



# Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous  
child labor risks

Mexico, Fishing and Processing

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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.

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# About the Seafood Social Risk Tool

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

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

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

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

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

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

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

## Overview

Mexico is an important producer, processor, and exporter of tropical tuna. Mexico is the second most important producer and processor of tuna in the Eastern Pacific after Ecuador,<sup>i,ii</sup> and one of the world's top five canned tuna processing countries.<sup>iii</sup> The country is also a significant exporter of tropical tuna to the EU and United States.<sup>iv,v</sup>

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

There is a high general risk of forced labor, human trafficking, and hazardous child labor occurring in Mexico, resulting from systemic corruption and organized crime, regional migration patterns, weak labor law enforcement, and anti-union practices.

Corruption and organized crime present significant risks in Mexico and play a notable part in the risk of human trafficking. Corrupt and complicit government officials are alleged to have facilitated or participated in human trafficking crimes.<sup>vi</sup> Meanwhile, violence and harassment directed at journalists and human rights defenders and high levels of impunity for the perpetrators of that violence are indicative of the seriousness of human rights issues in Mexico.<sup>vii</sup>

A significant population of vulnerable migrants, including internal migrant workers and Central American migrants and asylum seekers transiting through, and increasingly seeking refuge in, Mexico contributes to the overall risk of human rights and labor rights abuses occurring.<sup>viii,ix</sup>

Meanwhile, the enforcement of national labor laws including those prohibiting human trafficking, forced labor, and child labor, is inadequate. These abuses occur in multiple sectors including agriculture and food processing and are especially prevalent in the informal sector where labor inspectors have limited oversight of working conditions.<sup>x</sup> Serious concerns regarding access to workers' unions exacerbate the situation by limiting mechanisms to address exploitative conditions through freedom of association and collective bargaining. Anti-union practices include harassment, dismissal, and threats of dismissal for unionizing, pay deductions, exclusion from collective bargaining negotiations, violence against striking and protesting workers, and multiple murders of trade unionists.<sup>xi</sup>

Nonetheless, Mexico is making efforts to eliminate trafficking, and notably maintained its law enforcement efforts in 2020 despite the impacts of the Covid-19 pandemic. Efforts included convicting more traffickers and arresting public officials for suspected complicity in trafficking cases.<sup>xii</sup> In addition, Mexico moved to strengthen its legislation regarding protections of freedom of association and improve the ability of workers to bargain collectively, by signing into law substantial labor law reforms in 2019. However, these labor

reforms are being implemented in a phased manner and are not expected to be operational in all states until May 2022.<sup>xiii</sup>

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

No direct links were found from the Mexican tuna fishing and processing industries to forced labor, human trafficking, or hazardous child labor. Although forced labor and child labor appear to be widespread in Mexico, there is no evidence to suggest that the tuna industry is directly implicated.

Nonetheless, the factors driving these abuses are part of the general environment within which the seafood industry operates. The prevalence of illegal, unreported, and unregulated (IUU) fishing and reported links between organized crime and fishing in Mexico raise further concerns given the correlation between IUU fishing, organized crime, and human trafficking.

Meanwhile, limited transparency in the tuna industry increases risks. A lack of information on worker characteristics and employment practices in Mexico's tuna fishing and processing industry means that businesses should employ rigorous due diligence procedures to assess risks in their own supply chain.

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

### Country-level indicators

- There is evidence of human trafficking, forced labor, and child labor in a range of sectors in Mexico. Men, women, and children are subjected to human trafficking and forced labor in agriculture, manufacturing, mining, and food processing, among other sectors.
- Goods specifically identified as produced by child labor and / or forced labor include coffee, fruit and vegetables, and tobacco.
- Traffickers also exploit vulnerable migrants, including internal migrant workers and Central American migrants transiting through or seeking refuge in Mexico.

### Seafood industry-level Indicators

- No evidence was found in relation to Mexico's seafood industry.

### Fishing indicators

- No evidence was found in relation to the tuna fishing industry in Mexico.

## Processing indicators

- No evidence was found in relation to the tuna processing industry in Mexico.

# 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

- The percentage of the population living below the national poverty line increased between 2018 and 2020.
- Systemic corruption and organized crime, including the alleged involvement of corrupt officials in facilitating human trafficking.
- The presence of vulnerable asylum seekers and migrants from Central American countries.
- Weak enforcement of labor laws prohibiting human trafficking, forced labor, and child labor.
- Suppression of workers' rights to access unions.
- Mexico has not ratified ILO Convention 188 on Work in Fishing, Protocol 29 on forced labor, or the Port State Measures Agreement.

### Seafood industry-level indicators

- Evidence that illegal, unreported, and unregulated fishing is prevalent in Mexico.
- Organized crime and drug trafficking has been linked to fishing in Mexico.
- Implementation and enforcement of industry-specific regulations is inadequate; fishing-related institutions are under resources and susceptible to corruption, and there is poor coordination with Mexican law enforcement agencies.
- Limited application of fishing vessel monitoring systems.

### Fishing indicators

- Long fishing trips of up to 60 days
- Internal migrant workers from other parts of Mexico are employed in tuna fishing.
- Limited and outdated information on worker characteristics and employment practices in Mexico's tuna fishing industry.

## Processing indicators

- No information on Mexico’s tuna processing workforce and related employment factors was found.

## Factors that decrease the likelihood

### Country-level indicators

- Mexico’s Human Development Index value is above the average for countries in Latin America and the Caribbean.
- Primary and secondary education and literacy levels in Mexico are good.
- Mexico has ratified all eight of the fundamental ILO conventions relating to work.
- Mexico has legislation in place to protect the rights of migrant workers and their families.

### Seafood industry-level indicators

- The Mexican seafood industry participates in voluntary schemes to improve environmental and social sustainability (e.g., Fair Trade certification and fishery improvement projects).
- Trade Unions are active in the Mexican seafood sector, including fishing.
- One hundred percent fisheries observer coverage is required for some vessel types. It should be noted, however, that the fisheries observers are not monitoring labor conditions as part of their assignment.

### Fishing indicators

- There were no recent findings of IUU fishing for the Mexican tuna industry.
- Foreign migrant workers do not seem to comprise a significant proportion of tuna fishers.

### Processing indicators

- Vertical integration with tuna processing supply chains increases the opportunity for oversight of labor conditions.

## Fishing

Tuna represents one of the top ten most important fish species produced in Mexico.<sup>xiv</sup> Mexico’s tuna fishing industry mainly targets yellowfin tuna, as well as smaller quantities of skipjack and other tuna species.<sup>xv</sup> Mexico fishes for tropical tuna in the country’s exclusive economic zone (EEZ) and the international waters of the Eastern Pacific Ocean (EPO).<sup>xvi</sup> Mexico is a member of the Inter-American Tropical Tuna Commission

(IATTC), the International Convention for the Conservation of Atlantic Tunas (ICCAT), and the International Scientific Committee for Tuna and Tuna-Like Species in the North Pacific Ocean (ISC).

Mexico's tuna fishing fleet is one of the most important fleets in the IATTC region. In 2019, Mexico caught 20% of tunas harvested in the Eastern Pacific Ocean (EPO), accounting for the second largest catch by volume behind Ecuador.<sup>xvii</sup> Landings in 2019 included nearly 106,000 Mt of yellowfin tuna by purse-seine vessels, 19,700 Mt of skipjack tuna by purse-seine and longline vessels, and around 1,00 Mt bigeye tuna by purse-seine vessels in the EPO.<sup>xviii</sup> As of September 2021, the IATTC vessel database identifies 283 fishing vessels flagged to Mexico, including 53 active purse seiners with a total fish hold volume of 62,340m<sup>3</sup>, 35 large-scale (greater than 24m) longline vessels that are authorized to fish for tuna and tuna-like species, as well as longline vessels under 24m, and a small number of vessels using pole and line.<sup>xix</sup>

The north-western state of Sinaloa is responsible for 55% of national tuna production by volume.<sup>xx</sup> Other key producing areas include the south-eastern state Chiapas and central-west state Colima, which each account for around 16% of national tuna production. Annual production is concentrated during the months of March to July.<sup>xxi</sup>

## Processing and Trade

Mexico is one of the largest fish processing countries in the EPO and is the second most important tuna processing country in the region behind Ecuador.<sup>xxii</sup> In addition, Mexico is the fourth largest canned tuna processing country in the world by volume, behind Thailand, Ecuador, and Spain.<sup>[OBJ]</sup> Industry data for 2017 indicates that Mexico produces 725 Mt/day canned tuna, accounting for five percent of global annual production.<sup>[OBJ]</sup> In 2019, Mexico exported over 46,000 Mt of tuna, valued at US\$246 million.<sup>xxiii</sup> The main destination countries for Mexican tuna are Japan, Spain, and the United States.<sup>xxiv</sup>

# Due Diligence for Tropical Tuna in Mexico

## Important Country-Specific Considerations

- Mexico is the second most important producer and processor of tuna in the Eastern Pacific after Ecuador and one of the world’s top five canned tuna processing countries, with significant exports going to the US and EU.
- The prevalence of illegal, unreported, and unregulated (IUU) fishing and reported links between organized crime and fishing in Mexico raise further concerns given the correlation between IUU fishing, organized crime, and human trafficking.
- Labor abuses occur in multiple sectors including agriculture and food processing, and are especially prevalent in the informal sector where labor inspectors have limited oversight, though recent labor reforms were signed into law in 2019.

## Suggested Due Diligence Priorities & Questions

### Worker Demographics and Migrant Labor

There is limited to no information on worker demographics or the presence of migrant labor in the tuna fishing or processing industries in Mexico.

1. What proportion of fishery employees are foreign to domestic migrants? What proportion of fishery employees are indigenous or ethnic minorities? What countries or parts of the country do the workers come from?
2. Are recruitment agents or brokers used to hire foreign or domestic migrant workers?
3. Do workers have documented legal work permits? If so, who manages these permits?
4. What proportion of workers are considered low-skilled in the work environment?
5. What is the proportion of temporary and contract workers to permanent workers?
6. What is the proportion of women in the workforce? Are women in managerial roles?
7. What is the proportion of young workers (15-18 years old) in the workforce? What protocols are in place to protect young workers from workplace hazards?

### **Activity at Sea**

No evidence of illegal, unreported, and unregulated (IUU) fishing in Mexico's tuna fishing industry was identified. However, there is a heightened risk of IUU fishing in Mexico's wider fishing industry and there are links between fishing and other criminal activities in Mexico.

1. To what extent are vessel monitoring systems used in the tuna fishing fleet?
2. How long do tuna fishers typically stay at sea?
3. Are fish workers able to take shore leave when they return to port?

### **Complaints Mechanisms**

Trade unions are active in the seafood industry, but anti-union practices are also prevalent and include harassment, dismissal, pay deductions, and violence against union members.

1. What are the factors influencing fish workers' participation, or lack thereof, in trade unions? What are you doing to institutionalize worker organization and collective bargaining in your supply chain?
2. Do workers in your operation/supply chain have access to 3rd party monitors such as trade union representatives or onboard observers?
3. Are there procedures to document, track, and resolve workplace grievances and complaints?

### **Processing Activities**

No information on the tuna processing workforce and related employment factors was found.

1. Do you know where processing companies are sourcing their tuna inputs? Is there traceability back to the vessel, and do you know what working conditions are like on the vessel?
2. Does the processing company own or control its suppliers? How do processing companies monitor working conditions in suppliers' operations?

## Mexico: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index</p> <p>HDI Value (2019): 0.779</p> <p>HDI rank (2019): 74.</p> <p>Mexico's HDI value for 2019 places it in the 'high human development' category and positions it 74<sup>th</sup> out of 189 countries and territories. Mexico's HDI value is above the average of 0.753 for countries in the high human development group and above the average of 0.766 for countries in Latin America and the Caribbean. Between 1990 and 2019, Mexico's HDI value increased from 0.650 to 0.779. Mexico shows progress against each of the HDI indicators for income, health, and education from 1990 to 2019. However, when Mexico's HDI value is discounted for inequality, it falls to 0.613, a loss of 21.3% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for high HDI countries is 17.9% and for Latin America and the Caribbean is 22.2%.</p>	<p><a href="#">UNDP Human Development Index (HDI)</a></p> <p><a href="#">UNDP Global Human Development Indicators Country Profile: Mexico</a></p>
	<p>Poverty headcount ratio at national poverty line (% of population): 43.9 (2020), showing an increase from 41.9 (2018).</p> <p>The poverty headcount ratio in Mexico is better than that for neighboring Guatemala at 59.3% (2014). Data on this indicator are not available for the United States or Belize.</p>	<p><a href="#">World Bank</a></p>
	<p>Global Hunger Index</p> <p>Mexico ranks 38th out of 107 qualifying countries in the 2020 Global Hunger Index. With a score of 7.7 out of 100, Mexico suffers from a 'low' level of hunger.</p>	<p><a href="#">Global Hunger Index (GHI)</a></p>

Indicator	Description	Sources
	<p>Neighboring country Guatemala scores 20.7, categorized as a ‘serious’ level of hunger. Data are not available for Belize and the United States for this indicator.</p> <p>Note: GHI is scored on a 100-point GHI Severity Scale, where 0 is the best score (no hunger) and 100 is the worst (where <math>\geq 50</math> is ‘extremely alarming’).</p>	
<p>Country’s position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region</p> <p>Mexico’s HDI value for 2019 is above the average of 0.766 for countries in Latin America and the Caribbean. Mexico is indexed higher on the UN HDI ranking compared to neighboring countries Guatemala and Belize, but the United States scores far higher than Mexico. Mexico’s score is comparable to the average regional rating for Latin America and the Caribbean, which is 0.766.</p> <p><b>Mexico</b></p> <ul style="list-style-type: none"> <li>• HDI value (2019): 0.779</li> <li>• HDI rank (2019): 74</li> </ul> <p>Neighboring countries:</p> <p><b>Guatemala</b> HDI value (2019): 0.663 HDI rank (2019): 127</p> <p><b>Belize</b> HDI value (2019): 0.716 HDI rank (2019): 110</p> <p><b>United States</b> HDI value (2019): 0.926 HDI rank (2019): 17</p>	<p><u>UNDP Human Development Index (HDI)</u></p> <p><a href="#">UNDP Global Human Development Indicators Country Profile: Mexico</a></p>

Indicator	Description	Sources
	<p>Comparing its recent economic growth to the general economic growth rates in the region</p> <p>The GDP growth rate of Mexico has generally followed closely to the regional average for Latin America and Caribbean (-6.307% 2020), fluctuating above or near to that of its neighboring countries. Like its neighbors, Mexico’s annual GDP growth decreased significantly in 2020 when the country was affected by the Covid-19 pandemic.</p> <p><b>Mexico</b> GDP Growth (annual %): -3.593 (2020)</p> <p>Neighboring countries:</p> <p><b>Guatemala</b> GDP Growth (annual %): -1.519 (2020)</p> <p><b>Belize</b> GDP Growth (annual %): -14.038 (2020)</p> <p><b>United States</b> GDP Growth (annual %): -3.486 (2020)</p>	<p><a href="#"><u>World Bank Databank figures on annual economic growth</u></a></p>
	<p>Migration data</p> <p>Total number of international migrants: 1.2 million (2020)</p> <p>Migration inflows: No data (2016)</p> <p>Net migration rate (immigrants minus emigrants per 1,000 population): -0.5 (2020)</p> <p>Mexico’s net migration rate is comparable to neighboring Guatemala (-0.5, 2020) which also has a negative rate, compared to the positive rates for net migration into Belize (3.2, 2020) and United States (2.9, 2020).</p>	<p><a href="#"><u>IOM Migration Data Portal</u></a></p>

Indicator	Description	Sources
	<p>Regional migration trends and patterns</p> <p>Mexico is a source and transit country for migration to the United States and increasingly a destination country for migrants from Central America and other countries.</p> <p>Mexico continues to be a source country for migrants travelling to the United States. Though since 2008, the dominant migration flow between Mexico and the United States has reversed with more Mexican migrants returning to Mexico, including those returning voluntarily and those who were deported. In addition, migrants from Central American countries, El Salvador, Guatemala, and Honduras, transit through Mexico to the United States. Previously, those migrant flows consisted mostly of men but now include a growing proportion of families and unaccompanied minors. Difficulties for asylum seekers trying to enter the United States mean that Mexico itself has increasingly become a refuge and a destination country for Central American migrants, with migrants taking up temporary visas. <a href="#">Migration Policy Institute, March 7 2019</a></p> <p>An estimated 400,000 migrants enter Mexico irregularly through the country’s southern border each year. <a href="#">Migration Policy Institute, May 20 2021</a></p> <p>To a lesser extent, Mexico is also a source country for migrants into Canada, with most Mexican migrants travelling to Canada as temporary foreign workers, particularly for work in the agricultural sector. Around 24,000 temporary Mexican laborers are employed in Canada’s agricultural sector each year. <a href="#">Migration Policy Institute, March 20 2019</a></p>	<p><a href="#">Migration Policy Institute, March 7 2019, ‘Protection and Reintegration: Mexico Reforms Migration Agenda in an Increasingly Complex Era’</a><b>Error! Hyperlink reference not valid.</b></p> <p><a href="#">Migration Policy Institute, May 20 2021, ‘Mexico’s Search for Disappeared Migrants Has Evolved, but Challenges Remain’</a></p> <p><a href="#">Migration Policy Institute, March 20 2019, ‘Mexican Migration to Canada: Temporary Worker Programs, Visa Imposition, and NAFTA Shape Flows’</a></p>

Indicator	Description	Sources
	<p>Known human trafficking routes</p> <p>Mexico is a country of origin, transit, and destination for human trafficking. Trafficking occurs internally within Mexico, and from Central and South American countries, including increasing numbers of Venezuelan migrants, to Mexico and the United States. In addition, Mexico is a transit and destination country for forced labor and trafficking victims from the Caribbean, Eastern Europe, Asia, and Africa.</p> <p>Although now outdated, a 2011 UN report on organized crime in the fishing industry remarks on the use of fishing vessels to smuggle people from and via Mexico to the United States. However, the involvement of the fishing industry is described as 'not widely recognized', although a link cannot be ruled out.</p>	<p>Freedom Collaborative, 2021, <a href="#">Victim Journeys Map</a></p> <p>US Department of State, 2021 <a href="#">Trafficking in Persons (TIP) Report</a></p> <p><a href="#">UNODC, 2011, Transnational Organized Crime in the Fishing Industry</a></p>
<p>Governance practices and systems in a country (measured through indexes)</p>	<p>WGI (2020) Percentile rank -</p> <ul style="list-style-type: none"> <li>• Voice and Accountability: 44.93</li> <li>• Political Stability and Absence of Violence: 17.92</li> <li>• Government Effectiveness: 46.15</li> <li>• Regulatory Quality: 54.81</li> <li>• Rule of Law: 26.92</li> <li>• Control of Corruption: 21.63</li> </ul> <p>Mexico ranks in the lower percentiles for all indicators except for 'Regulatory Quality' which is in the higher percentiles. Mexico ranks closely to the regional average for Latin America and the Caribbean except for 'Political Stability and Absence of Violence', 'Rule of Law', and 'Control of Corruption' in which Mexico ranks considerably lower than the regional average.</p>	<p><a href="#">Worldwide Governance Indicators (WGI)</a></p>

Indicator	Description	Sources
	<p>Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.</p>	
	<p>Corruption Perception Index (2020)</p> <p>Corruption Perception Index (2020) –</p> <p>Score: 31/100</p> <p>Rank: 124/180 countries and territories</p> <p>More than two-thirds of countries score below 50 on this year’s CPI, with an average score of 43. Mexico’s score of 31 places it below average and positions it 124<sup>th</sup> out of 180 countries and territories.</p> <p>Mexico’s score is close to neighboring Guatemala at 25, with the United States receiving a significantly higher score of 67. No data is available for Belize for this indicator.</p> <p>Note: Scores based on a scale from 0 = Highly Corrupt to 100 = Very Clean.</p>	<p><a href="#"><u>Transparency International Corruption Perception Index (CPI)</u></a></p>
	<p>Basel Anti-Money Laundering Index (2020)</p> <p>Rank: 68/141 countries</p> <p>Overall score: 5.2/10</p> <p>Mexico scores in the mid-range of the risk scale for the Basel AML Index. Neighboring countries Guatemala and Belize score similarly (score 5.1/10; rank 72 and score 5.64/10; rank 46, respectively). The United States receives a lower risk score (score 4.57/10; rank 100).</p> <p>Note: Ranking is out of 129 countries; top possible score is 0 (low risk,), lowest score is 10 (high risk).</p>	<p><a href="#"><u>Basel Anti-Money Laundering (AML) Index</u></a></p>

Indicator	Description	Sources
	<p>Global Rights Index (2021) – Rating: 3 (Regular violations of rights)</p> <p>The ITUC Global Rights Index ranks Mexico closely to the regional average ranking of 3.48 for Americas.</p> <p>Neighboring country Guatemala is scored at 5 (no guarantee of rights), with Belize given a better score of 3 (regular violations of rights), and the United States scoring 4 (systematic violations of rights).</p> <p>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”.</p>	<p>International Trade Union Conference (ITUC) <a href="#">Global Rights Index (GRI)</a></p> <p><a href="#">ITUC Global Rights Index 2019 Report</a></p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2018): 95.38%</p> <p>Adult female literacy rate (2018): 94.608 %</p> <p>Adult male literacy rate (2018): 96.233%</p> <p>Comparison to adult literacy rates in neighboring countries:</p> <ul style="list-style-type: none"> <li>• Belize (2000) 76.903%</li> <li>• Guatemala (2014) 81.29%</li> <li>• United States No data</li> </ul>	<p><a href="#">World Bank Open Data</a></p>
	<p>Primary school completion rates (2018): 102.256%</p> <p>Primary completion rates, female (% of relevant age group) (2018): 102.629%</p> <p>Primary completion rates, male (% of relevant age group) (2018): 101.898%</p> <p>Comparison to primary school completion rates in neighboring countries:</p> <ul style="list-style-type: none"> <li>• Belize (2019) 102.847%</li> </ul>	<p><a href="#">World Bank Open Data</a></p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> <li>• Guatemala (2019) 79.13%</li> <li>• United States (2018) 100.093%</li> </ul> <p>Note: “There are many reasons why the primary completion rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of primary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of primary education.”</p>	
	<p>Lower secondary education completion rates (2018): 91.487%</p> <p>Lower secondary completion rates, female (% of relevant age group) (2018): 93.296%</p> <p>Lower secondary completion rates, male (% of relevant age group) (2018): 89.737%</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> <li>• Belize (2019) 69.597%</li> <li>• Guatemala (2019) 56.373%</li> <li>• United States (2018) 103.384%</li> </ul> <p>Note: “There are many reasons why the rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of lower secondary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of lower secondary education.”</p>	<p><a href="#"><u>World Bank Open Data</u></a></p>
	<p>School enrolment, tertiary (2018): 41.523%</p> <p>School enrolment, tertiary, female (2018): 42.309% gross</p>	<p><a href="#"><u>World Bank Open Data</u></a></p>

Indicator	Description	Sources
	<p>School enrolment, tertiary, male (2018): 40.747% gross</p> <p>Comparison to neighboring countries:</p> <ul style="list-style-type: none"> <li>• Belize (2019) 24.991%</li> <li>• Guatemala (2015) 21.783%</li> <li>• United States (2018) 88.299%.</li> </ul>	
<p>Attitudes towards migrant workers in a country's population</p>	<p>Migrant Acceptance Index (2017): 4.75/9</p> <p>Mexico scores lower than the regional score for Latin America and the Caribbean of 5.89 (2017). When compared to its neighboring countries, Mexico scores similarly to neighboring Guatemala, while the United States scores noticeably higher (more accepting). Belize is not scored.</p> <ul style="list-style-type: none"> <li>• Guatemala (2017): 4.59/9</li> <li>• United States (2017): 7.27/9</li> <li>• Belize: No data</li> </ul> <p>Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; and updated in 2019; top possible score is 9.0.</p>	<p><a href="#">Gallup Migrant Acceptance Index</a></p>
<p>Legislation and regulation to protect migrant workers</p>	<p>Coverage of legal provisions under the labor laws</p> <p>Article 1 of the Mexican Constitution establishes equal rights for all people to the human rights recognized in the Constitution and the protection of those rights. <a href="#">Mexico 1917 (rev. 2015)</a></p> <p>Mexico ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families in 1999. The country's third report on its efforts to implement the regulations of the convention was submitted in May 2017 and the next report is due in October 2022. <a href="#">UN Treaty Body Database</a></p>	<p><a href="#">Mexico 1917 (rev. 2015), (English translated, provided by Constitute)</a></p> <p><a href="#">UN Treaty Body Database</a></p> <p><a href="#">Migration Policy Institute, April 2013, Mexico: The New Migration Narrative</a></p>

Indicator	Description	Sources
	<p>In 2011, Mexico adopted the 'Ley de Migración' (Migration Law) to protect migrants and comply with the Convention noted above. Building upon the content of the Constitution, the provisions of the Migration Law are intended to regulate the movement of Mexican citizens and foreign migrants “within a framework of respect, protection, and safeguarding of human rights” [English translation]. Article 6 of the Migration Law states that the Mexican State shall guarantee to all foreign persons the rights and freedoms recognized in the Constitution. <a href="#">Migration Policy Institute, April 2013</a> , <a href="#">Migration Law of 2011, reformed 2021</a></p> <p>In Mexico, foreigners are categorized as visitors, temporary residents, or permanent residents. Under temporary resident status, foreigners are entitled to work and receive compensation in Mexico if the National Institute of Migration (Instituto Nacional de Migración, INM) authorizes a request from a Mexican company or person. Families of temporary residents, including children and spouses or domestic partners, are entitled to enter the country and hold temporary resident status. Permanent residents are entitled to stay in Mexico indefinitely and to work and receive compensation. Family members may also be granted permanent residency. <a href="#">Migration Policy Institute, February 2021</a></p>	<p><a href="#">Migration Law of 2011, reformed 2021</a></p> <p><a href="#">Migration Policy Institute, February 2021, Institutional and Legal Migratory Framework of the United States: A Working Paper</a></p>
	<p>Access to social protection, health, and education</p> <p>Article 8 of the Migration Law of 2011 states that all foreigners, regardless of their immigration status, can access public or private education and have the right to receive healthcare, including free and unrestricted urgent medical care.</p> <p>With some exceptions, both temporary and permanent residents can request a Unique Population Registration</p>	<p><a href="#">Migration Law of 2011, reformed 2021</a></p> <p><a href="#">Migration Policy Institute, February 2021, Institutional and Legal Migratory Framework of the</a></p>

Indicator	Description	Sources
	Code (Clave Única de Registro de Población, CURP) after receiving their residency card. The CURP provides access to education and health services.	<a href="#">United States: A Working Paper</a>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>Mexico signed bilateral agreements on labor migration with Guatemala in 2014 and 2018. <a href="#">ILO, July 2019</a></p> <p>Mexico also holds a 1974 bilateral agricultural worker agreement with Canada, which is supported by the 1994 North America Free Trade Agreement. <a href="#">Migration Policy Institute, March 20 2019</a></p>	<p><a href="#">ILO, July 2019, Fair Recruitment. Country Brief: Guatemala to Mexico Corridor</a></p> <p><a href="#">Migration Policy Institute, March 20 2019, 'Mexican Migration to Canada: Temporary Worker Programs, Visa Imposition, and NAFTA Shape Flows'</a></p>
Ratification of relevant international conventions and domestication of conventions into a national legal framework (Forced labor, human trafficking, and hazardous child labor)	Convention No. 29 - In force, 12 May 1934.	<a href="#">Forced Labour Convention, 1930 (No. 29)</a>
	Convention No. 105 – In force, 01 June 1959.	<a href="#">Abolition of Forced Labour Convention, 1957 (No. 105)</a>

Indicator	Description	Sources
	Convention No. 138 - In force, 10 June 2015.	<a href="#"><u>Minimum Age Convention, 1973 (No. 138)</u></a>
	Convention No. 182 – In force, 30 June 2000.	<a href="#"><u>Worst Forms of Child Labour Convention, 1999 (No. 182)</u></a>
	Protocol 29 – Not ratified	<a href="#"><u>Protocol of 2014 to the Forced Labour Convention, 1930 (P29)</u></a>
	Palermo Protocol – Ratified 04 March 2003.	<a href="#"><u>Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (the ‘Palermo Protocol’)</u></a>
	Convention No. 188 – Not ratified	<a href="#"><u>ILO Convention 188 on Work in Fishing;</u></a>
	PSMA – Not party to the PSMA.	<a href="#"><u>The FAO Port State Measures Agreement (PSMA)</u></a>
	Domestication into national legislation  Forced labor is prohibited within the Constitution and by law.	<a href="#"><u>US Department of State (USDOS), 2021, 2020 Country Reports on Human Rights Practices: Mexico</u></a>

Indicator	Description	Sources
	<p>The minimum age for work is set at 15 years. The minimum age for hazardous work is 18 years. Hazardous occupations and activities are identified in Articles 175–176 of the Labor Code.</p> <p>Sex trafficking and labor trafficking are criminalized. Labor trafficking offenses can result in penalties of five to 20 years’ imprisonment and fines.</p>	<p><a href="#">US Department of Labor (USDOL), 2020, 2019 Findings on the Worst Forms of Child Labor: Mexico</a></p> <p><a href="#">USDOS, 2021, 2021 Trafficking in Persons Report: Mexico</a></p>
Regulation of recruitment	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>Recruitment agencies are regulated at the national level in the Constitution, the Federal Employment Law, and in specific recruitment regulations.</p> <p><b>Federal employment law Art 537</b> establishes that within the objectives of the National Employment Service is “to promote and design mechanisms for monitoring the recruitment of workers”; Articles 538 to 539, mentions the functions, objectives and characteristics of the service including (guide, authorize, register and monitor, no charges for workers, etc. among other powers)</p> <p>Article 28-29, which establishes the conditions of Mexican workers hired in national territory</p> <p><b>Recruitment Agencies regulations</b></p> <p>By law, recruitment agencies are prohibited of charging a fee to the workers (Art. 5 and 10 of Recruitment agencies regulation)</p> <p>Regulations for recruitment agencies include registration, and control, no discrimination, transparency, etc.</p>	<p><a href="#">Mexico 1917 (rev. 2015), (English translated, provided by Constitute)</a></p> <p><a href="#">Ley Federal del Trabajo</a></p> <p><a href="#">Reglamento de agencias de colocación de trabajadores (SECRETARIA DEL TRABAJO Y PREVISION SOCIAL)</a></p> <p><a href="#">ILO Ratifications for Mexico</a></p> <p><a href="#">Guatemala / Mexico Agreement on Cooperation in Labour Matters</a></p> <p><a href="#">Los jornaleros, las mayores víctimas del</a></p>

Indicator	Description	Sources
	<p>In June 2018, Mexico and Guatemala agreed to cooperate on labor matters between the two governments with the objective of sharing information related to temporary migrant workers to ensure safety and working conditions.</p> <p>Despite the strong regulations, reports have shown that intermediates of agriculture work usually lie about salaries, working conditions, and trick migrant employees.</p> <p><b>Outsourcing regulation</b></p> <p>In 2021, the Mexican Government published an 'outsourcing regulation', scheduled to come into force by August 2021, which is intended to provide workers previously hired as subcontractors with better working conditions. The regulation prohibits the subcontracting of personnel and the outsourcing of work for a company's core activities.</p>	<p><a href="#">trabajo esclavo en México</a></p> <p><a href="#">TMF Group, 09 June 2021, Mexican outsourcing regulation: is your business ready?</a></p>
<p>Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions</p>	<p>The US Department of State's 2021 TIP Report assigns Mexico a Tier 2 TIP Ranking, stating "The Government of Mexico does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. The government demonstrated overall increasing efforts compared to the previous reporting period, considering the impact of the COVID-19 pandemic on its anti-trafficking capacity; therefore Mexico remained on Tier 2." <a href="#">USDOS TIP Report 2021</a> (p. 388)</p> <p>Corrupt and complicit government officials is a notable concern. The 2020 TIP report describes the alleged involvement of officials from the National Migration Institute (INM) in facilitating the trafficking of migrants and a case where police officers from Tlaxcala allegedly forced a journalist investigating trafficking issues to leave the city. The latter case reflects a systemic problem of violence and harassment directed at journalists, with Mexico described</p>	<p><a href="#">USDOS, 2021, 2021 Trafficking in Persons Report: Mexico</a></p> <p><a href="#">USDOS, 2020, 2020 Trafficking in Persons Report: Mexico</a></p> <p><a href="#">GAN Integrity, July 2020, Mexico Corruption Report, The Risk &amp; Compliance Portal</a></p> <p><a href="#">US Department of State, 2021, 2020 Country Reports on</a></p>

Indicator	Description	Sources
	<p>as one of the world’s most dangerous places for journalists by GAN Integrity’s 2020 Mexico Corruption Report, and is indicative of wider concerns about the ability of journalists to investigate and report on crime and corruption as noted by the US Department of State’s 2020 country report on human rights practices.</p> <p>According to the 2021 report, the Mexican government arrested two officials suspected of complicity in trafficking cases, but did not prosecute or convict any complicit officials during the reporting year. Furthermore, the government took “limited action to investigate and prosecute forced labor crimes”. The number of state-level prosecutions reported dropped significantly from over 500 in 2019 to less than 50 in 2020. A lack of staffing capacity and other resources in state-level prosecution units hindered efforts to prosecute trafficking crimes. <a href="#">USDOS TIP Report 2021</a> (p. 388)</p> <p>In addition, the report states” Fraudulent recruitment practices continued to be widespread, but the government did not take steps to hold recruiters or labor agents accountable.” <a href="#">USDOS TIP Report 2021</a> (p. 388)</p>	<p><a href="#">Human Rights Practices: Mexico</a></p>
	<p>Gaps within the operations of Mexico’s Secretariat of Labor and Social Welfare (STPS), the lead organization for the enforcement of child labor laws, hinder effective enforcement. Labor inspectorate funding decreased substantially from over US\$29.6 million in 2018 to just over US\$1.4 million in 2020. The total number of labor inspectors was also reported to have decreased from 758 in 2018 to 447 in 2020 and is likely to be several times too small for the size of the workforce in Mexico. According to estimates based on the ILO’s technical advice, Mexico should employ over 3,000 labor inspectors.</p>	<p><a href="#">US Department of Labor (USDOL), 2021, 2020 Findings on the Worst Forms of Child Labor: Mexico</a></p> <p><a href="#">US Department of Labor (USDOL), 2020, 2019 Findings on the Worst Forms of Child Labor: Mexico</a></p>

Indicator	Description	Sources
	<p>Enforcement within the informal sector, which accounts for 57% of employment in Mexico, is especially inadequate. Although the federal and state labor inspectorates have the authority to carry out unannounced inspections in the informal sector, in practice they only conduct labor inspections in response to a complaint. The US Department of Labor notes concerns regarding Mexico’s lack of enforcement of laws governing the minimum age for work in rural areas or at small and medium enterprises, particularly in the agricultural sector.</p>	
	<p>Reflecting the issues described above, the 2018 Global Slavery Index (GSI) rates the Mexican Government’s response to Modern Slavery as ‘BB’.</p> <p>The GSI methodology states a Government Response Rating of BB indicates that “The government has introduced a response to modern slavery that includes short-term victim support services, a criminal justice framework that criminalises some forms of modern slavery, a body to coordinate the response, and protection for those vulnerable to modern slavery. There may be evidence that some government policies and practices may criminalise and/or cause victims to be deported and/or facilitate slavery.”</p> <p>Global Slavery Index 2018 Country data for Mexico:</p> <ul style="list-style-type: none"> <li>• Estimated number of people living in modern slavery: 341,000.</li> <li>• Prevalence Index Rank: 114/167</li> <li>• Vulnerability to Modern Slavery: 57.3/100</li> <li>• Government Response Rating: BB</li> </ul> <p>Note: The GSI ranks government responses from AAA (very comprehensive response) to D (very inadequate), and a</p>	<p><a href="#">Global Slavery Index 2018 Country Data for Mexico</a></p> <p><a href="#">Global Slavery Index 2018 Methodology</a></p>

Indicator	Description	Sources
	<p>higher rating on the GSI is assumed to mean lower risk by the SSRT.</p>	
	<p>Documentation from national labor inspection and other law enforcement agencies</p> <p>Protections for migrant workers, especially women, are undermined. Difficulties for migrants in understanding bureaucratic processes and manipulative practices by some exploitative employers prevent migrant workers from registering.</p> <p>“In addition to visas and permits for migrants, Mexico’s Migration Law aims to protect migrants’ rights to freedom of movement, health, and equality and non-discrimination, as well as access to education, identity, family unity, justice, and immigration documents. For example, migrants are provided the right to medical attention regardless of their legal status and migrant workers and their children have the right to education. Children of migrants born in Mexico are granted jus soli citizenship, regardless of the parents’ documentation status.</p> <p>Still, despite Mexico’s policies and programs, migrants face obstacles in accessing services and their rights. Migrants struggle with understanding the process, completing the required paperwork, paying the fees, and navigating the lack of consistent information on work permits and services. They may be denied resources, such as healthcare, legal protection, and education, to which they are entitled.</p> <p>Denial or complications with services often result from lack of information or discriminatory practices by low-level or mid-level officials in charge of providing resources and protections to migrants. Repeated denial of services or convoluted and arbitrary rules may also make migrants less</p>	<p><a href="#">Fleury, A., 2016, 'The Overlooked: Migrant Women Working in Mexico'</a></p>

Indicator	Description	Sources
	<p>willing to attempt accessing services. Others don't access services fearing risk of deportation or prefer invisibility to protect themselves from feeling "othered" by locals."</p>	
	<p>ILO comments and observations</p> <p>Comments adopted by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2019 highlight the need for the Mexican government to strengthen the capacity of institutions working to combat trafficking in persons and to improve coordination and collaboration between those institutions, as well as cooperation with neighboring countries.</p> <p>Furthermore, the Committee urges the Government to take measures to strengthen the capacities of the police, the labor inspectorate and public prosecution authorities to improve the identification of trafficking victims.</p> <p>The Committee notes the efforts by Mexico to tackle complicity and participation by law enforcement officers in human trafficking, but highlights concern from several UN Treaty Bodies about the reported complicity between state agents and international organized crime gangs and trafficking networks, and requests that the Government continue to provide information on the number of cases identified involving complicit law enforcement officers.</p> <p>Regarding hazardous child labor, the Committee welcomes the fall in the percentage of children engaged in hazardous work in Mexico from 26.6% to 18.2% between 2007 and 2017. The Committee requests that the Government provide detailed gender and age disaggregated information on the number of hazardous child labor violations detected and the penalties imposed.</p>	<p><a href="#">Observation (CEACR) - adopted 2019, published 109th ILC session (2021): Trafficking in Persons Convention</a></p> <p><a href="#">Observation (CEACR) - adopted 2019, published 109th ILC session (2021): Worst Forms of Child Labour Convention No. 182</a></p>

Indicator	Description	Sources
Evidence of forced labor, human trafficking, and hazardous child labor in the country	<p>General evidence from other sectors</p> <p>Mexican men, women, and children are subject to human trafficking and forced labor in several sectors in Mexico and the United States including, among others, agriculture, manufacturing, mining, and food processing. Day laborers and their children are especially vulnerable to forced labor in Mexico’s agricultural sector. Traffickers also exploit foreign victims, mainly from Central and South America, in forced labor. <a href="#">USDOS, 2021 TIP Report</a></p> <p>Goods produced by child labor and/or forced labor in Mexico include fruits and vegetables, coffee, tobacco, and poppy flowers for opium used to produce illegal drugs. <a href="#">USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor</a></p>	<p><a href="#">US Department of State (USDOS), 2021, 2021 Trafficking in Persons Report</a></p> <p><a href="#">US Department of Labor (USDOL), 2020, 2020 List of Goods Produced by Child Labor or Forced Labor</a></p>

Table 1: Mexico - Country-level indicators

## Mexico: Seafood industry-level indicators

Indicator	Description	Sources
Direct evidence of Forced labor, human trafficking, and hazardous child labor	No direct evidence was found of forced labor, human trafficking, or hazardous child labor in Mexico’s seafood industry.	
ILO indicators of forced labor and <a href="#">ILO R190 definition of hazardous child labor</a>	No indicators of forced labor or hazardous child labor in the seafood industry were found.	
Fishing, aquaculture and processing regulations and policies	<p>Labor-related fishing legislation</p> <p>The ILO NATLEX database lists 1 laws and 2 regulations relating to fishers. <a href="#">ILO NATLEX Database</a></p> <p>The 2018 Global Slavery Index (GSI) for fishing:</p> <ul style="list-style-type: none"> <li>• National Fisheries Policy (catch outside EEZ, distant water fishing, and subsidies) <ul style="list-style-type: none"> <li>○ Medium Risk</li> </ul> </li> <li>• Wealth and Institutional Capacity (GDP per capita, value landed per fisher, and unreported landings) <ul style="list-style-type: none"> <li>○ Medium Risk</li> </ul> </li> </ul> <p>In an assessment by the GSI of the top 20 fishing countries, categorized according to risk of modern slavery in their fishing industry, Mexico is categorized as ‘Medium Risk’, Regarding the 9 countries within the medium risk group, the GSI states that they “tend to be countries that fish at home and have low levels of harmful subsidies but also have low value catches, low GDP and high levels of unreported catch. These characteristics, in some cases, make them vulnerable to having forced labor in their own</p>	<p><a href="#">ILO NATLEX Database</a></p> <p><a href="#">Global Slavery Index (GSI) 2018 - Fishing</a></p> <p><a href="#">FAO, National Aquaculture Legislation Overview Mexico</a></p> <p><a href="#">Ley General de Pesca y Acuicultura Sustentables (The Fisheries Law, DOF 2007)</a></p> <p><a href="#">NORMA Oficial Mexicana NOM-001-SAG/PESC-2013</a></p>

Indicator	Description	Sources
	<p>national fishing industries and also to be a source for fishers who become victims of modern slavery aboard foreign-flagged vessels that fish in their waters.” <a href="#">Global Slavery Index (GSI) 2018 - Fishing</a></p> <p>The main authority responsible for administering fisheries legislation in Mexico is the Secretariat of Agriculture and Rural Development (SADER, formerly known as the Secretaría de Agricultura, Ganadería, Desarrollo Rural, Pesca y Alimentación, SAGARPA). The Secretariat is a unit of the Federal Executive Branch of the Government of Mexico responsible for administering fisheries and aquaculture legislation in Mexico.</p> <p>The National Commission on Aquaculture and Fisheries (CONAPESCA), a decentralized body of SAGARPA, makes and implements decisions related to permitting, harvest controls, and closures, and is supported by recommendations from the research entity, the National Institute of Fisheries and Aquaculture (INAPESCA). <a href="#">FAO, National Aquaculture Legislation Overview Mexico</a></p> <p>Related laws, regulations, and policies include:</p> <ul style="list-style-type: none"> <li>• Ley General de Pesca y Acuicultura Sustentables) (LGPAS) provides general guidelines to regulate fisheries.</li> <li>• Regulations to the Fisheries Law (Reglamento de la Ley de Pesca, not yet published), such as NOM-001-SAG/PESC-2013, NOM-009-SAG/PESC-2015, NOM-022-SAG/PESC-2015, NOM-023-SAG/PESC-2014, NOM-049-SAG/PESC-2014, NOM-064-SAG/PESC/SEMARNAT-2013</li> <li>• Fisheries Chart (Carta Nacional de Pesca)</li> <li>• Plan de manejo pesquero de atún aleta amarilla (<i>Thunnus albacares</i>) del Océano Pacífico Mexicano</li> </ul>	<p><a href="#">Ley Federal del Trabajo</a></p> <p><a href="#">Informe de avance cuatrienal sobre el progreso y los desafíos regionales de la Agenda 2030 para el Desarrollo Sostenible en América Latina y el Caribe</a></p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> <li>• Ley General del Equilibrio Ecológico y la Protección al Ambiente (LGEEPA)</li> <li>• Ley General de Bienes Nacionales</li> <li>• Ley de Aguas Nacionales</li> <li>• Ley Federal del Mar</li> <li>• Artículo 27 de la Constitución Política de los Estados Unidos Mexicanos</li> </ul> <p>Mexico has incorporated child labor prohibition in the employment law, which prohibits children under 18 years from undertaking hazardous work, including fishing activities.</p> <p>The Federal Employment Law, also includes statements about the conditions of workers at sea - Chapter III (<i>e.g.</i>, clean and comfortable accommodation, food etc.) Art 204, payment, working hours, etc. )</p>	
Enforcement and implementation of industry-specific regulations and policies	<p>Fishery monitoring and surveillance systems are in place, however, evidence of significant IUU fishing in Mexico indicates that implementation and enforcement of industry-specific regulations is inadequate.</p> <p>Mexico has a long coastline and a fishing fleet of over 100,000 small vessels, making fishery enforcement difficult. Mexico’s fishing-related institutions are described as “under resourced” and “susceptible to corruption”. Meanwhile, poor coordination between these institutions and with Mexican law enforcement agencies further exacerbate problems with enforcement. <a href="#">The Brookings Institution, 14 September 2020</a></p> <p>Although Mexico operates a fishing vessel satellite monitoring system, this is not used by 97% of the country’s registered, mostly small-scale fishing vessels, leaving a</p>	<p><a href="#">The Brookings Institution, 14 September 2020, ‘Illegal fishing in Mexico and policy responses’</a></p> <p><a href="#">Global Fishing Watch, 23 November 2020, ‘Predictive Analytics to Forecast Illegal Fishing Risk in Mexico’</a></p> <p><a href="#">RFMO Best Practices Snapshot - 2021: Observer Requirements</a></p>

Indicator	Description	Sources
	<p>large amount of fishing activity unmonitored. <a href="#">Global Fishing Watch, 23 November 2020</a></p> <p>In the IATTC, where Mexico’s tropical tuna fisheries operate, 100% observer coverage is required for large-scale purse seines (&gt;363MT) and a minimum of 5% observer coverage is required for large-scale longline vessels. In the ICCAT, a minimum of 5% observer coverage is required for purse seine and 100% observer coverage is required for purse seine targeting tropical tuna. Observer qualifications and minimum standards for the Observer Program Management are in force. <a href="#">RFMO Best Practices Snapshot - 2021: Observer Requirements</a></p>	
<p>Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)</p>	<p>Trade unions are present and active in the seafood industry. Meanwhile, onboard observers are required by the IATTC on all large-scale purse seine fishing trips to monitor dolphin interactions on fishing activities. However, the purpose of these observers is to collect biological and fisheries-related data and they are not tasked to monitor labor conditions.</p>	<p><a href="#">RFMO Best Practices Snapshot - 2021: Observer Requirements</a></p>
<p>Worker access to a functional grievance mechanism</p>	<p>Unknown.</p>	
<p>Access to join a trade union</p>	<p>There are several unions in the fishing industry (none of the below appeared to be affiliates of the ITF).</p> <ul style="list-style-type: none"> <li>• Confederation of Mexican Workers (Confederación de Trabajadores de México (CTM)) is the largest labor union in Mexico.</li> <li>• Sindicato Dem. Trabajadores Pesc. Sagarpia</li> </ul>	<p><a href="#">Registry of unions</a></p> <p><a href="#">Ley Federal del Trabajo</a></p> <p><a href="#">ITUC Global Rights Index 2021</a></p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> <li>• Sindicato De Trabajadores Del Empaque De Productos Del Mar Y La Industria Pesquera, Conexos Y Similares De La Republica Mexicana</li> <li>• Sindicato De Trabajadores De Productos Pesqueros De Matancitas, C.T.M.</li> <li>• Sindicato Unico De Trabajadores De Oficios Varios De Productos Pesqueros De Alvarado, Veracruz</li> <li>• Sindicato De Trabajadores Al Servicio De La Empresa Productos Pesqueros De Mazatlan, S.A. De C.V.</li> <li>• Sindicato Nacional De Trabajadores De Productos Pesqueros Mexicanos, Similares Y Conexos De La Republica Mexicana</li> </ul> <p>The Federal employment law specifies that the crew should be allowed to leave work to join union activities (Art. 204); however, there is no information on how this is enforced in the fishing industry.</p> <p>It is unclear to what extent seafood workers can access trade unions in practice. Nationally, Mexico has been recognized by the ITUC as having 'regular violations of rights'. Anti-union practices and even murders of trade union members have been reported in the past five years.</p>	<a href="#">ITUC Survey of Violations of Trade Union Rights</a>
Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and	<p>The Pacific Alliance for Sustainable Tuna (PAST), an alliance of Mexico's largest yellowfin and skipjack tuna fishing companies operating in the Eastern Pacific Ocean under the remit of the IATTC, achieved MSC certification in 2017. The MSC covers basic social elements related to forced labor and child labor. At the time of certification, the certified fleet included 36 fishing vessels accounting for 90% of yellowfin and skipjack tuna caught by Mexican tuna fishers. <a href="#">MSC, 7 September 2017</a></p> <p>In addition to tackling environmental sustainability, PAST also works toward ethical employment. Among other</p>	<a href="#">MSC, 7 September 2017, 'Pacific Alliance for Sustainable Tuna earns MSC Certification', Press Release</a>  <a href="#">Pacific Alliance for Sustainable Tuna - Responsibility</a>

Indicator	Description	Sources
hazardous child labor	<p>claims, the Alliance states that its members: “Follow high national and international labor standards for all of our operations, including adhering to the highest of safety and operating standards on all of our vessels.” and “Provide high-paying jobs in the communities where we work. Our members have created and provide over 30,000 direct and indirect jobs across Mexico.” <a href="#">Pacific Alliance for Sustainable Tuna - Responsibility</a></p> <p>Several small-scale shrimp harvesting cooperatives participate in Fair Trade USA’s seafood certification program, which include social criteria, including but not limited to forced labor and child labor and would indicate a significantly lower risk of forced labor and hazardous child labor. <a href="#">Fair Trade USA, 2019</a></p> <p>Mexico has a notable number of Fishery Improvement Projects (FIPs) reporting on FisheryProgress, 31 projects in total including one completed FIP, two inactive FIPs, and two prospective FIPs at the time of writing. Under the new Human Rights and Social Responsibility Policy launched by FisheryProgress in May 2021, these FIPs will be required to complete a self-evaluation against FisheryProgress’ criteria for increased risk of forced labor and human trafficking. FIPs that meet one or more of the criteria for increased risk will need to complete a risk assessment using the Social Responsibility Assessment Tool for the Seafood Sector (SRA) and create a workplan to address any high-risk areas. Three Mexican FIPs are included among early adopters of the policy. <a href="#">FisheryProgress</a></p>	<p><a href="#">Fair Trade USA, 2019, 'Fair Trade Seafood at Work: Cleaning up Mexico’s Altata Bay'</a></p> <p><a href="#">FisheryProgress</a></p>

Table 2: Mexico - Seafood industry-level indicators

## Mexico: Fishing 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	No evidence found.  No evidence was found of forced labor or hazardous child labor in tuna fishing. Tuna from Mexico is not listed in the USDOL's List of Goods Produced by Child Labor or Forced Labor, nor has tuna fishing been linked directly to hazardous child labor.	<a href="#">US Department of Labor (USDOL), 2020, 2019 Findings on the Worst Forms of Child Labor: Mexico</a>  <a href="#">US Department of Labor (USDOL), 2020, 2020 List of Goods Produced by Child Labor or Forced Labor</a>
Fishing Characteristics	Thirty or more days at sea  Anecdotal evidence suggests that average time spent at sea by Mexican tuna purse seiners is 60 days.	<a href="#">El Sol de Mazatlán, August 31 2019, 'La vida en los barcos atuneros de Mazatlán'</a>
	Targeting overexploited stocks  Mexico targets skipjack, yellowfin, and bigeye tuna in the Pacific (mainly the Eastern Pacific Ocean regulated by the IATTC).  Tropical tuna caught in the Eastern Pacific Ocean is not considered overexploited.  FishSource scores: <ul style="list-style-type: none"> <li>• Skipjack tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> <li>○ Current health - &gt;= 8</li> </ul> </li> </ul>	<a href="#">FishSource</a>  International Seafood Sustainability Foundation (ISSF), March 2021, <a href="#">Status of the World Fisheries for Tuna</a>

Indicator	Description	Sources
	<ul style="list-style-type: none"> <li>○ Future health - &gt;= 8</li> <li>● Bigeye tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> <li>○ Current health – 8.1</li> <li>○ Future health - 7.4</li> </ul> </li> <li>● Yellowfin tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> <li>○ Current health – 7</li> <li>○ Future health – 7.5</li> </ul> </li> </ul> <p>ISSF status report:</p> <ul style="list-style-type: none"> <li>● “The bigeye stock in the EPO is expected to be fluctuating around the MSY level.”</li> <li>● “The yellowfin stock in the EPO is not currently overfished and overfishing is not taking place.”</li> <li>● “The skipjack EPO stock is not overfished and overfishing is not occurring.”</li> </ul> <p>Tropical tuna caught in the EPO is rated by Seafood Watch as:</p> <ul style="list-style-type: none"> <li>● Bigeye <ul style="list-style-type: none"> <li>○ Drifting longline - AVOID</li> </ul> </li> <li>● Yellowfin <ul style="list-style-type: none"> <li>○ Floating object purse seine – AVOID</li> <li>○ Unassociated purse seine – GOOD ALTERNATIVE</li> <li>○ Dolphin set purse seine – GOOD ALTERNATIVE</li> <li>○ Drifting longline – AVOID</li> </ul> </li> <li>● Skipjack <ul style="list-style-type: none"> <li>○ Floating object purse seine – AVOID</li> <li>○ Unassociated purse seine – GOOD ALTERNATIVE</li> <li>○ Dolphin set purse seine – GOOD ALTERNATIVE</li> </ul> </li> </ul>	<p><a href="#">Seafood Watch, Seafood Recommendations</a></p>

Indicator	Description	Sources
Evidence of correlated practices	<p>IUU fishing</p> <p>No evidence of IUU fishing in Mexico’s tuna fishing industry was identified. However, there is a heightened risk of IUU fishing in Mexico’s wider fishing industry:</p> <p>The IUU Fishing Index gives Mexico a score of 2.71, (1 being the best, and 5 the worst), ranks it 14<sup>th</sup> out of 152 countries, 1<sup>st</sup> out of Caribbean &amp; Central American countries, and 1<sup>st</sup> out of 13 Eastern Pacific countries. Of the three categories assessed (Vulnerability, Prevalence, and Response), Mexico scores most poorly on the port score by vulnerability (score 4.50). <a href="#">IUU Fishing Index</a></p> <p>Mexico has not received any official warnings from the European Commission under the EU carding scheme for IUU fishing and no Mexican fishing vessels are listed on the Combined IUU Vessel List. <a href="#">European Commission, Overview of existing procedures as regards third countries</a>, <a href="#">Trygg Mat Tracking, 2021, Combined IUU Vessel List</a></p> <p>But there is evidence to suggest that there is a substantial problem with IUU fishing in Mexican fisheries. According to a report published by EDF, illegal fishing accounts for an estimated 45 to 90% of official fish production in Mexico. <a href="#">The Brookings Institution, 14 September 2020</a>, <a href="#">EDF, No date</a></p> <p>Mexico has been included among the list of countries whose vessels are known to engage in IUU fishing in several of the US government’s biennial reports to Congress. In the 2021 NOAA Improving International Fisheries Management Report to Congress, the NMFS identifies Mexico for failing to take effective action to address its vessels fishing illegally in U.S. waters in the Gulf of Mexico, with the country previously identified for the same issue in 2015, 2017, and 2019 (note these refer to</p>	<p><a href="#">IUU Fishing Index</a></p> <p><a href="#">European Commission, Overview of existing procedures as regards third countries</a></p> <p><a href="#">Trygg Mat Tracking, 2021, Combined IUU Vessel List</a></p> <p><a href="#">The Brookings Institution, 14 September 2020, ‘Illegal fishing in Mexico and policy responses’</a></p> <p><a href="#">EDF, No date, Illegal and Irregular Fishing in Mexico: A Barrier to Competitiveness</a></p> <p><a href="#">NOAA, August 2021, Improving International Fisheries Management 2021 Report to Congress</a></p> <p><a href="#">UNODC, 2011, Transnational Organized Crime in the Fishing Industry</a></p> <p><a href="#">Geographical, 12 October 2018, ‘How Mexican cartels and</a></p>

Indicator	Description	Sources
	<p>catches of red snapper and protected turtles, not tuna fisheries). Although not sufficient to effectively tackle the problem, the report does cite efforts by the Mexican fishing authority CONAPESCA to address IUU fishing, including efforts to improve coordination with port officials and to monitor fishing vessels in affected areas. <a href="#">NOAA, August 2021</a></p> <p>There are also links between fishing and other criminal activities in Mexico, including connections between fishing vessels and smuggling of migrants, totoaba trafficking and drug cartels, fishing cooperatives and drug shipments. <a href="#">UNODC, 2011</a>, <a href="#">Geographical, 12 October 2018</a>, <a href="#">China Dialogue, 10 May 2021</a>, <a href="#">InSight Crime, 28 July 2021</a></p>	<p><a href="#">illegal fishing are leading to the extinction of the vaquita'</a></p> <p><a href="#">China Dialogue, 10 May 2021, 'The "Dragon Cartel" is beating Mexico's government on totoaba trafficking'</a></p> <p><a href="#">InSight Crime, 28 July 2021, 'Fishing Cooperatives Used to Mask Drug Shipments into Mexico'</a></p>
	<p>Transshipment</p> <p>The IATTC and ICCAT have partial bans for transshipment at sea. ICCAT and IATTC allow at-sea transshipment of tuna like species only for large scale pelagic longline vessels within a monitoring program.</p>	<p><a href="#">RESOLUTION C-12-07</a></p> <p><a href="#">Recommendation by ICCAT on a Transshipment (Rec. [16-15])</a></p>
	<p>Suspect or illegal flagging practices</p> <p>No evidence found.</p>	<p>International Transport Worker's Federation (ITF) <a href="#">Flag of Convenience FOC countries</a></p> <p><a href="#">Combined IUU Vessels List</a></p>
	<p>AIS dark spots to conceal criminal activities</p> <p>The use of a fishing vessel satellite monitoring system [Sistema de Monitoreo Satelital de Embarcaciones</p>	<p><a href="#">Government of Mexico, No date, 'Sistema de Monitoreo Satelital de</a></p>

Indicator	Description	Sources
	<p>Pesqueras] is mandatory for Mexican fishing vessels greater than 10.5 meters length with an engine, rated power greater than 80 horsepower (equivalent to 59.68 kilowatts). According to Global Fishing Watch, this requirement applies to around 2,000 industrial fishing vessels. However, the system is not used by 97% of the country's registered, mostly small-scale fishing vessels, leaving a large amount of fishing activity unmonitored.</p>	<p><a href="#">Embarcaciones Pesqueras'</a></p> <p><a href="#">Global Fishing Watch, 23 November 2020, 'Predictive Analytics to Forecast Illegal Fishing Risk in Mexico'</a></p>
<p>Workforce Characteristics</p>	<p>The proportion of fishers that are migrant workers</p> <p>Although reports on the agriculture sector in Mexico reflect a high percentage of migrant workers, this does not seem to be the case for tuna fisheries. However, information found on the proportion of migrant workers in tuna fishing is outdated and may not be reflective of the whole industry.</p> <p>In 2012, 63 socio-economic surveys were applied to crew members of yellowfin tuna fishing vessels based in the Port of Tuxpan (Gulf of Mexico). Only 30.2% of the crew were originally from Tuxpan; 52.4% were born elsewhere in the state of Veracruz, 9.5% were from Tamaulipas, 4.8% from Campeche and 3.2% from Yucatán. In another analysis, the 66.7% of the crew reside in Tuxpan. Crew members who do not reside in Tuxpan move from their homes on each trip with logistical, economic, and family implications. Of the crew that said they live in Tuxpan, the residence time ranges from one to 40 years, of which 22.7% live in Tuxpan for one to three years, 13.6% from 7 to 11 years, 27.3% from 15 to 18 years, 9.1% from 23 to 29 years and 27.3% from 30 to 40 years. Almost three out of four crew members have lived in Tuxpan for more than seven years.</p>	<p><a href="#">Government of Mexico, 11 May 2015, ACUERDO por el que se da a conocer el plan de manejo pesquero de atún aleta amarilla (Thunnus albacares) en el Golfo de México</a></p> <p><a href="#">UN Women, 2015, Las Trabajadoras Migrantes en La Frontera sur de México</a></p>
	<p>A high proportion of fishers from ethnic minority and other marginalized groups</p>	

Indicator	Description	Sources
	Unknown.	
Recruitment and Contracts	<p>Use of recruitment agents</p> <p>Unknown.</p> <p>Recruitment agencies are used in the agricultural sector, especially for migrant workers. However, no information was found on the use of recruitment agencies in the tuna fishing sector.</p>	
	<p>Contract-and compensation- related regulations and practices</p> <p>The Mexican Federal Labor Law requires that workers have signed, written contracts. However, there is no public information on how widespread the use of written contracts is in the Mexican tuna fishing industry.</p> <p>Information found on compensation in tuna fishing is outdated and may not be reflective of the whole industry.</p> <p>In 2012, 63 socio-economic surveys were applied to crew members of yellowfin tuna fishing vessels based in the Port of Tuxpan (Gulf of Mexico). The crew's income was found to consist of two parts: the first depended on the catch volume of yellowfin tuna and varied by position or primary function of each crew member. The second part depended on the volume of bycatch and was divided equally. When combined, the average crew income was reported to be \$6,230 plus or minus 2,732.0 per fishing trip. Even the lowest earnings for yellowfin tuna fishers were said to be comparably higher than the income of coastal fishermen from the Lagoons of Pueblo Viejo and Tamiahua.</p>	<p><a href="#">Secretaría de Agricultura, Ganadería, Desarrollo Rural, Pesca y Alimentación (SAGARPA), 11 May 2015, ACUERDO por el plan de manejo pesquero de atún aleta amarilla (Thunnus albacares) en el Golfo de México</a></p>

Table 3: Mexico - Fishing indicators

## Mexico: 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	No evidence found.	
Processing Characteristics	<p>Processing stage</p> <p>Both primary and secondary processing is undertaken, with tuna sold in fresh, frozen, and canned form.</p>	<a href="#">Secretaría de Agricultura, Ganadería, Desarrollo Rural, Pesca y Alimentación (SAGARPA), September 2015, Análisis de las cadenas productivas del sistema producto atún en el litoral del pacífico mexicano</a>
	<p>Consolidation and vertical integration</p> <p>There is some evidence of vertical integration within Mexico’s tuna industry. Grupo Marítimo Industrial (Grupomar), a major tuna producer in Mexico, comprises a vertically integrated company that owns and operates tuna fishing vessels, produces canned and frozen products, and sells branded tuna products.</p>	<a href="#">Fish Information &amp; Services (FiS) 25 June 2021, ‘Grupomar produces 36% of the tuna consumed in Mexico’</a>

	<p>Domestic versus export</p> <p>Tuna is sold as fresh, frozen, and canned tuna, to national and international markets. The proportion of domestic versus exported product has not been identified.</p>	<p><a href="#">Secretaría de Agricultura, Ganadería, Desarrollo Rural, Pesca y Alimentación (SAGARPA), September 2015, Análisis de las cadenas productivas del sistema producto atún en el litoral del pacífico mexicano</a></p>
Workforce Characteristics	<p>Skilled versus low-skilled</p> <p>Unknown.</p>	
	<p>The proportion of women in the workforce</p> <p>Unknown.</p>	
	<p>The proportion of migrant versus local workers</p> <p>Unknown.</p>	
	<p>The proportion of minority or indigenous workers</p> <p>Unknown.</p>	
	<p>The proportion of temporary and contract versus permanent workers</p> <p>Unknown.</p>	
	<p>Workers' origins</p> <p>Unknown.</p>	
	<p>Migrant worker language (vs. dominant language in the industry)</p>	

	Unknown.	
	GDP per capita of processing country and main worker source country Unknown.	
	Legal presence (regularity) of migrant workers Unknown.	
	The ability of migrant workers to change jobs Unknown.	
Recruitment and Contracts	Use of contractors and recruitment agents Unknown.	
	Compensation method Unknown.	

Table 4: Mexico - Processing indicators

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