemented across state institutions. The policy establishes a strategic roadmap aimed at promoting orderly, safe, and regular migration, while addressing territorial needs and supporting the social integration of migrants with respect for their rights. The PNME aims to identify and reduce structural gaps in migrants' access to services and opportunities. It focuses on two central priorities. First, it strengthens border management capacity through measures designed to reduce and contain irregular entries. Second, it seeks to address the documentation status of migrants already residing in Chile, recognizing that regularization is essential for social inclusion and improved access to formal employment. The policy was developed through a participatory process involving government agencies, civil society, the private sector, and international organizations. Ministerio del Interior, 18 December 2025 A National Action Plan (2024-2026) was developed to support the implementation of the PNME. Ministerio del Interior, 12 November 2025 In February 2024, Chile also enacted Law No. 21.655 to address the rising numbers of asylum applications by establishing stricter criteria for determining a refugee's status. OECD, 2025	Migration Outlook 2025, OECD Publishing, Paris El Longino, 30 January 2025, 'Acceso al empleo y derechos laborales: Los impactos de las Reformas Migratorias en Chile', Izimedia

Indicator	Description	Sources
	In November and December 2024, Chile approved bills for major reforms to the Migration and Foreigners Law, modifying more than 56 articles. The reforms aim to strengthen migration control and public security but have significant implications for employment access and the labor rights of migrant workers. One major change expands the National Migration Service's authority to revoke migration permits and expel migrants for repeated minor offenses such as noise disturbances, fights, and street vending, as well as serious crimes such as domestic violence, sexual exploitation, and human trafficking. While intended to enhance public order, these measures may disproportionately affect immigrants working in informal sectors and could increase fear and vulnerability within migrant communities. The reforms also introduce stricter penalties for individuals and companies that facilitate irregular migration. Employers who hire undocumented workers may face sanctions if they fail to comply with the new regulations. However, companies remain legally obligated to pay social security contributions for informal workers if employment relationships exist. Additionally, naturalization requirements have been tightened: residency requirements increased from five to ten years, along with a knowledge test. This may delay migrants' access to full labor rights tied to citizenship. El Longino, 30 January 2025, OECD, 2025	
	Access to social protection, health, and education According to the Law 21.325, all migrants regardless of their status, are afforded access to health, education, and social protection. For instance, some universities are registered to recognize and validate educational titles and inform the Ministry of	Ministerio del Interior y Seguridad Pública, 20 April 2021, Ley 21325, Ley de Migración y

Indicator	Description	Sources
	Education, who regulates the procedure. The government guarantees education for primary and secondary level migrant children. Ministerio del Interior y Seguridad Pública, 20 April 2021 Nonetheless, legal restrictions and other barriers hinder such access and the full implementation of migrant's rights to access such services. A new immigration law was passed in April 2021, which simultaneously adopted human rights-based language, while also restricting access to protections for migrants without legal status, for example, by limiting access to social security to immigrants that have resided in Chile for at least two years. MPI, 18 May 2022 As of 2022, 72% of the general migrant population used the public health insurance system, Fondo Nacional de Salud (FONASA), 10% used private health insurance, Instituciones de Salud Previsional (ISAPRE), and 16% had no health coverage. FONASA, 2024, cited in Carreño-Calderón et al., 2025 A mixed-methods study published in 2025, which examined access to healthcare among adolescent migrants aged 10-19 years compared to adolescent nationals, found that adolescent migrants were disadvantaged when compared with their Chilean Peers. Among the adolescent migrants, the findings showed lower access to education, housing, and a higher likelihood of having to work. Barriers to accessing healthcare programs focused on adolescent health were also identified. Using data from population surveys, the study identified lower school attendance and higher rates of working among adolescent migrants, as well as lower rates of adolescent migrants having any type of health insurance. The lack of health insurance is identified as	Extranjería, Congreso Nacional Migration Policy Institute (MPI), 18 May 2022, 'Chile's Welcoming Approach to Immigrants Cools as Numbers Rise' Carreño-Calderón., A., Obach., A., Cabieses, B., Oyarte, M., and Schreiber., A.A., 2025, Addressing health inequalities and barriers to access among adolescent migrants in Chile: a mixed methods study. <i>International Journal for Equity in Health</i>, 24:234 Niedzwiecki, S., 2026, Immigrants' Barriers to Accessing Social Policy in Argentina and Chile. <i>International Migration Review</i>, 60 (1), 231-264

Indicator	Description	Sources
	a key barrier to accessing primary healthcare. Other barriers identified include a lack of awareness about available services. Carreño-Calderón et al., 2025 Non-contributory social assistance and pension programs are governed by strict eligibility rules, with barriers to access having increased over time. The minimum residency requirements increased from three years in 1990 to 20 years in 2008 for certain benefits including non-contributory pensions, which effectively limits access for many immigrants. In addition, eligibility typically requires a Chilean identification number, meaning undocumented migrants are generally excluded from these programs. Niedzwiecki, 2026	
	Bilateral MOUs or other agreements specifically designed to protect migrant workers Chile has signed bilateral memorandums related to migration with some countries of the region such as Argentina, Ecuador, Colombia, Panamá, Paraguay, Peru, Uruguay and Dominican Republic. UN, 2019	UN, 2019, Second periodic report submitted by Chile under article 73 of the Convention pursuant to the simplified reporting procedure, due in 2016*, Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, CMW/C/CHL/2
Ratification of relevant international conventions and domestication of conventions into	Convention No. 29 – In Force	Forced Labour Convention, 1930 (No. 29)

Indicator	Description	Sources
a national legal framework (Forced labor, human trafficking, and hazardous child labor)		
	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 - In Force	<u>Protocol of 2014 to the Forced Labour Convention, 1930 (P29)</u>
	Palermo Protocol - Ratified	<u>Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime</u>

Indicator	Description	Sources
		(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)
	Domestication into national legislation Chile has incorporated international standards addressing forced labor, human trafficking, and hazardous child labor into its domestic legal framework through national criminal and labor legislation. Article 411-quarter of the Penal Code criminalizes human trafficking, including both sex trafficking and labor trafficking, and establishes penalties of imprisonment and fines for offenders. Penalties range from five years and one day to 20 years of imprisonment, along with fines, for offenses involving adult victims, and 10 years and one day to 20 years of imprisonment for crimes involving children. Chilean law also prohibits forced or compulsory labor and provides legal mechanisms to investigate and prosecute related crimes. US Department of State, 2025a In addition to Article 411-quater, Chilean authorities frequently prosecute internal cases of child sexual exploitation under Articles 367 and 367-ter of the Penal Code, which address the commercial sexual exploitation of minors. Article 367, amended in December 2022, now prescribes prison sentences of five years and one day to 20 years. However, crimes prosecuted under Article 367-ter and cases committed before the amendment to Article 367 may still be subject to lower penalties of three years and	US Department of State, 2025a, 2024 Country Reports on Human Rights Practices: Chile US Department of Labor, 2024, Findings on the Worst Forms of Child Labor US Department of State, 2025b, 2025 Trafficking in Persons (TIP) Report Gobierno de Chile, 05 January 2024, 'Karin Law: President Boric enacts law against workplace harassment' DLA Piper, 09 July 2024, 'Chile: Six key Karin's Law

Indicator	Description	Sources
	one day to five years of imprisonment, which are significantly less severe than those available under Article 411-quater. US Department of State, 2025b National labor legislation further regulates child labor and hazardous work, establishing a minimum age for employment and prohibiting the worst forms of child labor, including commercial sexual exploitation, forced labor, and the use of children in illicit activities. Hazardous work is prohibited for individuals under the age of 18. These legal provisions reflect Chile's implementation of international labor standards and conventions related to labor rights and child protection within its national legal system. US Department of State, 2025a Legal provisions on the worst forms of child labor are incorporated into the country's criminal and labor legislation, aligning domestic law with international commitments under the ILO Convention on the Worst Forms of Child Labor (Convention No. 182). In addition, national laws regulate adolescent employment conditions, including limitations on working hours, requirements for schooling compatibility, and protections designed to prevent economic exploitation. These legislative measures provide the legal basis for government enforcement actions, labor inspections, and criminal prosecutions related to child labor and trafficking offenses. US Department of Labor, 2024 Chile criminalizes human trafficking under its national legal framework, prohibiting both sex trafficking and labor trafficking. The law enables authorities to investigate, prosecute, and penalize individuals involved in trafficking offenses. Penalties for trafficking crimes include significant prison sentences, reflecting the serious nature of these offenses and aligning with penalties for other grave	requirements for employers' Ministerio de Desarrollo Social y Familia, 2023, Informe de Trabajo Infantil en Chile: Resultados de EANNA 2023 Schönsteiner, J., Carmona, C., Contreras, F., Ortega, D., and Varas, K., 2021. Normativa Aplicable a la Industria del Salmón in Chile: Brechas con los Estándares Internacionales en Materia Ambiental, Laboral y de Derechos Humanos Al Jazeera, 11 April 2023, 'Chilean Congress approves bill reducing work week to 40 hours' DLA Piper, 19 March 2026, 'Chile's 40-Hour work week law now in effect: Key considerations for employers (update)'

Indicator	Description	Sources
	crimes. Chilean legislation allows authorities to pursue criminal charges against traffickers and provides the legal basis for law enforcement actions against trafficking networks. The government also coordinates anti-trafficking efforts through interagency cooperation mechanisms, bringing together various government institutions responsible for law enforcement, migration management, and victim assistance. In addition to criminal enforcement, the legal framework includes measures to support and protect victims of trafficking, including access to assistance services and cooperation with relevant government agencies and civil society organizations. Despite the existence of these legal provisions, the report notes that trafficking continues to affect vulnerable populations, including migrants and individuals working in sectors such as domestic work, agriculture, and construction. US Department of State, 2025b In 2024, Chile enacted Law 21.643, known as Karin’s Law, amending the Labor Code to strengthen measures relating to violence and harassment in the workplace. Among the changes, the new law establishes requirements for a protocol for sexual harassment, labor harassment and violence in work. The law adopts measures relating to ILO Convention No. 190 on Violence and Harassment. Gobierno de Chile, 05 January 2024 , DLA Piper, 09 July 2024 Specifically, regarding child labor, Law 21.271 of 2020 amended Chile’s Labor Code and sets the minimum age for work at 15 years, which is lower than the age for compulsory education of 18 years. Children aged 15 to 17 years may only carry out light work, which does not affect school attendance. The minimum age for regular employment and for hazardous work is 18 years. Hazardous work activities are defined by	

Indicator	Description	Sources
	Supreme Decree 1 (2021) of the Ministry of Labor and Social Security. Ministerio de Desarrollo Social y Familia, 2023 Chile is one of the countries that work the most hours in the world. A full-time worker spends 45 hours per week, though working hours can't exceed 10 hours per day, and the hours must be spread over no less than 5 days or more than 6 days. The Work Law states that workers must have at least 30 minutes' rest daily. Schönsteiner et al., 2021 In 2023, the Chilean government approved a project to reduce the normal working week to 40 hours per week using a phased approach over five years. Al Jazeera, 11 April 2023 Effective April 2026, the working week has been reduced from 45 hours to 42 hours. DLA Piper, 19 March 2026	
Regulation of recruitment	Country's government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents None found.	
Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and	TIP Report According to the US Department of State's 2025 Trafficking in Persons Report, the Government of Chile fully meets the minimum standards for the elimination of trafficking and remained on Tier 1, continuing to demonstrate sustained efforts to combat forced labor and human trafficking during the reporting period. Chilean authorities enforced national legislation criminalizing both sex trafficking and labor trafficking and maintained coordination through the Interagency Task Force on Trafficking in	US Department of State, 2025a, 2025 Trafficking in Persons (TIP) Report US Department of State, 2025b, 2024 Country Reports on

Indicator	Description	Sources
working conditions	Persons, which facilitates cooperation among law enforcement agencies, migration authorities, and social service providers. Law enforcement actions continued through investigations, prosecutions, and convictions of trafficking offenses. Authorities initiated 618 trafficking investigations in 2024—including 489 cases of child sex trafficking, 97 cases of sex trafficking, and 32 cases of labor trafficking—an increase from 594 investigations in 2023. Authorities prosecuted 27 alleged traffickers in 2024, while courts convicted 20 traffickers, compared with 15 convictions in 2023. Out of the 20 convicted traffickers, 17 were given penalties that exceeded the minimum. But judges suspended the sentences of 45% of convicted traffickers. Notably however, courts convicted two legal entities of human trafficking for the first time, determining that the companies knowingly profited from sexual exploitation occurring in nightclubs they operated; the convictions resulted in the dissolution of those entities. Concerns were raised about a lack of understanding of human trafficking among law enforcement and the judicial sector, particularly at a local level, resulting in the failure to identify crimes relating to human trafficking. Authorities identified 179 trafficking victims in 2024, including 130 victims of sex trafficking and 49 victims of labor trafficking. Victims included both Chilean nationals and foreign migrants. Migrants from countries such as Venezuela, Bolivia, Colombia, Haiti, and Paraguay were identified as particularly vulnerable to trafficking and labor exploitation,	Human Rights Practices: Chile US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile

Indicator	Description	Sources
	especially in sectors such as agriculture, construction, domestic work, hospitality, and street vending. The government also continued training initiatives for law enforcement officials, prosecutors, and labor inspectors to strengthen the identification of trafficking indicators and referral mechanisms for victims. Authorities noted that some children involved in illicit activities, including drug trafficking or theft, may be victims of forced criminality, highlighting ongoing risks related to hazardous child labor and exploitation of minors. Despite Chile's strong legal framework and Tier 1 status, trafficking vulnerabilities persist, particularly among migrant workers and individuals employed in informal sectors, where monitoring and enforcement remain more difficult. Continued strengthening of victim identification procedures, labor inspections, and oversight of recruitment practices remain important to sustain progress in combating trafficking and labor exploitation. US Department of State, 2025a Chilean law prohibits forced or compulsory labor, and the government has established legal protections against human trafficking and labor exploitation. Authorities enforce these provisions through criminal legislation and labor regulations intended to protect workers and penalize trafficking offenses. The legal framework also includes measures to address child labor and restrict hazardous work for minors. While forced labor is prohibited by law, enforcement challenges remain in sectors characterized by informal employment. The government regulates working conditions through national labor legislation that establishes minimum wage standards, limits on working hours,	

Indicator	Description	Sources
	and occupational safety and health requirements. Workers also have the legal right to form and join trade unions, and the government generally protects this right. However, labor rights enforcement can be uneven, particularly in industries with subcontracting arrangements or informal work relationships. Authorities conduct workplace inspections to monitor compliance with labor laws and to identify violations such as hazardous child labor, unsafe working conditions, or labor exploitation. Despite these oversight mechanisms, labor inspectors face challenges in effectively monitoring remote workplaces and informal sectors where labor abuses may occur. Child labor and exploitation continue to be concerns in certain industries, although national legislation restricts the employment of minors and prohibits the worst forms of child labor. Migrant workers may also face vulnerabilities related to irregular migration status or employment in informal sectors. While Chilean labor law formally grants workers—including migrants—rights to basic labor protections, enforcement gaps and limited monitoring capacity can affect the effective protection of migrant workers and other vulnerable groups. US Department of State, 2025b The Government of Chile enforces legislation related to child labor, human trafficking, and labor exploitation primarily through the Labor Directorate (Dirección del Trabajo) and other government agencies responsible for labor inspection and criminal enforcement. Labor inspectors are authorized to conduct workplace inspections, investigate complaints, and impose administrative penalties for violations of labor laws. Criminal enforcement related to trafficking and the worst forms of child labor is	

Indicator	Description	Sources
	carried out by law enforcement agencies and prosecutors. During the reporting period, authorities conducted workplace inspections and investigations to detect labor violations involving minors and identify potential cases of labor exploitation. The government also maintained coordination mechanisms among labor authorities, law enforcement agencies, and social protection institutions to respond to cases involving vulnerable children and victims of exploitation. However, enforcement challenges remain, particularly in informal economic sectors and remote areas, where monitoring working conditions and identifying child labor violations can be more difficult. US Department of Labor, September 2025	
	Child labor laws The US Department of Labor’s 2024 Findings on the Worst forms of Child Labor state that Chile has made significant advancements to eliminate the worst forms of child labor. Among others, the cited advancements include publishing the results of the latest national survey on working children and adolescents, launching a National Policy for Children and Adolescents 2024–2032 and an accompanying action plan, and the launching of a new labor inspection model intended to make the identification of labor violations and detection of child labor cases easier. Agencies responsible for the enforcement of child labor laws are the Ministry of Labor and Social Welfare (Ministerio del Trabajo y Previsión Social, MINTRAB), which coordinate with the Better Childhood Service and the Department of Fundamental Rights. The Department of Fundamental Rights leads the Ministerial Advisory	US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile

Indicator	Description	Sources
	Commission for the Eradication of Child Labor and Protection of Adolescent Workers (CETI). The National Prosecutor's Office is responsible for conducting investigations and prosecuting crimes related to the worst forms of child labor. However, enforcement of child labor laws in Chile is hindered by insufficient human resources. The number of labor inspectors and the number of labor inspections carried out in 2024 is unknown. The US Department of Labor recommends that Chile increase the number of labor inspectors to more than 600 to provide sufficient inspection capacity. In total, 255 violations were identified out of which, 191 resulted in administrative sanctions and 17 cases are ongoing. The number of investigations, prosecutions, and convictions relating to cases of the worst forms of child labor are unknown. Additionally, judges reportedly suspended or reduced sentences for people convicted of child commercial sexual exploitation crimes, undermining legislation. US Department of Labor, September 2025	
	Global Slavery Index (2023): The 2023 GSI methodology states the Government Response Rating is “based on data collected on 141 indicators that are relevant to understanding how each government is tracking towards achieving 42 activities organized into five milestones. Each milestone represents an aspect of a strong government response to modern slavery; for example, supporting survivors to exit and remain out of modern slavery”. Prevalence Index Rank: 3.2 per 1,000 people	<u>Global Slavery Index's overall ratings</u>

Indicator	Description	Sources
	Vulnerability to Modern Slavery: 22/100 Government Response Rating: 55/100 Note: The GSI government response to modern slavery is presented as a percentage. A higher percentage reflects more action being taken and is assumed to mean lower risk by the SSRT.	
	Documentation from national labor inspection and other law enforcement agencies The Labour Directorate from the Ministry of Labour has an inspection office, which is responsible for ensuring that companies and workers comply with the labor law. DT, 2023 Chile did not publicly report on the number of labor inspectors or the number of labor inspections carried out in 2024, or the number of investigations, prosecutions, and convictions relating to cases of the worst forms of child labor. US Department of Labor, September 2025 In the year prior, Chile employed 481 labor inspectors who conducted 91,040 worksite inspections in 2023. US Department of Labor, 2024 In 2024, 618 human trafficking cases including 489 cases for child sex trafficking and 32 for labor trafficking were initiated by law enforcement agencies, an increase from 594, 478, and 25 cases, respectively, in 2023. Authorities prosecuted 27 alleged traffickers, including 8 for child sex trafficking under Article 367 and one for labor trafficking under Article 411 in 2024, compared with 51 in total in 2023. In 2024, 12 child sex traffickers were convicted, an increase from 9 in 2023. US Department of State, 2025	DT, 2023, Dirección del Trabajo, Ministerio del Trabajo y Previsión Social US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile US Department of Labor, 2024, 2023 Findings on the Worst Forms of Child Labor US Department of State, 2025, 2025 Trafficking in Persons (TIP) Report

Indicator	Description	Sources
	ILO Chile has ratified the ILO core conventions relating to forced labor and child labor, including Convention No. 29, 105, 138, and 182. Alliance 8.7 Between 2021 and 2025, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) issued multiple Observations and Direct Requests concerning Chile’s implementation of key international labor conventions. These supervisory comments addressed compliance with conventions relating to forced labor (No. 29 and the Protocol of 2014 to Convention No. 29), minimum age (No. 138), and the worst forms of child labor (No. 182). The ILO’s reviews highlighted the need to strengthen measures relating to trafficking in persons, protections for migrant workers in irregular situations, labor inspections, child labor monitoring, and the collection of updated statistical information on child labor and commercial sexual exploitation of children. The supervisory comments also encouraged Chile to continue implementing national strategies and inter-agency efforts aimed at preventing labor exploitation and improving protections for vulnerable populations. 2025 Direct Request (CEACR) in relation to Convention no. 138: Minimum Age Convention Direct Request (CEACR) in relation to Convention no. 29: Forced Labour Convention Direct Request (CEACR) in relation to Convention no. 182: Worst Forms of Child Labour Convention	Alliance 8.7, n.d. pathfinder country—Chile NORMLEX, Information System on International Labour Standards- Search comments by the supervisory bodies

Indicator	Description	Sources
	Observation on Convention no. 138: Minimum Age Convention Observation on Convention no. 182: Worst Forms of Child Labour Convention 2021 Direct Request (CEACR) in relation to Convention no. 138: Minimum Age Convention Direct Request (CEACR) in relation to Convention no. 29: Forced Labour Convention Direct Request (CEACR) in relation to Convention no. 182: Worst Forms of Child Labour Convention Observation on Convention no. 182: Worst Forms of Child Labour Convention	
Evidence of forced labor, human trafficking, and hazardous child labor in the country	General evidence from other sectors The US Department of State's 2025 Trafficking in Persons Report identifies women and children in sex trafficking, as well as adults and children in forced labor in several industries including mining, agriculture, aquaculture, construction, street vending, domestic service, hospitality, restaurants, and garments in Chile. The report identifies 179 trafficking victims, including 130 victims of sex trafficking and 49 victims of labor trafficking, representing a substantial rise compared with 82 victims identified in 2023 (58 sex trafficking victims, 12 labor trafficking victims, and 12 victims whose type of trafficking was not specified). The government attributed this increase primarily to the introduction of a new reporting system, which enhanced the accuracy and consistency of data collected from law enforcement agencies. Among the identified victims were at least 83 women, 29 men, 24 girls, and five	US Department of State, 2025, 2025 Trafficking in Persons (TIP) Report US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile Insight Crime, 2025, Chile Struggles to Tackle Spike in Human Trafficking Ministerio de Desarrollo Social y Familia, December

Indicator	Description	Sources
	boys, while the age or gender of 19 victims was not recorded. The victims included 51 Chilean nationals and 83 foreign nationals, primarily from Colombia, Venezuela, and other countries. US Department of State, 2025 According to the 2024 Worst Forms of Child Labor Report, children are subjected to the worst forms of child labor, including commercial sexual exploitation, and in illegal activities such as drug trafficking, as well as forced child labor in agriculture, mining, construction, street vending, domestic service, garment, and hospitality. Sectors linked to hazardous child labor include forestry, fishing, and construction, among others. Migrant and Indigenous children are especially vulnerable to human trafficking for labor exploitation. US Department of Labor, September 2025 Human trafficking cases in Chile have increased significantly over the past decade, partly driven by rising migration flows. The number of identified victims of sexual exploitation rose from nine in 2013 to 104 in 2023, reflecting a more than tenfold increase. Migrants constitute most trafficking victims, with higher numbers of cases reported in regions with large migrant populations, particularly the Santiago Metropolitan Region and the northern regions of Antofagasta and Tarapacá. Traffickers often exploit irregular migration routes and informal border crossings, enabling the movement of victims into Chile without formal border controls. The growing presence of Venezuelan migrants has been particularly linked to trafficking risks. The Venezuelan population in Chile increased from 345,000 in 2018 to 729,000 in 2023, and authorities identified 29 Venezuelan trafficking victims in 2022, compared with only 11 victims during the previous	2024, Encuesta de Actividades de Niños, Niñas y Adolescentes, EANNA 2023 [Presentation]

Indicator	Description	Sources
	decade. Many victims are initially deceived by criminal networks involved in human smuggling and other illicit activities, believing they are being transported to Chile for legitimate migration opportunities before being exploited. Insight Crime, 2025 The EANNA 2023 survey provides statistical evidence that child labor exists among children and adolescents aged 5–17 in Chile, estimating that a significant number of minors participate in economic activities or intensive domestic and caregiving work. The survey measures child labor by identifying children engaged in paid or unpaid economic work as well as hazardous household tasks, highlighting the prevalence of these activities among minors across the country. Ministerio de Desarrollo Social y Familia, December 2024	

Table 1: Chile - Country-level indicators

Chile: Seafood industry-level indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	Limited evidence linking Chile’s seafood industry to human trafficking, forced labor, and hazardous child labor was found. The US Department of State’s 2025 Trafficking in Persons Report states that adults and children are exploited in forced labor in several industries in Chile, including aquaculture. Further information is not provided, and it is not clear whether both forced labor and forced child labor are alleged to be present in aquaculture. US Department of State, 2025	US Department of State, 2025, 2025 Trafficking in Persons (TIP) Report US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile

Indicator	Description	Sources
	In addition, the US Department of Labor’s 2024 Findings on the Worst Forms of Child Labor states that children work in fishing, which is considered hazardous work. However, no further details regarding work activities are given and sources for this claim are not specified. US Department of Labor, September 2025 Limited evidence is cited to support this statement in earlier reports. The 2022 Findings on the Worst Forms of Child Labor cites reporting by the US Embassy in Santiago and a 2013 report using the 2012 National Survey on the Activities of Children and Adolescents (Encuesta Nacional de Actividades de Niños, Niñas y Adolescentes – EANNA) published by the Chilean government and the International Labour Organization. US Department of Labor, September 2023 The 2013 report on the results of the 2012 EANNA, carried out by the Chilean government with the support of the ILO, states that 21.6% of working children (45,352 children) sampled are employed in Chile in ‘agriculture, hunting, forestry, and fishing. ILO, Ministerio de Trabajo y Previsión Social y Ministerio de Desarrollo Social, 2013 Using data from the 2012 EANNA, a study on child labor in Chile by Bonomelli Carrasco (2017) similarly calculates that 20.6% of working children work in “Agriculture, forestry and fishing”, representing the second largest share of working children by sector (Wholesale and retail trade being the first). Bonomelli Carrasco, 2017 It is not possible to determine from these sources whether children work in fishing or within other industries within the same survey group. Nor is it	US Department of Labor, September 2023, 2022 Findings on the Worst Forms of Child Labor: Chile ILO, Ministerio de Trabajo y Previsión Social y Ministerio de Desarrollo Social, 2013, Magnitud y características del trabajo infantil en Chile - Informe 2013 Bonomelli Carrasco, F., 2017, Determinants of child and adolescent labor in Chile. Turin School of Development Working Paper No. 9. Ministerio de Desarrollo Social y Familia, December 2024, INFORME DE TRABAJO INFANTIL EN CHILE, Resultados de la Encuesta de Actividades de Niños, Niñas y Adolescentes, EANNA 2023

Indicator	Description	Sources
	possible to determine the types of activities they may be involved in. The findings from the 2023 EANNA do not provide updated information on children working in the seafood industry. Ministerio de Desarrollo Social y Familia, December 2024	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	None found.	
Fishing, aquaculture and processing regulations and policies	Labor-related fishing legislation Chile regulates fisheries and aquaculture primarily through the General Fisheries and Aquaculture Law (Ley General de Pesca y Acuicultura), which establishes the legal framework for managing marine resources and aquaculture activities. The law defines aquaculture as an organized activity aimed at producing living aquatic resources and regulates both extractive fisheries and aquaculture operations. The framework sets out rules for the conservation and sustainable use of aquatic resources, including management measures such as fishing quotas, licensing systems, fishing seasons, gear restrictions, and designated fishing areas. These measures are designed to prevent overexploitation and ensure long-term sustainability of marine resources. Aquaculture activities are regulated through a concession system, where the government grants rights to use specific marine or coastal areas for aquaculture production. Operators must comply with environmental and operational requirements, and concessions may be subject to monitoring and	FAO, May 2023, National Aquaculture Legislation Overview—Chile National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment La Ley Lafkenche, 2008, Biblioteca del Congreso Nacional de Chile

Indicator	Description	Sources
	regulation by state authorities. The institutional framework involves several government bodies. The Ministry of Economy, the Undersecretariat for Fisheries and Aquaculture (SUBPESCA), and the National Fisheries and Aquaculture Service (SERNAPESCA) are responsible for developing policies, managing resources, and enforcing regulations in the fisheries and aquaculture sector. FAO, May 2023 There are no labor regulations specific to the salmon industry. The main regulatory framework in Chile is the General Law on Fisheries and Aquaculture (LGPA, Spanish acronym) Law No. 18.892, established in 1992. The LGPA does not include a human rights-based approach to the authorization of salmon farms, although the social and cultural impacts of a project may be considered within an environmental impact assessment. The concession renewal process does not include a participatory component to engage local communities and workers. INDH and DIHR, October 2021 In 2008, the Chilean government established Law No. 20.249, known as the Lafkenche Law, to protect the territorial rights of Indigenous communities, which cover coastal marine areas. INDH and DIHR, October 2021, La Ley Lafkenche While this addresses broader human rights, it does not address labor. Since 2018, Chile has developed a National Plan of Human Rights related to the Lafkenche Law and a National Action Plan on Human Rights and Business. Schönsteiner et al., 2021 The second National Action Plan on Human Rights and Business covers the period 2022-2025. Fishing and aquaculture are included in pillars 1 and 2,	Government of Chile, 2022, Plan de Accion Nacional de Derechos Humanos y Empresas 2022-2025 Schönsteiner, J., Carmona, C., Contreras, F., Ortega, D., and Varas, K., 2021. Normativa Aplicable a la Industria del Salmón in Chile: Brechas con los Estándares Internacionales en Materia Ambiental, Laboral y de Derechos Humanos Ministerio del Trabajo y Previsión Social, November 2006, Ley 20123 Actualidad Jurídica, 20 January 2026, 'Ley 21.789: crea el contrato de buceo y actividades conexas' Ecoceanos, 26 March 2026, 'Chile tiene el récord mundial de

Indicator	Description	Sources
	covering the state’s duty to protect human rights and corporate responsibility to respect them, and are the responsibility of SUBPESCA. Government of Chile, 2022 According to Schönsteiner <i>et al.</i> (2021), the aquaculture industry is the only sector in Chile where criminal liability for environmental damage and other offences is assigned to the legal entity. Additionally, the manager responsible for a fish farm holds personal liability and may be subject to a fine between 3 – 150 UTM (~US\$225 - \$11,250); however, most of the offenses defined in the LGPA are not directly related to human rights. Schönsteiner et al., 2021 While not specific to the salmon industry, Chile’s Labor Code addresses topics relating to workers’ contracts and the subcontracting of labor, compensation, and working hours. The use of subcontracted labor is regulated by Law No. 20.123. INDH and DIHR, October 2021 Article 183-B of Law 20.123 establishes joint liability of employers and contractors to their employees for labor and social security obligations. Where violations of these obligations by either company are identified by the Labor Directorate, the Labor Directorate must inform the other company according to Article 183-C. The main employer is obligated to protect the life and health of workers under Article 183-E. Ministerio del Trabajo y Previsión Social, November 2006 Notably, Law 21.789, published in January 2026 and due to come into effect on July 1st 2026 amends Chile’s Labor Code by establishing a diving contract for workers involved in industrial diving and related activities. The law obliges employers to provide specific safety equipment and monitor diving	mortalidad de buzos en la industria salmonera: ¿Podrá hacer algo la ley 21.789? Ministerio del Interior, 20 January 2026, LEY NÚM. 21.789 CREA EL CONTRATO DE BUCEO Y ACTIVIDADES CONEXAS

Indicator	Description	Sources
	activities and assigns joint responsibility to the employer and subcontracting company for compensation in case of injury and death. Actualidad Jurídica, 20 January 2026 , Ecoceanos, 26 March 2026 Specifically included in Law 21.789 are provisions for the establishment of a registry for diving services and licensing requirements for diving work. The new law sets out safety requirements and obligations such as the maintenance of safety equipment and obligations for companies that contract diving services to ensure that workers have the appropriate and certified equipment to perform diving tasks, as well as providing life-saving devices, and monitoring compliance with diving times. Article 145 bis E. sets out obligations regarding joint liability in the case of injury or death. Article 2 states that the National System for the Certification of Labor Competencies Commission, ChileValora, shall establish a sectoral body for labor competencies. Ministerio del Interior, 20 January 2026	
Enforcement and implementation of industry-specific regulations and policies	Some concerns about enforcement have been identified. According to Schönsteiner <i>et al.</i> (2021), violations of labor regulations can result in fines. But barriers to implementing fines, including requirements for evidence, can make them an ineffective deterrent to prevent human rights violations. Schönsteiner et al., 2021 There are gaps in regulations and “structural weaknesses” hinder enforcement. Resource issues and a lack of political will are highlighted as key barriers to enforcement. Nonetheless, there is evidence of enforcement actions being implemented in relation to the salmon industry, including the use of	Schönsteiner, J., Carmona, C., Contreras, F., Ortega, D., and Varas, K., 2021. Normativa Aplicable a la Industria del Salmón in Chile: Brechas con los Estándares Internacionales en Materia Ambiental, Laboral y de Derechos Humanos

Indicator	Description	Sources
	sanctions to address occupational health and safety complaints and maternity-related complaints. But testimonials suggest that workers' grievances are not always adequately resolved. INDH and DIHR, October 2021 But implementation and enforcement relating to broader human rights concerns have come into question. The 2021 sector-wide impact assessment states "Concerning the rights of indigenous peoples, it was said that neither the state nor the majority of the companies interviewed were complying with their obligation to consult indigenous communities before implementing projects that can affect their ways of living and traditional cultures". Rafto Foundation, DIHR, and IHRB, February 2020	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Rafto Foundation, Danish Institute for Human Rights (DIHR), and Institute for Human Rights and Business (IHRB), February 2020, Human Rights in the Salmon Farming Industry [Roundtable], 6 December 2019, Bergen, Norway
Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)	Information on monitoring of the seafood industry relates primarily to environmental management. In Chile, key actors within the "Environmental Institutional Framework" include the "Environmental Assessment Service (SEA, Spanish acronym)", "the Superintendence of the Environment (SMA, Spanish acronym)", the "Environmental Courts and the Ministry of the Environment" that plays a relevant role on environment regulation and auditions. Schönsteiner et al., 2021	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment

Indicator	Description	Sources
	The LGPA established that Servicio Nacional de Pesca y Acuicultura (SERNAPESCA) is the institution in charge of auditors for different aspects such as law compliance, biosecurity, farm facilities, processing plant, vehicles, boats, transport, accounts, sanitary process, work safety places, among others and make transparent the information. SERNAPESCA, 2023 Regarding farming inspections and third-party observers, Chile's Superintendence of Environment (SMA, Spanish acronym) is responsible for environmental enforcement and sanctions. Chambers and Partners, 2025 The SMA conducts inspections and imposes fines where environmental violations are found. In 2019, 31 inspections were undertaken of facilities in the fishing and aquaculture industry, out of 187 total inspections of facilities covered by the SMA. Uribe Poblete and Chávez, 2026 According to SalmonChile, the total number of SMA inspections of salmon farms increased in the three years prior to 2024. The salmon farming industry was subjected to more than half of the inspections carried out by the SMA in 2023, with only 1.8% of inspections finding fault. Fish Farming Expert, 16 September 2024	SERNAPESCA, 2023, Servicio Nacional de Pesca y Acuicultura. Schönsteiner, J., Carmona, C., Contreras, F., Ortega, D., and Varas, K., 2021. Normativa Aplicable a la Industria del Salmón in Chile: Brechas con los Estándares Internacionales en Materia Ambiental, Laboral y de Derechos Humanos Chambers and Partners, 2025, Environmental Law 2025, Chile Uribe Poblete, A.A., Chávez, C., 2026, Precursors of environmental compliance in a transitional economy: an empirical investigation of monitoring and enforcement in Chile. <i>Environment and Development</i>

Indicator	Description	Sources
		Economics. 2026;31 (2-3):183-209 Fish Farming Expert, 16 September 2024, 'Watchdog inspected salmon farms more often than all other industries together'
Worker access to a functional grievance mechanism	SERNAPESCA provides a 24h system “Sistema Integral de Información y Atención - SIAC”, which includes a freeline (telephone number), email for contact, and online traceability of the case. Through this, citizens can make complaints, request information, or report any unusual actions. INDH and DIHR, October 2021 , SERNAPESCA, 2023 Any worker can complain to the Labour Directorate (Dirección del Trabajo) in case that normative/regulations are not accomplished. DT, 2023 The Salmon Institute – INTESAL (Spanish acronym), has a complaint channel through its website. The channel is based on Law 20.393 that allows users to make anonymous reports to initiate investigations. INTESAL, 2023 Individual salmon companies have their own grievance mechanisms. INDH and DIHR, October 2021	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment SERNAPESCA, 2023, Servicio Nacional de Pesca y Acuicultura DT, 2023, Dirección del Trabajo, Ministerio del Trabajo y Previsión Social The Salmon Institute (INTESAL), 2023

Indicator	Description	Sources
Access to join a trade union	Law 19.069 Established Normative about Union Organizations and Collective Negotiation recognizes the workers from any institution, private or public, and the right to constitute unions. All workers have the right to join a union. Ley 19069, July 1991 However, access to workers' unions in Chile is rated somewhat poorly overall by the Global Rights Index (see country-level indicators) and, in 2022 Chile was one of 12 countries where trade union leaders were reportedly imprisoned. ITUC, 2023 The US Department of State reports that employers do not always respect the rights for employees to collective bargaining. Additionally, NGOs and unions allege that some companies try to inhibit union formation and the triggering of collective bargaining rights, particularly in fishing and other key export sectors, by hiring workers through subcontracts and temporary contracts. US Department of State, 2025 The imbalance of power between companies and trade unions has been linked to difficulties in the functioning of trade unions. But there is evidence of success in reducing working hours and overtime through collective bargaining agreements. INDH and DIHR, October 2021 The National Coordinating Committee of Salmon Industry Workers and related branches represent 15,000 workers unionized in the salmon industry. DiarioAcuícola, 16 May 2022	Ley 19069, July 1991, Establece Normas Sobre Organizaciones Sindicales Y Negociacion Colectiva, Biblioteca del Congreso Nacional de Chile ITUC, 2023, 2022 Global Rights Index US Department of State, 2025, 2024 Country Reports on Human Rights Practices: Chile National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment DiarioAcuícola, 16 May 2022, Coordinadora de Trabajadores: "Debemos avanzar en construir una

Indicator	Description	Sources
		industria regulada con normas claras, pero en ningún caso impulsar su eliminación"
Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor	The Instituto Nacional de Estadísticas (INE) highlights a series of international standards such as the International Standard Organization (ISO) that regulates standards for production, marketings and communications. The most common standards are related to quality systems (ISO 9000) and environmental management (ISO 14000) for food safety. Standards applicable to the salmon industry include those related to security and health work management like the Occupational Health and Safety Assessment Series (OHSAS), such as OHSAS 18001, validated internationally and designed to be compatible with quality management standards ISO 9001 and ISO 14001. INE, April 2019 Certifications for the national industry and based on the salmon life cycle that complement the standards previously stated include voluntary certification schemes Aquaculture Stewardship Council (ASC), Best Aquaculture Alliance (BAP), Best Aquaculture Practices (BAP), GLOBAL G.A.P., the Global Standard for Food Safety (BRC), and the International Food Standard (IFS). INE, April 2019 According to industry association, SalmonChile, 100% of its members' salmon biomass has achieved certification to voluntary standards ASC, BAP or GlobalG.A.P. SalmonChile, July 2025 , SalmonChile, No date	Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera SalmonChile, July 2025, 'Learn About the Main Facts About the Salmon Farming Industry in Chile' SalmonChile, No date, X Informe de Sustentabilidad 2024 ASC Aquaculture Stewardship Council (ASC), April 2026, ASC Impact Tracker National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon

Indicator	Description	Sources
	According to ASC's Impact Tracker Dashboard, Chile ranks second in the number of ASC certified salmon by country. ASC, April 2026 The Chilean Salmon Industry Association, SalmonChile, signed an alliance with the United Nations Global Compact, to commit strategies and operations in four areas such as anti-corruption, labor rights, human rights, and the environment. The Global Salmon Initiative (GSI) is another voluntary program that aims to achieve sustainability and transparency. While the Chilean Salmon Council focused on sustainability, environmental protection, and responsible competitive. INDH and DIHR, October 2021 In 2016, the Chilean National Fisheries and Aquaculture Service (SERNAPESCA) began a program (PROA) to certify marine salmon farms working to optimize antimicrobial use to help reduce their environmental impacts. Other programs working in the same directions are the Chilean Salmon Antibiotic Reduction Program (CSARP) a broader collaboration initiative to improve practices and one where the salmon industry aims to reduce antibiotics use by 50% between 2017 and 2025 (CSARP), and the PINCOY Project. Monterey Bay Aquarium, No date, Pincoy Project Analysis of sustainability reports from salmon companies show that in general, they lacked statements of commitment to respect human rights or human rights policies. However, there are some exceptions with some content relating to human rights such as MOWI, Salmoes Camanchaca, Australis, Cermarq SA., Blumar, Multiexport and Pesquera Yadrán. INDH and DIHR, October 2021	industry and human rights in Chile: Sector-Wide Impact Assessment Monterey Bay Aquarium, No date, CSARP+: Accelerating Reduction of Antibiotics in Chilean Farmed Salmon Pincoy Project Intrafish, 08 September 2025, 'Salmon farm divers get lifeline in safety shake-up' SeafoodSource, 10 December 2025, 'Chilean salmon industry pushes back against exposé in The Guardian'

Indicator	Description	Sources
	Examples of other efforts by the salmon industry to engage on human rights issues include efforts by Chile's Salmon Council to collaborate with the national system for the certification of labor competencies, ChileValora, to formalize labor profiles and associated competencies for divers and certify the marine diver trade in Chile and its engagement with the International Labor Organization (ILO) to host training sessions with salmon producing companies on human rights and due diligence. Intrafish, 08 September 2025 , SeafoodSource, 10 December 2025	

Table 2: Chile - Seafood industry-level indicators

Chile: Aquaculture 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	The main concern identified for workers in Chile's salmon farming industry relates to the hazardous nature of the working conditions, particularly subcontracted diving activities, which have received significant attention from media and NGOs. As of 10 July 2026, 11 workers have died in the salmon industry in Chile since the start of the year, including 5 divers and 6 service vessel crew members. The most recent death in July 2026 became the first case	Fish Farming Expert, 10 July 2026, Chilean salmon sector 'must take responsibility for contractor safety' Fish Farming Expert, 07 July 2026, 'Diver dies at

Indicator	Description	Sources
	against which Law 21.789 has been applied. Fish Farming Expert, 10 July 2026 In July 2026, a diver died while contracted to work on a salmon farm in the Aysén region. An investigation into the worker's death has been initiated. Fish Farming Expert, 07 July 2026 In June 2026, a diver died while working underwater at a salmon farm in the Guaitecas municipality of Chile's Aysén. Investigations to establish the cause of death are underway. SalmonBusiness, 09 June 2026 In April 2026, two divers contracted to work for a salmon farm in the Aysén Region contracted Hantavirus, resulting in the death of one of the men and the hospitalization of the other. Initial reporting indicates that exposure may have occurred on the aquaculture service vessel due to concerns about poor hygiene and limited ventilation, and an absence of biological risk prevention measures. Boston University Center on Emerging Infectious Diseases, 21 April 2026 And in January 2026, multiple accidents and fatalities were reported: A commercial diver hired by a contracting company died while working on a salmon farm in the King Channel in the northern Aysén Region. Fish Farming Expert, 09 January 2026 The service vessel, Koñimo I, sank in the Reloncaví Estuary in the Los Lagos Region while the crew were at rest resulting in the death of six out of eight crew members. Fish Farming Expert, 29 January 2026	Mowi salmon farm in Chile' SalmonBusiness, 09 June 2026, 'Chile: Navy and prosecutors investigate fatal diving incident' Boston University Center on Emerging Infectious Diseases, 21 April 2026, 'Two occupational hantavirus cases among aquaculture divers in Aysén Region, Chile: One death and one in critical condition', Biothreats Emergence, Analysis and Communications Network (BEACON) Fish Farming Expert, 09 January 2026, 'Another diver dies in an accident at a Chilean salmon farm' Fish Farming Expert, 29 January 2026, 'All six bodies

Indicator	Description	Sources
	The high rate of accidents and fatalities of workers in Chile’s salmon industry has been highlighted and compared to other salmon producing countries: Formal comments were submitted in April 2026 to the Office of the United States Trade Representative by Carolina Rudnick Vizcarra, director of the Chilean non-profit Fundación Libera, as part of the US’ investigations being carried out under Section 301 of the Trade Act of 1974. The submission alleges the foundation has identified evidence for all ILO indicators of forced labor in Chilean salmon production, in particular, noting the high incidence of deaths of salmon workers from 2013 to 2026, and risks to divers including long working hours and inadequate supervision, improper diving practices such as excessive dive lengths and depths, as well as the falsification of dive records. Rudnick Vizcarra, 14 April 2026 In December 2025, a news article from the Guardian quotes Juan Carlos Cardenas, director of conservation NGO Ecoceanos, saying: “Over the last 12 years, the salmon industry in Chile has had the highest rate of accidents and deaths at work in the aquaculture sector globally...Between March 2013 and July 2025, 83 workers died in accidents in the sector.” The Guardian, 02 December 2025 An earlier news article from Ecoceanos more specifically states that the 83 people who died worked on fish farms, processing plants and transport vessels associated with the salmon industry. Ecoceanos, 20 October 2025 The Guardian article was refuted by Chile’s salmon industry, specifically the Chilean Salmon Council President Loreto Seguel, who highlighted efforts to certify the marine diver trade in Chile and collaboration with the International Labour Organization on training salmon producing	recovered after Chilean fish farming boat tragedy' Rudnick Vizcarra, 14 April 2026, Electronic Submission to USTR’s comments portal, Libera Foundation Against Trafficking in Persons and Slavery in All Its Forms The Guardian, 02 December 2025, 'Those who eat Chilean salmon cannot imagine how much human blood it carries with it' Ecoceanos, 20 October 2025, 'Salmones de sangre del fin del mundo: 83 trabajadores muertos en una década de oro para la industria chilena del salmón' SeafoodSource, 10 December 2025, 'Chilean salmon industry pushes

Indicator	Description	Sources
	companies on human rights due diligence. SeafoodSource, 10 December 2025 The Association of Professional Divers of Chile reports that 245 diving accidents occurred on Chilean salmon farms between 2004 and 2022, including 44 fatal accidents. SeafoodSource, 05 August 2025 The Danish Institute for Human Rights (DIHR) conducted an assessment in Chile in 2019 in collaboration with the Chilean National Human Rights Institute (INHD). Some negative labor issues were identified such as “In terms of health and safety, high numbers of accidents and deaths of divers in the offshore salmon farms was another issue that was highlighted. To improve the safety conditions of divers, initiatives have been taken, including capacity building and several technical improvements, but in spite of these improvements, challenges remain. The Chilean case showed that people’s right to a healthy environment is affected by the salmon industry’s negative environmental impacts on sea water and the seabed”. Rafto Foundation, DIHR, and IHRB, February 2020 pg. 6 “Concerning divers, it is relevant to mention that 32 people have died in diving operations to do with salmon farming businesses between 2004 and 2017. Numerous illnesses related to diving were detected (osteonecrosis, among them) and consequences of accidents that have not been covered or dealt with by the businesses. Therefore, it is perceived that there is a lack of regulation for this particularly high-risk activity. It was reported that sometimes divers are forced to work despite adverse weather conditions (even when ports are closed due to weather, which implies the prohibition of operations in the sea). It was also mentioned that divers are allocated less time	back against exposé in The Guardian' SeafoodSource, 05 August 2025, 'Officials investigate deaths of two divers in one week at Chilean salmon farms' Rafto Foundation, Danish Institute for Human Rights (DIHR), and Institute for Human Rights and Business (IHRB), February 2020, Human Rights in the Salmon Farming Industry [Roundtable], 6 December 2019, Bergen, Norway National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment

Indicator	Description	Sources
	than they require to dive in healthy and secure conditions (such as time for decompression). It is recognised that accidents could be avoided by combining more control and supervision by employers, including a higher level of training and selfcare by divers.” INDH and DIHR, October 2021 pg. 17 In addition to diving in adverse conditions, the subcontracting of divers has been linked in part to the high rate of accidents and deaths among divers in Chile’s salmon farming industry. The hiring of divers with a “basic shellfish diver” license, a practice reportedly used due to costs, has been connected to accidents among divers. These licenses permit divers to operate down to 12m depth, but Ecoceanos alleges that divers often work at depths of more than 30m without adequate safety protocols in place. Ecoceanos, 20 October 2025 In 2024, union leader, Gustavo Cortés Solis connected the use of subcontracting and temporary contracts to the risk of forced labor. In addition, poor living conditions onboard vessels were highlighted. Union leaders also said that the salmon industry relies on the vulnerability of workers who fear unemployment and alleged the use of anti-union practices and discrimination against workers who expressed grievances regarding working conditions. Ecoceanos, 20 November 2024 Additionally, non-profit Ecoceanos reports that high rates of subcontracting in salmon farming prevents workers from organizing. Ecoceanos, 20 October 2025 Similar claims are made by the non-profit Fundación Libera, which describes the use of subcontracting as	Ecoceanos, 20 October 2025, 'Salmones de sangre del fin del mundo: 83 trabajadores muertos en una década de oro para la industria chilena del salmón' Ecoceanos, 20 November 2024, 'Forced labor in Chilean salmon industry: Unions and communities confirm labor abuses and human rights abuses' Diarios En Red, 22 April 2020, 'Guardia En Empresa Salmonera Trabajó 46 Días Seguidos Sin Agua Potable, Baño Y Luz' Salmon Expert, 22 April 2020, 'Investigan posibles infracciones laborales en centro salmonicultor de Aysén' Salmon Expert, 28 May 2020, 'Fines

Indicator	Description	Sources
	“a structural mechanism to suppress collective action...” Rudnick Vizcarra, 14 April 2026 And INDH and DIHR also report that the use of subcontracting makes it harder for workers to organize and impacts the strength of existing trade unions. INDH and DIHR, October 2021 Other potential indicators of forced labor have been identified in an isolated incident involving a case in 2020 during the COVID-19 pandemic. A contracted security guard employed at a salmon farming center in Puerto Aysén was found by the Labor Directorate to have spent 46 days working continuously, exceeding the 21 days permitted during the pandemic by the Labor Directorate. Additionally, the guard was found to be working without adequate drinking water, electricity, or access to a bathroom. The contracting company stated that the worker had voluntarily continued working for longer than the permitted period due to covid-related restrictions on movement, that there was access onsite to a portable toilet, and that residential facilities with amenities were available a short drive away. Work at the site was suspended because of the labor inspection findings and fines were issued to the contracting company and employing company. Diarios En Red, 22 April 2020 , Salmon Expert, 22 April 2020, Salmon Expert, 28 May 2020 Hazardous working conditions and poor living conditions, and the use of intimidation and threats when workers complain about their jobs could amount to indicators of forced labor. Beyond the potential indicators of forced labor identified above:	issued for guard who worked 46 consecutive days at a fish farm'

Indicator	Description	Sources
	In its formal comments submitted in April 2026 to the Office of the United States Trade Representative, the director of the non-profit Fundación Libera alleges that the foundation has identified evidence for all ILO indicators of forced labor in Chilean salmon production. These claims relate to all salmon workers. The indicators most expressly linked by Fundación Libera to farm workers are abuse of vulnerability, deception, restriction of movement, isolation, intimidation and threats, abusive working conditions, and abusive living conditions. According to the submission, this evidence was identified through research and analysis of qualitative and quantitative data from primary and secondary sources. Rudnick Vizcarra, 14 April 2026 Evidence sources relating to each of the alleged indicators of forced labor are not cited making it difficult to verify the information for interpretation in this analysis.	
Labor supply in the domestic market	Labor shortages can indicate that working conditions and pay in an industry are less desirable for workers and there may be a heightened risk of more vulnerable workers being employed. No evidence was found to suggest that the salmon farming industry in Chile is currently affected by labor shortages, though it has been affected by a shortage of skilled labor in the past, in part attributed to competition with the mining sector, as well as labor supply issues caused by the impacts of the COVID-19 pandemic. Fish Farming Expert, 16 May 2012 , Lorena et al., October 2022 Both the government and the private sector have invested resources into developing a supply of skilled labor for the industry, including through facilitation	Fish Farming Expert, 16 May 2012, 'Shortage of manpower in Chile' Lorena, R., Karina, Y., Ekaterina, P., Baumberger, C., Sebastián, Z., Miguel, B.J., Jurij, W., and Javiera, C., October 2022, Impacts of COVID-19 on the Chilean salmon: A first approach to the effects of the pandemic in the

Indicator	Description	Sources
	of training and development of research centers. United Nations, 2006 Figures for employment in salmon aquaculture vary but show that the industry is a significant employer in Chile. The Consejo del Salmón states that salmon farming provided more than 56,000 direct jobs in 2020. Consejo del Salmón, 2024 The Danish Institute for Human Rights (DIHR) assessed Chile's salmon industry in collaboration with the Chilean National Human Rights Institute (INHD) in 2019. The roundtable meeting report indicates that the Chilean salmon industry "employs over 60,000 persons, of which around 20,000 directly employed and 41,000 indirectly working in the industry". Rafto Foundation, DIHR, and IHRB, February 2020 Consejo del Salmón (2023) states that according to the INE National Employment Survey, the unemployment rate between January and June 2023 at the national level was 8.6%, compared to an average of 4.7% in the three salmon farming regions - Los Lagos, Aysén and Magallanes - indicating that the salmon industry is an important employer in the territories where it operates. Consejo del Salmón, 2023	industry. <i>Marine Policy</i>, Vol. 144 United Nations, 2006, A Case Study of the Salmon Industry in Chile, UNCTAD's series Transfer of Technology for Successful Integration into the Global Economy Consejo del Salmón, 2024, 'Principales datos de la industria' Rafto Foundation, Danish Institute for Human Rights (DIHR), and Institute for Human Rights and Business (IHRB), February 2020, Human Rights in the Salmon Farming Industry [Roundtable], 6 December 2019, Bergen, Norway Consejo del Salmón, 2023, Informe Trimestral de empleo, Eighth

Indicator	Description	Sources
		report, First semester 2023
Aquaculture Characteristics	Isolation of the site The remoteness of salmon farms and isolation of sites varies. Part of the salmon industry is situated in fjords, islands, and channels. Farms are sited in the sea far away from the land so there are pontoon, floating systems, that provide basic infrastructure for workers. For instance, Camanchaca (2022) reported a new pontoon for the salmon industry that has 300 m² with high technology and energy. Additionally, the pontoon has drinking water, energy power security, kitchen, bathroom, gym, bedroom, laundry, heating systems and other facilities to provide workers with a good quality of life. Camanchaca, April 2022 Similarly, Mundo Acuicola reported a new pontoon for a salmon company built on 368 m² for the Magallanes region. "...In the pontoon has been incorporating innovations that aim at the well-being and quality of life of those who will inhabit it." Mundo Acuicola, 2022 MultiX informed the incorporation of 5 new pontoons set up with advanced technology for better connectivity, providing better quality life for workers. MultiX, 2022 It has been reported that the salmon industry is located in remote coastal areas. Cárdenas-Retamal, et al., 2021 For instance, in Puerto Aysén, the salmon industry has special alliances with local providers to	Camanchaca, April 2022, 'Abril 2022: Salmones Camanchaca inauguró nuevo pontón alimentador' Mundo Acuicola, 2022, Moderno pontón para Magallanes, MultiX Pureto Montt MultiX, 2022, Sustainability Report Multiexport Foods S.A. Cárdenas-Retamal R, Dresdner J, and Ceballos-Concha A., 2021, Impact assessment of salmon farming on income distribution in remote coastal areas: The Chilean case. Food Policy Dresdner J, Chávez C, Estay M, Gonzalez N, Salazar GC, Santis O, et al., 2016, Evaluación socioeconómica del

Indicator	Description	Sources
	accomplish necessities as they are isolated. Dresdner et al., 2016 The Magallanes region is geographically an isolated area where salmon culture facilities are in remote areas. Some workers commute from other cities and even from other regions. In general, land-based aquaculture facilities are built in remote areas; therefore, they have good facilities, so they offer workers a good quality of life. The facilities have office, food areas, bedrooms, bathrooms, dressing rooms, and additionally provide work for locals and communities. Aqua, February 2021 “Regarding impacts [on labor rights] in the farming phase, the main concern reported relates to the 14-day shifts (or other numbers of days), that affect the workers’ family life and mental health. Article 7 of the ICESCR mentions the right of everyone to the enjoyment of just and favourable conditions of work, and General Comment No. 23 of CESCR indicates that such a right is a prior requirement, and the result is the enjoyment of other rights included in the ICESCR. It includes the rights to the enjoyment of the highest attainable standard of physical and mental health, and to an adequate standard of living. Both rights, according to the information gathered, are at risk.” INDH and DIHR, October 2021	sector salmonicultor, en base a las nuevas exigencias de la Ley General de Pesca y Acuicultura AQUA, February 2021, AQUA Salmonicultura en Magallanes, Avanzando hacia una mayor consolidación, No.244 National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment
	Child-adult ratio in aquaculture communities Unknown. Since salmon farms are sited in remote areas with workers living on site away (e.g., pontoon at the sea) from their families for the duration of work (e.g., 14 days shift), it is assumed that the presence of children is likely to be small.	

Indicator	Description	Sources
Workforce Characteristics	The proportion of low-skilled migrant workers Unknown. Migrant workers are employed in salmon production, but they are employed in a range of different roles. According to Chilean news outlet AQUA, the salmon industry has contributed direct and indirectly with the incorporation of immigrants to the labor force, who are integrated in diverse areas such as administration, production, process plants, and farms, etc. AQUA, 2018 There is some evidence of other vulnerable workers being present in the salmon farming industry, including women and indigenous people. INDH and DIHR, October 2021	AQUA, 2018, Immigrants: Enriching the national aquaculture National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment
	Legal presence/regularity of migrant workers According to AQUA, it is extremely important that immigrants have legal documentation to be hired and opt for a contract in the salmon industry. AQUA, 2018	AQUA, 2018, Immigrants: Enriching the national aquaculture
Recruitment and Contracts	Use of recruitment agents Workers in the salmon industry are recruited directly and indirectly via subcontracting companies. Divers are mostly hired indirectly through contractors. INDH and DIHR, October 2021 According to Ecoceanos, 40% of salmon farm workers are hired indirectly by subcontracting companies. Ecoceanos, 20 October 2025 An official source confirming this figure was not identified.	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Ecoceanos, 20 October 2025,

Indicator	Description	Sources
		'Salmones de sangre del fin del mundo: 83 trabajadores muertos en una década de oro para la industria chilena del salmón'
	Contract-and compensation- related regulations and practices <u>Contracts</u> According to a 2014 study, the majority (96%) of fish farming companies offer open-ended contracts, while the remaining 4% are temporary contracts (project- and task-based contracts). INDH and DIHR, October 2021 In general, the salmon industry uses temporary (fixed term) contracts and by determined work (temporal hiring), these kinds of contracts are usually used in periods with major activities. Temporal hiring has minor associated costs for the companies. Schönsteiner et al., 2021 The Ecoceanos Center describes high levels of subcontracting in the salmon farming industry, particularly among divers on salmon farms. Ecoceanos, 28 March 2026 Law No. 20.123 of 2006 regulates subcontracting, also known as temporary services. Usually, this kind of contract is associated with “low-quality work”, lower wages, and lower job stability. INDH and DIHR, October 2021 The US Department of State’s Country Report on Human Rights Practices identifies similar	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Schönsteiner, J., Carmona, C., Contreras, F., Ortega, D., and Varas, K., 2021. Normativa Aplicable a la Industria del Salmón in Chile: Brechas con los Estándares Internacionales en Materia Ambiental, Laboral y de Derechos Humanos Ecoceanos, 28 March 2026, 'Chile tiene el récord

Indicator	Description	Sources
	disadvantages and reports that subcontracted employees often do not receive benefits such as social security, health care and pensions. US Department of State, 2025 Another disadvantage of this contracting system is that fragmented workers can face some difficulties in union formation. Schönsteiner et al., 2021 <u>Compensation</u> According to Law No. 20.281, the fixed minimum salary cannot be lower than the legal minimum wage (CLP \$410,000 ~ US\$500). DT, 2023 , INDH and DIHR, October 2021 In general, the salmon industry appears to comply with the legal minimum wage. But there are still concerns about low wages. Workers employed in the hatchery phase typically receive wages that meet the legal minimum but fall below the living wage according to the Global Living Wage Index. Data indicates that hatchery workers earn less than farm workers. Some farm workers receive a base salary, which is supplemented with bonuses. The use of bonuses can affect the level of workers' benefits such as pensions, which are reflective of the base salary rather than the worker's total income. INDH and DIHR, October 2021 The salary is variable in the salmon industry depending on the production stage. Workers with highly demanding and stressful work receive an incentive on the salary to compensate. Schönsteiner et al., 2021 According to an analysis by the Consejo del Salmón using data from the INE Supplementary Income Survey, the average income in Chile at the national	mundial de mortalidad de buzos en la industria salmonera: ¿Podrá hacer algo la ley 21.789?' US Department of State, 2025, 2024 Country Reports on Human Rights Practices: Chile DT, 2023, Ministerio del Trabajo y Previsión Social Consejo del Salmón, 2023, Informe Trimestral de empleo, Eighth report, First semester 2023

Indicator	Description	Sources
	level in 2022 was US\$757.8 thousand, compared to an average income in the three salmon farming regions - Los Lagos, Aysén and Magallanes – of US\$805 thousand, indicating higher than average wages in the regions where the salmon industry operates. Consejo del Salmón, 2023 Farm workers work in rotating shifts systems organized by day, afternoon, and night shifts. Night shifts are better paid and mostly done by men. However, Chile has no special regulation on night work. INDH and DIHR, October 2021	

Table 3: Chile - Aquaculture Indicators

Chile: 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	The Danish Institute for Human Rights assessed Chile's salmon industry in collaboration with the Chilean National Human Rights Institute (INDH) in 2019. Some labor issues were identified in salmon processing including "recurrent work-related diseases among workers at the processing plants, impacts related to night shifts and impacts on female workers in processing plants such as restrictions in going to the bathroom." Rafto Foundation, DIHR, and IHRB, February 2020 pg. 6	Rafto Foundation, Danish Institute for Human Rights (DIHR), and Institute for Human Rights and Business (IHRB), February 2020, Human Rights in the Salmon Farming Industry [Roundtable], 6

	“It was mentioned during the interviews with women workers that, first, some businesses control the number of times and the amount of time they spend in the bathroom during their working time.” ... “Second, reportedly there is a lack of compliance regarding the needs of pregnant workers. For example, the time needed for pregnancy-related medical check-ups is deducted from their working hours; there is information about companies that have required pregnancy tests before hiring women; and irregularities related to maternity leave were mentioned.” ... “Third, the interviews revealed different expressions of gender violence: in the workplace (harassment, verbal violence),...”. INDH and DIHR, October 2021 pg. 16 The denial of breaks may be categorized under the ILO’s indicator of forced labor ‘Excessive overtime’. In addition, harassment and verbal abuse may be categorized as the ILO indicator ‘Intimidation and threats’. More recent media reporting also highlights problematic practices relating to working conditions on pregnancy-related issues for salmon processing workers employed by one company. The Ventisqueros Seafood Workers Union made claims about a lack of suitable clean and private facilities for workers to express breast milk. The union also claims that some women have experienced attempts by the employer to alter their contract to remove maternity leave protections after reporting their pregnancy, despite being employed in permanent positions. In some cases, workers have been dismissed once their maternity leave protections ended. Fish Farming Expert, 13 July 2026 “Regarding impacts that occurred in the processing plants, the most significant findings relate to contracts, working hours and unionisation. Contracts	December 2019, Bergen, Norway National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Fish Farming Expert, 13 July 2026, 'Ventisqueros issues statement following complaint filed by union'
--	--	---

	for specific projects or tasks are used for long-term operations (several contracts for projects or tasks), which leads to the violations of at least three workers' rights: the right to paid holidays; the right to the enjoyment of the highest attainable standard of physical and mental health – due to the difficult access to adequate medical treatment in case of occupational diseases or accidents in the workplace; and the right to unionise. Regarding working hours, numerous processing plants have nightshift work schedules, which affect sleep and rest, family life, and the freedom to choose whether to work night shifts. In Article 7 the ICESCR provides that state members should ensure, in particular: "Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays." INDH and DIHR, October 2021 pg. 15-16 "With regard to ILO conventions, it is important to highlight that Chile has not ratified relevant conventions related to working time and working hours. The Chilean State has not ratified the Forty-Hour Week Convention, 1935 (No. 47), nor the Night Work Convention, 1990 (No. 171), both particularly relevant international instruments for a country that has one of the longest working hours and where there is no regulation regarding night work. With regard to unions and collective bargaining, it is relevant to note that work in processing plants represents a monopoly within the job market (there are few other options to find a job), which makes it difficult for the workers to bargain for better labour conditions. Several interviewees perceived that there is a significant imbalance of power between trade unions and businesses, which breaches "the right of trade unions to function freely, subject to no	
--	---	--

	limitations other than those prescribed by law.” INDH and DIHR, October 2021 pg. 16	
Processing Characteristics	Processing stage Salmon is processed into several different forms, with preferences for different products varying by the end markets. Different formats include fillets, portions, whole, with or without the head, cubes, fresh, frozen, or smoked salmon. SalmonChile, No date Frozen products account for more than 50% of Chile’s aquaculture exports. SUBPESCA, 2025	SalmonChile, No date, X Informe de Sostenibilidad 2024 Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025
	Consolidation and vertical integration Figures for the number of companies in Chile’s salmon industry vary but indicate that salmon farming and export is consolidated among a relatively small number of companies. A characterization study by Instituto Nacional de Estadísticas (INE) found that Chile’s salmon industry is consolidated with some vertical integration. While a large number of companies are engaged in the industry, the 20 largest companies account for over 92% of the sector’s revenue. Nearly 20% of active companies are vertically integrated. Most of the salmon companies are part of a Holding or Economic group. INE, April 2019 According to the US Department of Agriculture, there are 17 companies in the Chilean salmon production industry. United States Department of Agriculture, 13 June 2022 In 2020, salmon was exported by 24 companies, out of which, six were responsible for 51% of the export value. ACUIESTUDIOS SPA, June 2023	Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera United States Department of Agriculture, 13 June 2022, Chile: Salmon Overview ACUIESTUDIOS SPA, June 2023, CHILEAN AQUACULTURE MARKET. AQUACULTURE PROFILE – NORWEGIAN EMBASSY IN CHILE SeafoodSource, 13 January 2026,

	Reports indicate even further consolidation in 2025, when four salmon farming companies accounted for 50% of Chilean salmon exports. SeafoodSource, 13 January 2026	'Chile's salmon exports surpass USD 6.5 billion in 2025'
	Domestic versus export Information on the proportion of total salmon production destined for domestic consumption versus exports is unknown. But production and export data from SUBPESCA suggests that most farmed salmon produced in Chile is exported. For example, in 2025 Chile produced 815,300 tons of farmed Atlantic salmon and exported over 508,000 tons. SUBPESCA, 2025 Some companies report that a small part of their production is sold in Chile, for instance; Australis reports that 12% of its salmon production went to the domestic market in 2024 (compared to 45% destined for the United States), and MultiX reports that Chile represented its third largest market in 2023, accounting for 9% (compared to 60% destined for the United States and 11% to Brazil). Australis Seafoods, No date, Multi X, 2024	Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025 Australis Seafoods, No date, 2024 Sustainability Report Multi X, 2024, Annual Report 2023 (Sustainability Report)
Workforce Characteristics	Skilled versus low-skilled The proportion of skilled versus low-skilled (or low waged) workers is unknown. Some workers in the salmon industry are hired under fixed-term and project- or task-specific contracts, where specialized/skilled workers are needed for seasonal productive activities. INDH and DIHR, October 2021	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment

	The proportion of women in the workforce The salmon industry is an important employer of women in Chile’s workforce, with women’s labor participation in the salmon industry exceeding that of other industries such as construction, mining, agriculture, and manufacturing. The INDH and DIHR state, “currently about one third of the workforce employed in the Chilean salmon industry is represented by women, and most of them work in processing plants”. INDH and DIHR, October 2021 pg. 133 SalmonChile reports that across its partner companies, women comprise 42% of the processing workforce, compared to 26% of the whole workforce across the value chain. SalmonChile, No date Detailed information on women’s roles in salmon processing is not available for the whole industry. However, information obtained from some company sustainability reports indicates the percentage of women in the workforce and the range of roles that women fill. For example, MultiX reports that 1,557 (29%) of their workers are women, among whom none are employed in senior management, 86 are in supervisory roles, and 1,107 are operators. Multi X, 2024 ; Australis reports that 526 (31%) of their workers are women, among whom 80 are categorized as “leaders” and 9 are categorized as “leader of leaders”. Australis Seafoods, No date ; Camanchaca reports employing 1,290 women that represent 31% of the company’s total workforce. Camachaca S.A., No date ; SalmonChile reports that across its partner companies, the workforce is composed of 22,096 (74%) men and 7,677 (26%) women, with 5,105 women employed in	SalmonChile, No date, X Informe de Sostenibilidad 2024 National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment SalmonChile, No date, X Informe de Sostenibilidad 2024 Multi X, 2024, Annual Report 2023 (Sustainability Report) Australis Seafoods, No date, 2024 Sustainability Report Camachaca S.A., No date, Memoria Integrada 2023
--	--	--

	processing and another majority (37%) in administration. SalmonChile, No date	
	The proportion of migrant versus local workers Unknown. The proportion of migrant workers versus local workers in salmon processing has not been identified. But data reported by companies involved in the Chilean salmon industry indicates that most workers across the value chain are Chilean. Migrant workers are found in “unspecified activities”, “accommodations and food services activities”, and “agriculture, livestock, forestry and fishing”. However, the proportion of migrants versus local workers in salmon processing is unknown. INDH and DIHR, October 2021 Sustainability reports from some companies detail the nationalities of their workers though not by value chain stage. For example, Multi X reports that most of its workers including employees and contractors are Chilean, with a small number of workers from other countries including primarily Argentina and Venezuela, as well as Columbia, Ecuador, and Haiti, among others. Multi X, 2024; Australis Seafoods also reports that most of its workers are Chilean, with other primary nationalities being Columbia and Venezuela. Australis Seafoods, No date; Across all its operations, Camanchaca also reports that most of its workers are Chilean, with the next main nationality being Venezuelan. Camachaca S.A., No date	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Multi X, 2024, Annual Report 2023 (Sustainability Report) Australis Seafoods, No date, 2024 Sustainability Report Camachaca S.A., No date, Memoria Integrada 2023
	The proportion of minority or indigenous workers Unknown.	

	The proportion of temporary and contract versus permanent workers The proportion of temporary and contract versus permanent workers across the salmon processing industry has not been identified. But data reported by companies involved in the Chilean salmon industry indicates that the use of temporary contracts is significant. SalmonChile's partner companies employ 29,773 workers, of whom 12,981 are employed in processing. Among all the workers, 49% of men and 76% of women are contracted directly, and 51% of men and 24% of women are contracted indirectly. SalmonChile, No date Camanchaca reports on its use of different types of employment contracts including permanent, fixed-term, and temporary contracts to adapt to business needs. In 2023, 59% of its employees held permanent contracts, 20% had fixed term contracts, and 21% had project/work specific contracts. The rate of permanent contracts was notably higher among men than women. Camachaca S.A., No date <i>*Indirect Contract: or known as temporary or subcontracting. In general, are companies that provides temporary services such as laboratories, suppliers, vaccines services, divers, food services, etc.</i>	SalmonChile, No date, X Informe de Sostenibilidad 2024 Camachaca S.A., No date, Memoria Integrada 2023
	Workers' origins Unknown. Information on the origins of workers in salmon processing is not specified. Sustainability reports from some companies detail the nationalities of their workers though not by value chain stage. For example, Multi X reports that most of its workers including employees and contractors are Chilean, with a small number of workers from other	Multi X, 2024, Annual Report 2023 (Sustainability Report) Australis Seafoods, No date, 2024 Reporte de Sostenibilidad

	counties including primarily Argentina and Venezuela, as well as Columbia, Ecuador, and Haiti, among others. Multi X, 2024 Australis Seafoods also reports that most of its workers are Chilean, with other primary nationalities being Columbia and Venezuela. Austalis Seafoods, No date Across all its operations, Camanchaca also reports that most of its workers are Chilean, with the next main nationality being Venezuelan. Camachaca S.A., No date	Camachaca S.A., No date, Memoria Integrada 2023
	Migrant worker language (vs. dominant language in the industry) The dominant language in Chile is Spanish. Most immigrants come from Spanish-speaking countries such as Venezuela, Perú, Colombia, Bolivia, and Argentina. Meanwhile Haitians speak Haitian creole (French creole). INDH and DIHR, October 2021 , INE, 2022	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment INE, 2022, Report of Foreigners estimation resident in Chile. Informe de resultados de la estimación de personas extranjeras residentes en Chile al 31 de Diciembre del 2021. S. N. d. Migraciones

	GDP per capita of processing country and main worker source country GDP per capita of processing country and main worker source country The GDP per capita of Chile is US\$16,709.89 in 2024. The GDP per capita of other main source countries for workers are: • Argentina GDP per capita is US\$13,969.78 in 2024. • Colombia GDP per capita is US\$7,919.21 in 2024. • Venezuela GDP per capita is US\$4,217.59 in 2024.	World Bank, GDP per capita (current US\$), Accessed 13 May 2026
	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 Workers in the salmon industry are recruited directly and indirectly via subcontracting companies. INDH and DIHR, October 2021	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment
	Compensation method Some processing workers receive a base salary that is supplemented by production bonuses. The use of bonuses can affect workers' benefits such as pensions,	National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights

	which reflect the base salary. INDH and DIHR, October 2021 Salmon companies usually provide information regarding compensation in their sustainability reports though not necessarily by value chain stage. For example, Multi X reports that it provides workers with a salary that is 45.7% higher than the minimum wage and operates a benefits program. Multi X, 2024 Australis provides benefits such as life insurance and health insurance, among other benefits. Austalis Seafoods, No date ; Similarly, Camanchaca offers benefits such as life insurance and health insurance. Camachaca S.A., No date	(DIHR), October 2021, The Salmon industry and human rights in Chile: Sector-Wide Impact Assessment Multi X, 2024, Annual Report 2023 (Sustainability Report) Australis Seafoods, No date, 2024 Reporte de Sostenibilidad Camachaca S.A., No date, Memoria Integrada 2023
--	---	--

Table 4: Chile - Processing indicators

References

ⁱ Certification and Ratings Collaboration, 2025, Environmental Data Tool. Available at <https://certificationandratings.org/environmental-data-tool-2025/> [Accessed on 16 March 2026].

ⁱⁱ Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].

ⁱⁱⁱ SalmonChile, No date, X Informe de Sustentabilidad 2024. Available at https://salmonchile.cl/wp-content/uploads/2025/11/VF_RS2024-SalmonChile-baja-250904-comprimido.pdf [Accessed on 22 May 2026].

^{iv} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].

^v Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].

^{vi} Consejo del Salmón, 2026, Reporte anual de exportaciones 2025, Edición no. 21. Available at <https://www.consejodelsalmon.cl/wp-content/uploads/2026/02/Reporte-exportaciones-2025-CDS.pdf> [Accessed on 16 March 2026].

-
- vii Consejo del Salmón, 2026, Reporte anual de exportaciones 2025, Edición no. 21. Available at <https://www.consejodelsalmon.cl/wp-content/uploads/2026/02/Reporte-exportaciones-2025-CDS.pdf> [Accessed on 16 March 2026].
- viii World Bank, 2026, Poverty headcount ratio at national poverty lines (% of population). Available at <https://data.worldbank.org/indicator/SI.POV.NAHC> [Accessed on 16 March 2026].
- ix World Bank, 2026, Poverty headcount ratio at national poverty lines (% of population). Available at <https://data.worldbank.org/indicator/SI.POV.NAHC> [Accessed on 16 March 2026].
- x OECD, 2024, Income inequality (indicator). Available at <https://data.oecd.org/inequality/income-inequality.htm> [Accessed on 12 March 2024].
- xi United Nations Development Programme (UNDP), 2021, Trapped: High Inequality and Low Growth in Latin America and the Caribbean, Regional Human Development Report 2021. Available at <https://www.undp.org/latin-america/publications/regional-human-development-report-2021-trapped-high-inequality-and-low-growth-latin-america-and-caribbean> [Accessed on 12 March 2024].
- xii International Institute for Democracy and Electoral Assistance (International IDEA) and the United Nations Development Programme (UNDP), May 2022, Governance, Democracy and Development in Latin America and the Caribbean. Available at <https://www.undp.org/sites/g/files/zskgke326/files/2022-05/Governance-Democracy%20and%20Development.pdf> [Accessed on 29 September 2023].
- xiii United Nations Development Programme (UNDP), 2025, Under Pressure: Recalibrating the Future of Development in Latin America and the Caribbean, Regional Human Development Report 2025. Available at <https://www.undp.org/latin-america/publications/regional-human-development-report-2025-under-pressure-recalibrating-future-development-latin-america-and-caribbean> [Accessed on 24 July 2026].
- xiv Reuters, 24 October 2019, 'Chile's inequality challenge: What went wrong and can it be fixed?' Available at <https://www.reuters.com/article/idUSKBN1X22RK/> [Accessed on 12 March 2024].
- xv The Guardian, 26 October 2019, 'Chile's congress evacuated as inequality protests paralyse Santiago'. Available at <https://www.theguardian.com/world/2019/oct/25/chile-protests-congress-valparaiso-police> [Accessed on 13 March 2024].
- xvi Human Rights Watch, 26 November 2019, 'Chile: Police Reforms Needed in the Wake of Protests'. Available at <https://www.hrw.org/news/2019/11/26/chile-police-reforms-needed-wake-protests> [Accessed on 12 March 2024].
- xvii Reuters, 19 December 2023, 'Chileans, offered left-right turns with constitution, choose neither'. Available at <https://www.reuters.com/world/americas/chileans-reject-conservative-draft-constitution-too-extreme-2023-12-19/> [Accessed on 12 March 2024].
- xviii The Guardian, 18 December 2023, 'Chile votes to reject new conservative constitution which threatened rights of women'. Available at <https://www.theguardian.com/world/2023/dec/18/chile-votes-reject-conservative-constitution-referendum-womens-rights> [Accessed on 12 March 2024].
- xix United Nations Development Programme (UNDP), 2025, Under Pressure: Recalibrating the Future of Development in Latin America and the Caribbean, Regional Human Development Report 2025. Available at <https://www.undp.org/latin-america/publications/regional-human-development-report-2025-under-pressure-recalibrating-future-development-latin-america-and-caribbean> [Accessed on 24 July 2026].
- xx Human Rights Watch, 2024, Chile *Events of 2023*, World Report 2024. Available at <https://www.hrw.org/world-report/2024/country-chapters/chile> [Accessed on 12 March 2024].
- xxi Migration Policy Institute, 18 May 2022, 'Chile's Welcoming Approach to Immigrants Cools as Numbers Rise', Available at <https://www.migrationpolicy.org/article/chile-immigrants-rising-numbers> [Accessed on 02 October 2023].
- xxii Al Jazeera, 09 February 2026, 'A big crisis', How President-elect Jose Antonio Kast plans to address immigration in Chile's north — and how residents are responding'. Available at <https://www.aljazeera.com/news/longform/2026/2/9/big-crisis-kasts-immigration-agenda-brings-uncertainty-to-chiles-north> [Accessed on 17 March 2026].
- xxiii Newsweek, 16 March 2026, 'Chile Building Border Shield to Stop Migrants Entering Country'. Available at <https://www.newsweek.com/chile-building-border-shield-to-stop-migrants-entering-country-11686561> [Accessed on 17 March 2026].

-
- ^{xxiv} US Department of State, 2025, 2025 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/chile/> [Accessed on 17 March 2026].
- ^{xxv} US Department of State, 2025, 2025 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/chile/> [Accessed on 17 March 2026].
- ^{xxvi} US Department of State, 2025, 2025 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/chile/> [Accessed on 17 March 2026].
- ^{xxvii} Dirección del Trabajo, October 2018, Código del Trabajo. Available at https://www.dt.gob.cl/portal/1626/articles-117137_galeria_02.pdf [Accessed on 15 July 2026].
- ^{xxviii} Bonomelli Carrasco, F., 2017, Determinants of Child and Adolescent Labour in Chile. Turin School of Development Working Paper No. 9. International Training Centre of the ILO, Turin, Italy. Available at <https://www.itcilo.org/sites/default/files/inline-files/carrasco.pdf> [Accessed on 13 March 2024].
- ^{xxix} Ministerio de Desarrollo Social y Familia, 2023, Informe de Trabajo Infantil en Chile: Resultados de EANNA 2023. Available at <https://observatorio.ministeriodesarrollosocial.gob.cl/eanna-2023> [Accessed on 11 May 2026].
- ^{xxx} Ministerio de Desarrollo Social y Familia, 2023, Informe de Trabajo Infantil en Chile: Resultados de EANNA 2023. Available at <https://observatorio.ministeriodesarrollosocial.gob.cl/eanna-2023> [Accessed on 11 May 2026].
- ^{xxxi} Ministerio de Desarrollo Social y Familia, 2023, Informe de Trabajo Infantil en Chile: Resultados de EANNA 2023. Available at <https://observatorio.ministeriodesarrollosocial.gob.cl/eanna-2023> [Accessed on 11 May 2026].
- ^{xxxii} US Department of State, August 2025, 2024 Country Reports on Human Rights Practices: Chile. Available <https://www.state.gov/reports/2024-country-reports-on-human-rights-practices/chile/> [Accessed on 17 March 2026].
- ^{xxxiii} World Bank, January 2026, Adult informal employment rate (%), Human Capital Data Portal. Available at https://humancapital.worldbank.org/en/indicator/WB_HCP_EMP_NIFL_A [Accessed on 17 March 2026].
- ^{xxxiv} National Statistics Institute, February 2026, Statistical Bulletin: Labour Informality, No.33 (October – December 2025). Available at <https://www.ine.gob.cl/statistics/social/labour-market/informality-and-working-conditions> [Accessed on 17 March 2026].
- ^{xxxv} US Department of State, August 2025, 2024 Country Reports on Human Rights Practices: Chile. Available at <https://www.state.gov/reports/2024-country-reports-on-human-rights-practices/chile/> [Accessed on 17 March 2026].
- ^{xxxvi} US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile. Available at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/chile> [Accessed on 17 March 2026].
- ^{xxxvii} US Department of State, 2025, 2025 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/chile/> [Accessed on 17 March 2026].
- ^{xxxviii} International Labour Organization, 20 January 2021, Chile ratifies the Protocol to Convention No. 29, reaffirming its commitment to fight against forced labour'. Available at https://www.ilo.org/global/docs/WCMS_766656/lang--en/index.htm [Accessed on 13 March 2024].
- ^{xxxix} US Department of State, 2023, 2023 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2023-trafficking-in-persons-report/chile/> [Accessed on 13 March 2024].
- ^{xl} UNI Global Union, 03 March 2023, 'Victory in Chile as FENASSAP Wins "Right to Rest" for Private Care Workers who Worked Through the Pandemic'. Available at <https://uniglobalunion.org/news/victory-in-chile/> [Accessed on 12 July 2023].
- ^{xli} US Department of Labor, September 2022, 2021 Findings on the Worst Forms of Child Labor. Available at https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2021/2021_TDA_Big_Book.pdf [Accessed on 13 March 2024].
- ^{xlii} US Department of Labor, September 2023, 2022 Findings on the Worst Forms of Child Labor: Chile. Available at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/chile> [Accessed on 13 March 2024].

-
- ^{xliii} US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile. Available at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/chile> [Accessed on 17 March 2026].
- ^{xliiv} US Department of Labor, September 2025, 2024 Findings on the Worst Forms of Child Labor: Chile. Available at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/chile> [Accessed on 17 March 2026].
- ^{xlii} US Department of State, 2025, 2025 Trafficking in Persons Report: Chile. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/chile/> [Accessed on 17 March 2026].
- ^{xli} US Department of Labor, September 2023, 2022 Findings on the Worst Forms of Child Labor: Chile. Available at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/chile> [Accessed on 13 March 2024].
- ^{xlvii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{xlviii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{xlix} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ⁱ For example: MultiX, 2022. Sustainability Report Multiexport Foods S.A. Available at <https://www.multi-xsalmon.com/wp-content/uploads/2022/12/Reporte-Sostenibilidad-2022-ES.pdf> [Accessed on 26 May 2026].
- ⁱⁱ National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ⁱⁱⁱ National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ⁱⁱⁱⁱ SeafoodSource, 05 August 2025, 'Officials investigate deaths of two divers in one week at Chilean salmon farms'. Available at <https://www.seafoodsource.com/news/aquaculture/officials-investigate-deaths-of-two-divers-in-one-week-at-chilean-salmon-farms> [Accessed on 15 July 2026].
- ^{lv} Fish Farming Expert, 10 July 2026, Chilean salmon sector 'must take responsibility for contractor safety'. Available at <https://www.fishfarmingexpert.com/chile-fidel-espinoza-mowi/chilean-salmon-sector-must-take-responsibility-for-contractor-safety/2152186> [Accessed on 15 July 2026].
- ^{lv} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].

-
- ^{lvi} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lvii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lviii} Garcés, J., 13 July 2026, 'Ventisqueros issues statement following complaint filed by union', Fish Farming Expert. Available at <https://www.fishfarmingexpert.com/chile-processing-salmon/ventisqueros-issues-statement-following-complaint-filed-by-union/2152599> [Accessed on 27 July 2026].
- ^{lix} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lx} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxi} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxiii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxiv} Molinari, C., 25 November 2025, '22 arrested in salmon theft sting operation carried out by Chilean police', SeafoodSource. Available at <https://www.seafoodsource.com/news/aquaculture/22-arrested-in-salmon-theft-sting-operation-carried-out-by-chilean-police> [Accessed on 21 May 2026].
- ^{lxv} Molinari, C., 09 September 2025, 'Chilean police capture criminal ring of salmon thieves', SeafoodSource. Available at <https://www.seafoodsource.com/news/supply-trade/chilean-police-capture-criminal-ring-of-salmon-thieves> [Accessed on 06 May 2026].
- ^{lxvi} Molinari, C., 09 September 2024, 'Chilean police capture criminal ring of salmon thieves', SeafoodSource. Available at <https://www.seafoodsource.com/news/supply-trade/chilean-police-capture-criminal-ring-of-salmon-thieves#:~:text=Salmon%20theft%20costs%20the%20country,special%20investigation%20techniques%20for%20prosecution> [Accessed on 06 May 2026].

- ^{lxvii} Evans, J., 07 March 2024, 'Camanchaca salmon drivers kidnapped in armed robberies in Chile's 'Wild West'', Intrafish. Available at <https://www.intrafish.com/salmon/camanchaca-salmon-drivers-kidnapped-in-armed-robberies-in-chiles-wild-west/2-1-1609713> [Accessed on 25 May 2026].
- ^{lxviii} Evans, J., 26 January 2026, 'Suspect held in latest salmon robbery crackdown', Intrafish. Available at <https://www.intrafish.com/salmon/suspect-held-in-latest-salmon-robbery-crackdown/2-1-1934178> [Accessed on 25 May 2026].
- ^{lxix} Organized Crime and Corruption Reporting Project, 29 November 2023, 'Chilean Navy Busts Salmon Thieves Gang'. Available <https://www.occrp.org/en/news/chilean-navy-busts-salmon-thieves-gang#:~:text=Reported%20by,Donatehttps://www.occrp.org/en/news/chilean-navy-busts-salmon-thieves-gang> [Accessed on 25 May 2026].
- ^{lxx} The Rafto Foundation, The Institute for Human Rights and Business (IHRB), and The Danish Institute for Human Rights (DIHR), February 2020, Human Rights in the Salmon Farming Industry, Roundtable, Meeting Report. Available at https://ihrb-org.files.svdcn.com/production/assets/uploads/briefings/Meeting_report_-_Human_Rights_in_the_Salmon_Farming_Industry.pdf?dm=1726489101?dm=1715761507 [Accessed on 03 February 2026].
- ^{lxxi} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxxii} ClientEarth, December 2024, Lost water, lost culture: the dark side of Chilean salmon. Available at https://www.clientearth.org/media/sighjujh/2316-ce-chilean-salmon-factsheet_3a.pdf [Accessed on 15 July 2026].
- ^{lxxiii} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 15 July 2026].
- ^{lxxiv} ClientEarth, December 2024, Lost water, lost culture: the dark side of Chilean salmon. Available at https://www.clientearth.org/media/sighjujh/2316-ce-chilean-salmon-factsheet_3a.pdf [Accessed on 15 July 2026].
- ^{lxxv} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].
- ^{lxxvi} Hanbury, S., 23 April 2026, 'Chile's plan to protect another 10% of its ocean is stalled by the new government', Mongabay. Available at <https://news.mongabay.com/short-article/2026/04/chiles-plan-to-protect-another-10-of-its-ocean-is-stalled-by-the-new-government/> [Accessed on 01 May 2026].
- ^{lxxvii} Molinari, C., 22 April 2026, 'New Chilean government quickly reversing Boric-era fisheries, aquaculture strategies', Seafood Source. Available at <https://www.seafoodsource.com/news/supply-trade/new-chilean-government-quickly-reversing-boric-era-fisheries-aquaculture-strategies> [Accessed on 01 May 2026].
- ^{lxxviii} Molinari, C., 22 April 2026, 'New Chilean government quickly reversing Boric-era fisheries, aquaculture strategies', Seafood Source. Available at <https://www.seafoodsource.com/news/supply-trade/new-chilean-government-quickly-reversing-boric-era-fisheries-aquaculture-strategies> [Accessed on 01 May 2026].
- ^{lxxix} Molinari, C., 04 August 2025, 'Leading Chilean presidential candidates lay out plans to kickstart nation's aquaculture growth at 2025 Salmon Summit', SeafoodSource. Available at <https://www.seafoodsource.com/news/aquaculture/leading-chilean-presidential-candidates-lay-out-plans-to-kickstart-nation-s-aquaculture-growth-at-2025-salmon-summit> [Accessed on 01 May 2026].

- ^{boxx} Molinari, C., 15 December 2025, 'Chile elects aquaculture-friendly, hard-right José Antonio Kast as the nation's next president', SeafoodSource. Available at <https://www.seafoodsource.com/news/aquaculture/chile-elects-aquaculture-friendly-hard-right-jos-antonio-kast-as-the-nation-s-next-president> [Accessed on 01 May 2026].
- ^{boxxi} SalmonBusiness, 24 July 2026, 'Chile: farm relocation reform clears Congress'. Available at <https://www.salmonbusiness.com/chile-salmon-farm-relocation-reform-clears-congress/> [Accessed on 27 July 2026].
- ^{boxxii} Garcés, J., 22 July 2026, 'Chilean parliament approves easier salmon farm 'micro-relocations'', Fish Farming Expert. Available at <https://www.fishfarmingexpert.com/aquaculture-concessions-chile-jose-antonio-kast/chilean-parliament-approves-easier-salmon-farm-micro-relocations/2156440> [Accessed on 27 July 2026].
- ^{boxxiii} SalmonBusiness, 12 April 2026, 'Chile: fisheries chief outlines aquaculture and Lafkenche law reforms'. Available at <https://www.salmonbusiness.com/chile-fisheries-chief-outlines-aquaculture-and-lafkenche-law-reforms/> [Accessed on 13 May 2026].
- ^{boxxiv} Boissat, L., Boucher, M., and De La Parra, S., 27 May 2026, 'Deregulating Chilean Salmon Farming: Where's the Catch?'. Available at <https://www.fairr.org/news-events/insights/deregulating-chilean-salmon-farming-wheres-the-catch> [Accessed on 17 July 2026].
- ^{boxxv} Krell, R., 2026, Estimación de impactos asociados a un crecimiento de 4%–8% en la industria del salmón, Consejo del Salmón A.G. Available at <https://www.consejodelsalmón.cl/informacion-de-la-industria/estudios-y-publicaciones/estudios-del-consejo/> [Accessed on 27 July 2026].
- ^{boxxvi} SalmonChile, No date, X Informe de Sustentabilidad 2024. Available at https://salmonchile.cl/wp-content/uploads/2025/11/VF_RS2024-SalmonChile-baja-250904-comprimido.pdf [Accessed on 22 May 2026].
- ^{boxxvii} Consejo del Salmón, 2024, 'Principales datos de la industria'. Available at <https://www.consejodelsalmón.cl/informacion-de-la-industria/principales-datos-de-la-industria/> [Accessed on 05 March 2024].
- ^{boxxviii} The Rafto Foundation, The Institute for Human Rights and Business (IHRB), and The Danish Institute for Human Rights (DIHR), February 2020, Human Rights in the Salmon Farming Industry, Roundtable, Meeting Report. Available at https://ihrb-org.files.svdcn.com/production/assets/uploads/briefings/Meeting_report_-_Human_Rights_in_the_Salmon_Farming_Industry.pdf?dm=1726489101?dm=1715761507 [Accessed on 03 February 2026].
- ^{boxxix} Chávez, C., Dresdner, J., Figueroa, Y. and Quiroga, M., 2019, Main issues and challenges for sustainable development of salmon farming in Chile: a socio-economic perspective. *Reviews in Aquaculture*, 11: 403-421. Available at <https://doi.org/10.1111/raq.12338> [Accessed on 11 March 2024].
- ^{xc} Chávez, C., Dresdner, J., Figueroa, Y. and Quiroga, M., 2019, Main issues and challenges for sustainable development of salmon farming in Chile: a socio-economic perspective. *Reviews in Aquaculture*, 11: 403-421. Available at <https://doi.org/10.1111/raq.12338> [Accessed on 11 March 2024].
- ^{xc1} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{xcii} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe ambiental de la acuicultura, período 2023 a 2024. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-acuicultura/128284:Informe-ambiental-de-la-acuicultura-periodo-2023-a-2024> [Accessed on 27 July 2026].
- ^{xciii} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2024, Informe Sectorial de Pesca y Acuicultura Consolidado 2023-2024. Available at https://www.subpesca.cl/portal/618/articles-125035_documento.pdf [Accessed on 16 March 2026].
- ^{xciv} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].

-
- ^{xcv} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{xcvi} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{xcvii} SalmonChile, 18 August 2025, 'How is Chile salmon produced?'. Available at <https://salmonchile.cl/blog/chilean-salmon-produced/> [Accessed on 27 July 2026].
- ^{xcviii} Consejo del Salmón, 2024, Relevant Data on Chilean salmon Farming. Available at <https://www.consejodelsalmon.cl/wp-content/uploads/2024/10/Brochure-digital-CDS-interactivo-en.pdf> [Accessed on 27 July 2026].
- ^{xcix} SalmonChile, 18 August 2025, 'How is Chile salmon produced?'. Available at <https://salmonchile.cl/blog/chilean-salmon-produced/> [Accessed on 27 July 2026].
- ^c Consejo del Salmón, 2024, Relevant Data on Chilean salmon Farming. Available at <https://www.consejodelsalmon.cl/wp-content/uploads/2024/10/Brochure-digital-CDS-interactivo-en.pdf> [Accessed on 27 July 2026].
- ^{ci} SalmonChile, 18 August 2025, 'How is Chile salmon produced?'. Available at <https://salmonchile.cl/blog/chilean-salmon-produced/> [Accessed on 27 July 2026].
- ^{cii} United States Department of Agriculture, 13 June 2022, Chile: Salmon Overview. Available at https://www.fas.usda.gov/data/gain-report/2022/06/Salmon%20Overview_Santiago_Chile_CI2022-0008.pdf [Accessed on 21 May 2026].
- ^{ciii} United States Department of Agriculture, 13 June 2022, Chile: Salmon Overview. Available at https://www.fas.usda.gov/data/gain-report/2022/06/Salmon%20Overview_Santiago_Chile_CI2022-0008.pdf [Accessed on 21 May 2026].
- ^{civ} Servicio Nacional de Pesca y Acuicultura (SERNAPESCA), No date, PROA – Salmón. Available at <https://www.sernapesca.cl/proa-salmon/> [Accessed on 27 July 2026].
- ^{cv} Monterey Bay Aquarium, No date, CSARP+: Accelerating Reduction of Antibiotics in Chilean Farmed Salmon. Available at <https://www.seafoodwatch.org/globalassets/mba/pdf/conservation-and-science/csarp/monterey-bay-aquarium-csarp-plus-info-sheet-en.pdf> [Accessed on 21 May 2026].
- ^{cvi} US Department of Agriculture, June 2022, Salmon Overview: Chile. Available at https://apps.fas.usda.gov/newgainapi/api/Report/DownloadReportByFileName?fileName=Salmon+Overview_Santiago_Chile_CI2022-0008.pdf [Accessed on 20 July 2026].
- ^{cvi} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{cvi} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{cix} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{cxi} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].

-
- ^{cxii} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{cxiii} Subsecretaría de Pesca y Acuicultura (SUBPESCA), 2025, Informe Sectorial de Pesca y Acuicultura Consolidado 2024-2025. Available at <https://www.subpesca.cl/portal/publicaciones/Publicaciones/Informes/Informes-sectoriales/129401:Informe-Sectorial-Consolidado-2024-2025> [Accessed on 21 May 2026].
- ^{cxiv} SalmonChile, 2023, 9° Informe de Sustentabilidad. Available at https://salmonchile.cl/wp-content/uploads/2025/11/IX_Informe_Sustentabilidad_SalmonChile_2023.pdf [Accessed on 21 May 2026].
- ^{cxv} United States Department of Agriculture, 13 June 2022, Chile: Salmon Overview. Available at https://www.fas.usda.gov/data/gain-report/2022/06/Salmon%20Overview_Santiago_Chile_CI2022-0008.pdf [Accessed on 21 May 2026].
- ^{cxvi} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{cxvii} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{cxviii} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{cxix} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{cxx} Instituto Nacional de Estadísticas (INE), April 2019, Estudio de caracterización de la industria salmonera. Available at https://regiones.ine.cl/documentos/default-source/region-x/estadisticas/estructura-de-la-industria-del-salmon/publicaciones/estudios/caracterizaci%C3%B3n-industria-salm%C3%B3n.pdf?sfvrsn=8bc70bf5_4 [Accessed on 21 May 2026].
- ^{cxix} National Human Rights Institute of Chile (INDH) and the Danish Institute for Human Rights (DIHR), October 2021, THE SALMON INDUSTRY AND HUMAN RIGHTS IN CHILE Sector-Wide Impact Assessment. Available at <https://www.humanrights.dk/sites/humanrights.dk/files/media/document/The%20Salmon%20Industry%20and%20Human%20Rights%20in%20Chile.PDF> [Accessed on 18 March 2024].