



Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Panama, 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

Panama is an important source of tropical tuna exports to the US, accounting for nearly 20% of US imports of frozen skipjack tuna by value (USD) in 2018.ⁱ Panama also exports tuna to Ecuador, one of the main tuna processing countries in the Eastern Pacific Ocean (EPO) and a significant exporter of tropical tuna to the US and EU markets.ⁱⁱ Panama's tropical tuna fishing fleet operates in the EPO and to a lesser extent in the East and Northwest Atlantic Ocean. Catches consists mainly of skipjack tuna and smaller quantities of yellowfin and bigeye tunas. Limited processing for export seems to occur in the country as trade data indicate that fresh or chilled and frozen yellowfin tuna makes up most of Panama's tropical tuna exports.ⁱⁱⁱ Seafood is one of Panama's most significant exports and the industry employs more than 50,000 people.^{iv}

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

Panama's position in the regional economic power system, combined with poor enforcement of labor laws, indicates that there is a heightened risk of forced labor, human trafficking, and hazardous child labor occurring in the country. Panama experienced strong economic growth and a decline in the national poverty rate from the early 2000's to 2020. During this period, Panama's annual economic growth exceeded that of Latin America and the Caribbean as a whole and it remained higher than the regional growth rate until 2020, when the economy contracted due to the COVID-19 pandemic. Panama's high annual GDP growth rate contributed to an increased influx of migrants from other countries in the region, including vulnerable refugees and migrants from Colombia and Venezuela. However, Panama scores poorly on the Migrant Acceptance Index and the Government has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Migrant workers and families entering the country are therefore more vulnerable to exploitation and discrimination. Despite showing improvements, respect for workers' rights is rated poorly in Panama.^v Access to trade unions is hindered by legal barriers and restrictions to forming a union, thereby limiting mechanisms to address exploitative conditions through freedom of association and collective bargaining.^{vi} Our analysis finds that there are still barriers to effective enforcement of labor laws for forced labor, human trafficking, and hazardous child labor, including poor interagency coordination, insufficiently trained labor inspectors, and corruption among police, but reports of the country's first sentence for human trafficking through forced labor, an increase in the number of trafficking investigations, and of continuing prosecutions indicate that the Government is making efforts to improve.^{vii, viii, ix}

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

There is a dearth of publicly available information on Panama's tuna industry. No information on the tuna fishing or processing workforce and related employment factors was found. This suggests that there is a general lack of oversight for the sector and makes it difficult to assess risks of forced labor, human trafficking, and hazardous child labor occurring. Nonetheless, evidence for Panama's wider seafood industry is indicative of poor working conditions, specifically low compensation, and heightened risks of labor exploitation. Despite Panama's high economic growth rate prior to 2020, inequality remains relatively high and income distribution varies significantly between sectors.^x The average monthly salary in the agriculture, hunting and fishing sector (US\$262.6) is less than half that for the industry and trade sectors (over US\$500) and almost a third of that for the transport and storage sector (over US\$700).^{xi} More concerningly, reliable evidence suggests that children work in fishing in Panama. However, the absence of information on the nature of work in fishing performed by those under 18 years prevents us from formally concluding that hazardous child labor is occurring in Panama's fishing industry. Nonetheless, this does not mean that hazardous child labor is not occurring, and users should note that some of the evidence for child labor in fishing is from the US Department of Labor's most recent report on Findings on the Worst Forms of Child Labor, which we deem to be a highly credible source.

The likelihood of forced labor, human trafficking, and hazardous child labor occurring in Panama's seafood supply chain is exacerbated by the country's status as an open vessel registry. Panama is the largest flag state in the world and is listed as a flag of convenience by the International Transport Worker's Federation's fair practices committee.^{xii,xiii} Vessels flagged to open registers present a heightened risk of association with labor exploitation and an increased challenge in tracing the vessel to its country of ownership. Panamanian-flagged vessels, including tuna fishing operations, have been linked to transshipment and illegal, unreported, and unregulated (IUU) fishing, both practices that are correlated with forced labor, human trafficking, and hazardous child labor. In December 2019, the European Commission reissued Panama with a 'yellow card' for failing to act against IUU fishing, citing deficiencies that include inadequate control over fishing vessels and fish processing plants, and poor implementation of the Port State Measures Agreement.^{xiv} Evidence of links to organized crime groups and drug trafficking in Panama's seafood export, specifically in relation to a tuna exporter in 2014, and the wider shipping industry raise further concerns given the oft connected nature of organized crime to human trafficking. Opportunities to engage directly with the tropical tuna fishery include supporting the Eastern Pacific Ocean tropical tuna - purse seine (TUNACONS) fishery improvement project (FIP), which is working to reduce environmental issues such as IUU fishing, with the aim of achieving MSC certification by 2020, and supporting the reactivation of the Panama Pacific mahi-mahi and yellowfin tuna FIP, which was suspended in 2018 due to financial constraints.^{xv,xvi}

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 in several sectors in Panama, including construction, mining, and agriculture, among other.
- Goods specifically identified as produced by child labor are coffee and melons.

Seafood industry-level Indicators

- No evidence was found linking Panama's tuna industry to forced labor and human trafficking.
- Panama's seafood industry has been linked to child labor in fishing, however the evidence cited does not specify the types of fishing activities performed by working children and it cannot, therefore, be concluded that hazardous child labor is occurring in fishing.

Fishing indicators

- No evidence was found linking Panama's tuna industry directly to forced labor, human trafficking, and hazardous child labor or to ILO indicators of forced labor and hazardous child labor.

Processing indicators

- No evidence was found linking Panama's tuna processing industry directly to forced labor, human trafficking, and hazardous child labor or to ILO indicators of forced labor and hazardous child labor.

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

Factors that increase the likelihood

Country-level indicators

- Panama is rated poorly on respect for workers' rights by the ITUC Global Rights Index.
- Panama has received an influx of migrants including vulnerable refugees and migrants from Colombia and Venezuela.
- The Migrant Acceptance Index indicates that people in Panama are not very accepting of migrants.
- Panama has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- Panama has not ratified the ILO Work in Fishing Convention (C188).

Seafood industry-level indicators

- Panama was reissued with a ‘yellow card’ by the European Commission in 2019 for failing to do enough to address IUU fishing.
- Organized crime and drug trafficking have been linked to seafood (tuna) exports and shipping.

Fishing indicators

- Panamanian-flagged tuna fishing vessels have been linked to the correlated practices of transshipment and IUU fishing.
- Panama has an open vessel registry and is listed as a flag of convenience.
- No information on the tuna fishing workforce was found.

Processing indicators

- Tropical tuna is mainly subject to primary processing in Panama, indicating that there may be less oversight at the processing stage.
- No information on the tuna processing workforce and related employment factors was found.

Factors that decrease the likelihood

Country-level indicators

- Declining poverty rate over the last decade and progress against indicators for income, health, and education.

Seafood industry-level indicators

- There is one hundred percent fisheries observer coverage on large purse seine vessels targeting tropical tuna in the Eastern Pacific Ocean. It should be noted, however, that the fisheries observers are not monitoring labor conditions as part of their assignment.
- Panama publishes vessel tracking data on its international fleet through the Global Fishing Watch map platform.

Fishing indicators

- None.

Processing indicators

- Limited tuna processing occurs in Panama.

Fishing

In 2017, Panamanian-flagged vessels harvested over 46,000 Metric tons (Mt) skipjack tuna, 25,700Mt yellowfin tuna, and 12,000Mt bigeye tuna.^{xvii} More than 95% of Panama's tropical tuna landings are caught with purse seine gear, with a small amount of yellowfin tuna also caught by longlines.^{xviii}

Panama primarily targets tropical tuna in the Eastern Pacific Ocean (EPO) and is a full Member of the Inter-American Tropical Tuna Commission (IATTC).^{xix} Panama's tuna fishing fleet is the fourth most important fleet in the IATTC region behind Ecuador, Mexico, and the US. Fishing vessels operating under Panama's flag made up eight percent of the EPO purse-seine fleet fishing for tunas in 2017.^{xx} One hundred and seventy vessels are authorized by Panama to fish under the purview of IATTC. This includes 17 purse seine vessels with a total fish hold volume of 23,838m³, 17 large (over 24m) longline vessels that are authorized to fish for tuna and tuna-like species in the EPO, and 136 small (under 24m) longline vessels.^{xxi} In 2017, Panama was responsible for 11% of tuna and bonito catches in the EPO, harvesting 37,808Mt skipjack tuna by purse seine and long line, 19,996Mt yellowfin tuna by purse seine, and 10,170Mt bigeye by purse seine.^{xxii}

Panama also fishes for tropical tuna in the Atlantic Ocean under the remit of the International Commission for the Conservation of Atlantic Tunas (ICCAT). In 2017, Panama caught 8,815Mt skipjack, 5,090Mt yellowfin, and 1,559Mt bigeye tunas with purse seine in the East Tropical Atlantic, plus 205Mt bigeye tuna with longline in the Northwest Atlantic.^{xxiii} Over 100 active Panama-flagged vessels operate in the ICCAT region, of which six use purse seine and 27 use longline.^{xxiv}

Panama's fleet includes many carrier vessels used to receive catch at sea and transport it to port. While transshipment may be used for valid reasons, the practice makes it harder to trace catches and is associated with a heightened risk of illicit activity. But Panama has taken notable steps to address the issue of illegal, unreported, and unregulated (IUU) fishing. In 2016, Panama became one of the first Latin American countries to ratify the Port State Measures Agreement,^{xxv} and in March 2019, Panama signed a formal agreement to make its national vessel tracking data publicly available through the Global Fishing Watch (GFW) map platform, aiding future efforts to monitor and control the fleet.^{xxvi}

Processing and Trade

Little information was found on tuna processing in Panama. Most seafood processing is done in the ports of Vacamonte and Puerto Armuelles on Panama's Pacific coast.^{xxvii} Information on tuna exports suggests that tuna undergoes minimal processing in Panama. A 2012 European Commission audit report for fishery products states that there are no EU listed canneries in Panama.^{xxviii} The most significant exports by value (USD) of tropical tuna were fresh or chilled, and frozen yellowfin tuna with top destinations Portugal, the US, and Costa Rica accounting for more than 50% of Panama's tropical tuna exports in 2016.^{xxix} Other export destinations include Ecuador, one of the main tuna processing countries in the EPO.^{xxx} However, actual

exports may differ from the trade data reported by Panama as Panamanian fishing vessels sometimes land frozen fish in other ports in Central and South America for transshipment via shipping containers, without communicating the quantity of exports to Panama.^{xxxii}

Panama is an important supplier of tropical tuna to the US. Exports to the US comprise mainly fresh or chilled yellowfin tuna, along with smaller quantities of fresh or chilled bigeye and frozen skipjack tuna.^{xxxiii} Data reported by the US National Marine Fisheries Service show that in 2018, nearly 28% by weight (kg) and 18% by value (USD) of US imports of frozen skipjack tuna, 8% by weight and value of US imports of fresh yellowfin tuna imports, and 1.3% by value of fresh bigeye tuna imports originated from Panama.^{xxxiii}

In 2014, a Panamanian export company was notably linked to drug trafficking in connection with the Italian Mafia, with cocaine allegedly smuggled inside tuna fillets.^{xxxiv} A more recent article suggests that Panama's wider shipping industry has been targeted by drug traffickers, raising concerns about corruption in Panama's ports.^{xxxv}

Due Diligence for Tropical Tuna in Panama

Important Country-Specific Considerations

- Seafood is one of Panama’s most significant exports and the industry employs more than 50,000 people, though inequality remains relatively high and income distribution varies significantly between sectors.
- A high annual GDP growth rate contributed to an influx of migrants from other countries in the region, though Panama scores poorly on the Migrant Acceptance Index and has yet to ratify key international conventions on migrant labor.
- Recent progress includes the first sentence for human trafficking and an increase in trafficking investigations and prosecutions.

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 Panama.

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

Complaints Mechanisms

Respect for workers’ rights is rated poorly in Panama: access to trade unions is hindered by legal barriers and restrictions to forming a union, thereby limiting mechanisms to address exploitative conditions through freedom of association and collective bargaining.

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?

Activity at Sea

Panama is the largest flag state in the world and is listed as a flag of convenience. Panamanian-flagged vessels, including tuna fishing operations, have been linked to transshipment and illegal, unreported, and unregulated (IUU) fishing.

1. What links, if any, does the vessel have to the country where it is flagged (e.g. country of ownership or country of operation)? What links does the vessel have to Panama, if it carries the Panamanian flag?
2. To what extent does the fleet enable automatic identification systems (AIS) regularly? Are there any suspicious patterns that emerge in relation to AIS not being regularly enabled?
3. How long do tuna fishers typically stay at sea? Are fish workers able to take shore leave when they return to port?
4. Do tuna vessels engage in transshipment at sea? If so, how is it regulated and observed? Is there traceability back to the vessel, and do you know what working conditions are like on the vessel? How would modifying transshipment activity impact your supply chains?

Panama: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index</p> <p>HDI Value (2019): 0.815</p> <p>HDI rank (2019): 57</p> <p>Panama’s HDI value for 2019 places it in the ‘very high human development category’ and positions it 57th out of 189 countries and territories. Panama’s HDI value for 2019 is below the average of 0.898 for countries in the high human development group and above the average of 0.766 for countries in Latin America and the Caribbean. Panama shows progress against each of the HDI indicators for income, health, and education from 1990 to 2019. However, when Panama’s HDI value is discounted for inequality, it falls to 0.643, a loss of 21.1% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for very high HDI countries is 10.9% and for Latin America and the Caribbean it is 22.2%.</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Global Human Development Indicators Country Profile: Panama</p>
	<p>Poverty headcount ratio at national poverty line (% of population): 22.1% (2016), showing improvement from 33.8% (2008).</p> <p>The ratio falls between that of Panama’s neighboring countries:</p> <ul style="list-style-type: none"> • Colombia 35.7% (2019) • Costa Rica 21% (2019). 	<p>World Bank</p>
	<p>Global Hunger Index (2020): Panama ranks 33rd out of 107 qualifying countries. With a score of 7.2 out of 100, Panama suffers from a level of hunger that is ‘low’.</p> <p>Neighboring countries Colombia and Costa Rica both also score a ‘low’ level of hunger.</p>	<p>Global Hunger Index (GHI)</p>

Indicator	Description	Sources
	<p>Note: GHI is scored on a 100-point GHI Severity Scale, where 0 is the best score (no hunger) and 100 is the worst (where ≥ 50 is 'extremely alarming').</p>	
<p>Country's position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region</p> <p>Panama</p> <ul style="list-style-type: none"> HDI Value (2019): 0.815 HDI rank (2019): 57 (very high human development) <p>Neighboring countries:</p> <p>Colombia HDI Value (2019): 0.767 HDI rank (2019): 83 (high human development)</p> <p>Costa Rica HDI Value (2019): 0.810 HDI rank (2019): 62 (very high human development)</p> <p>Panama and neighboring country Costa Rica rank in the 'very high human development category' of the UNDP HDI, while Colombia ranks in the 'high human development' category.</p> <p>Panama's HDI value for 2019 is below the average of 0.898 for countries in the very high human development group and above the average of 0.766 for countries in Latin America and the Caribbean.</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Global Human Development Indicators Country Profile: Panama</p>
	<p>Comparing its recent economic growth to the general economic growth rates in the region</p> <p>Panama GDP Growth (annual %): -17.949 (2020)</p> <p>Neighboring countries:</p> <p>Colombia GDP Growth (annual %): -6.847 (2020)</p>	<p>World Bank Databank figures on annual economic growth</p>

Indicator	Description	Sources
	<p>Costa Rica GDP Growth (annual %): -4.54 (2020)</p>	
	<p>Migration data</p> <p>The Net migration rate (immigrants minus emigrants per 1,000 population) for Panama is 2.7 (2015-2020).</p> <p>Net migration number (immigrants minus emigrants) (2015-2020): 56 thousand.</p>	<p>UN DESA, Net Migration Rate</p> <p>UN DESA, Net Number of Migrants</p>
	<p>Regional migration trends and patterns</p> <p>Panama is a country of destination and transit, and to a lesser extent origin, for migrants. The country's economic growth has led to increased migration inflows in recent years (International Organization for Migration, 2019).</p> <p>In the first half of 2019, migration inflows through the Panama/Colombia border increased substantially to 13,637 migrants entering irregularly compared to a reported 9,222 migrants entering through the same border in 2018 (UN Children's Fund, 2019).</p> <p>In addition to refugees from Colombia, inflows of migrants and asylum seekers from Venezuela were reported in 2018 (Migration Policy Institute, 2018).</p>	<p>International Organization for Migration, 2019, 'Panama'</p> <p>UN Children's Fund, 2019, Increased migration flows in Panama - Flash update (12 July 2019)</p> <p>Migration Policy Institute, 2018, 'As Venezuelan Crisis Deepens, South America Braces for More Arrivals and Indefinite Stays'</p>
	<p>Known human trafficking routes</p> <p>The Freedom Collaborative Victim Journeys Map identifies Colombia > Panama as a known human trafficking route, with Panama serving as a destination and transit country.</p> <p>The US Department of State's 2021 Trafficking in Persons (TIP) Report also identifies Panama as a transit route for</p>	<p>Freedom Collaborative, No date, Victim Journeys Map</p> <p>US Department of State, 2021 Trafficking in Persons (TIP) Report</p>

Indicator	Description	Sources
	victims trafficked from Central America via Panama enroute to the Caribbean or Europe.	
Governance practices and systems in a country (measured through indexes)	<p>WGI (2019) Percentile rank –</p> <ul style="list-style-type: none"> • Voice and Accountability: 67.00 • Political Stability and Absence of Violence: 58.10 • Government Effectiveness: 55.29 • Regulatory Quality: 64.90 • Rule of Law: 50.48 • Control of Corruption: 30.77 <p>Panama ranks among the mid-range of percentiles and performs similarly or better than the regional average for Latin America and the Caribbean for all indicators except ‘control of corruption’ for which the country ranks below the regional average.</p> <p>Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.</p>	World Governance Indicators (WGI)
	<p>Corruption Perception Index (2020) -</p> <p>Score: 35/100</p> <p>Rank: 111/180 countries and territories</p> <p>More than two-thirds of countries score below 50 on this year’s CPI, with an average score of just 43. Panama’s score of 35 places it near the halfway point of the index at 111rd out of 180 countries and territories. Panama is positioned closely to neighboring country Colombia, which scores 39, and below Costa Rica, which scores 57. Panama scores less than the regional average for the Americas of 43.</p> <p>Note: Scores based on a scale from 0 = Highly Corrupt to 100 = Very Clean.</p>	

Indicator	Description	Sources
	<p>Basel Anti-Money Laundering Index (2020) –</p> <p>Rank: 36/141 countries</p> <p>Overall score: 5.96/10</p> <p>Panama ranks among the lower half of the countries assessed for the Basel AML Index, where a lower rank relates to higher risk. Neighboring countries Colombia (4.62/10) and Costa Rica (4.76/10) score lower than Panama, indicating that there is less risk of money laundering and terrorist financing in those countries.</p> <p>Note: Ranking is out of 141 countries; top possible score is 0 (low risk,), lowest score is 10 (high risk).</p>	<p>Basel Anti-Money Laundering (AML) Index</p>
	<p>Global Rights Index (2021) –</p> <p>Rating: 3 (Regular violations of rights)</p> <p>The ITUC Global Rights Index places Panama at 3, close to the regional average ranking of 3.48 for the Americas. Panama performs favorably compared to neighboring country Colombia, which ranks 5 (No guarantee of rights), but less well than Costa Rica, which ranks 2 (Repeated 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) Global Rights Index (GRI)</p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2018): 95.412%</p> <p>Adult female literacy rate (2018): 94.882%</p> <p>Adult male literacy rate (2018): 95.969%</p>	<p>World Bank Open Data</p>

Indicator	Description	Sources
	<p>The literacy rate among adults in Panama is close to that of neighboring country Colombia but is less than the adult literacy rate in Costa Rica:</p> <ul style="list-style-type: none"> • Colombia (2018) 95.093% • Costa Rica (2018) 97.864% 	
	<p>Primary school completion rates total (% of relevant age group) (2017): 89.795%</p> <p>Primary completion rates, female (% of relevant age group) (2017): 89.051%</p> <p>Primary completion rates, male (% of relevant age group) (2017): 90.51%</p> <p>The primary school completion rate in Panama is lower than that of neighboring countries Colombia and Costa Rica:</p> <ul style="list-style-type: none"> • Colombia (2018) 106.769% • Costa Rica (2019) 102.738% <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>World Bank Open Data</p>
	<p>Lower secondary education completion rates, total (% of relevant age group) (2017): 76.805%</p> <p>Lower secondary completion rates, female (% of relevant age group) (2017): 80.104%</p> <p>Lower secondary completion rates, male (% of relevant age group) (2017): 73.629%</p>	<p>World Bank Open Data</p>

Indicator	Description	Sources
	<p>The lower secondary education completion rate in Panama is close to that of neighboring countries Colombia and Costa Rica:</p> <ul style="list-style-type: none"> Colombia (2018) 75.725% Costa Rica (2019) 73.988% 	
	<p>School enrolment, tertiary (2016): 47.799% gross</p> <p>School enrolment, tertiary, female (2016): 58.59%</p> <p>School enrolment, tertiary, male (2016): 37.307%</p> <p>The enrolment rate in tertiary education in Panama is lower than that of neighboring countries Colombia and Costa Rica:</p> <ul style="list-style-type: none"> Colombia (2018) 55.327% Costa Rica (2019) 57.675% 	<p>World Bank Open Data</p>
<p>Attitudes towards migrant workers in a country's population</p>	<p>Migrant Acceptance Index – Panama: 4.36/9</p> <p>Panama's score of 4.36 out of 9 indicates that people in Panama are less accepting of migrants than on average for all countries assessed, with a world score of 5.29/9.</p> <p>Panama receives a lower score than neighboring countries Colombia and Costa Rica in the Migrant Acceptance Index:</p> <ul style="list-style-type: none"> Colombia: 6.13/9 Costa Rica: 5.44/9 <p>Panama's score for the Migrant Acceptance Index is less than that of the regional score for Latin America and the Caribbean, which is 5.89/9.</p> <p>Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; top possible score is 9.0.</p>	<p>Gallup Migrant Acceptance Index</p>
<p>Legislation and regulation to</p>	<p>Coverage of legal provisions under the labor laws</p>	<p>UN Human Rights Office of the High Commissioner, 2019,</p>

Indicator	Description	Sources
protect migrant workers	<p>Panama has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. UN Treaty Body Database</p> <p>Article 20 of the Constitution of Panama, 2004, states that all Panamanians and foreign persons are equal before the law but that foreign persons may be subject to special conditions or denied the exercise of specific activities by law. Panama's Constitution of 1972 with Amendments through 2004 (English translation)</p> <p>Notably, there are restrictions on migrant workers' ability to work. Panama's labor legislation restricts the hiring of foreign workers to 10% or less of the total staff. A larger percentage of foreign specialized workers is permitted. Latin Lawyer, Labor & Employment Panama</p>	<p>UN Treaty Body Database</p> <p>Constitute Project, Panama's Constitution of 1972 with Amendments through 2004 (English translation)</p> <p>Latin Lawyer, Labor & Employment Panama</p>
	<p>Access to social protection, health, and education</p> <p>During a review of Panama's National Report to the Human Rights Council in 2015, the country was urged to ratify the Convention and it was recommended that the country promote the right to education for migrant communities, among others. UN Human Rights Council, 2015</p>	<p>UN Human Rights Council, 2015, Report of the Working Group on the Universal Periodic Review* Panama</p>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>With regards to bilateral agreements, the Ministries of Labor of Panama and Costa Rica have a Coordination Agreement on Labor Migration that aims to strengthen dialogue on labor migration between the two countries. The policy includes a bilateral technical committee to promote joint action on human trafficking. USDOL, 2019</p>	<p>US Department of Labor (USDOL), 2019 Findings on the Worst Forms of Child Labor</p>
Ratification of relevant international conventions and	Convention No. 29- In Force	Forced Labour Convention, 1930 (No. 29)

Indicator	Description	Sources
domestication of conventions into a national legal framework (Forced labor, human trafficking, and hazardous child labor)		
	Convention No. 105 - In Force	Abolition of Forced Labour Convention, 1957 (No. 105)
	Convention No. 138 - In Force	Worst Forms of Child Labour Convention, 1999 (No. 182)
	Convention No. 182 – In Force	Worst Forms of Child Labour Convention, 1999 (No. 182)
	Protocol 29 - In Force	Protocol of 2014 to the Forced Labour Convention, 1930 (P29)
	Palermo Protocol - Ratified.	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational

Indicator	Description	Sources
		Organized Crime (the ‘Palermo Protocol’)
	Convention No. 188 - Not Ratified.	ILO Convention 188 on Work in Fishing;
	PSMA - Party to the PSMA	The FAO Port State Measures Agreement (PSMA)
	<p>Domestication into national legislation</p> <p>Forced labor is prohibited under: Articles 157–158, 205–208, and 456 of the Penal Code; Article 489 of the Family Code; Article 21 of the Constitution (46; 47; 49; 52). USDOL, 2019</p> <p>The minimum age for hazardous work in Panama is 18 years, as legislated for by: Article 510 of the Family Code; Article 203 of the Penal Code; Article 4 of Executive Decree No. 19 of 2006; Article 118 of the Labor Code (47; 48; 49; 50; 51).</p> <p>Hazardous occupations and activities are identified in: Articles 2, 2A, and 2B of Executive Decree No. 19 of 2006; Article 118 of the Labor Code USDOL, 2019</p> <p>Child trafficking is prohibited under: Articles 205–208 and 456 of the Penal Code; Article 489.17 of the Family Code; Article 63 of Law 79 on Human Trafficking. USDOL, 2019</p> <p>Notably there are limitations in Panama’s criminalization of trafficking. Article 456 of the Penal Code requires movement to constitute a trafficking offense. USDOS, 2021</p>	<p>US Department of Labor (USDOL), 2019 Findings on the Worst Forms of Child Labor</p> <p>US Department of State (USDOS), 2021 Trafficking in Persons Report</p>

Indicator	Description	Sources
Regulation of recruitment	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>Panama has ratified ILO Convention No 181 on Private Employment Agencies. ILO NORMLEX – Panama</p> <p>“...national laws and regulations provided the authority to revoke the licenses of fraudulent recruiters and recruitment fees...”. USDOS, 2021</p> <p>Further evidence of Panama’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents has not been found.</p>	<p>ILO NORMLEX – Panama</p> <p>US Department of State (USDOS), 2021 Trafficking in Persons Report</p>
Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions	<p>Reliable evidence indicates that enforcement of anti-trafficking, forced labor and child labor laws within Panama varies in effectiveness.</p> <p>The USDOS 2021 TIP Report assigns Panama a Tier 2 TIP Ranking, stating</p> <p>“The Government of Panama does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. These efforts included investigating more traffickers, granting residency and work permits for foreign trafficking victims, and providing additional food and hygiene support to trafficking victims during the pandemic. 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 Panama remained on Tier 2.” USDOS, 2021</p> <p>Evidence of an increased number of trafficking investigations and of continuing prosecutions indicates that enforcement of trafficking legislation is relatively effective in Panama. USDOS, 2021</p>	<p>US Department of State (USDOS), 2021 Trafficking in Persons Report</p>

Indicator	Description	Sources
	<p>Child labor laws</p> <p>However, enforcement of child labor laws is hindered by poor interagency coordination and lack of capacity including a low number of inspectors with specialized training in child labor investigations within the Labor inspectorate. In 2020, Panama made moderate advancement towards eliminating the worst forms of child labor according to the US Department of Labor. They had prosecuted their first case of forced child labor, as well as making steps to create a certification for products produced without forced child labor. Even with these advancements, Panama still allows minors under the age of 16 to do hazardous work, such as dangerous jobs in agriculture. The two products produced by child labor listed in the report are coffee and melons. USDOL, 2020</p>	<p>US Department of Labor (USDOL), 2020 Findings on the Worst Forms of Child Labor</p>
	<p>Global Slavery Index</p> <p>The 2018 Global Slavery Index (GSI) rates the Panamanian Government’s response to Modern Slavery as B. The GSI methodology states a Government Response Rating of B indicates that:</p> <p>“The government has introduced a response to modern slavery with limited victim support services, a criminal justice framework that criminalises some forms of modern slavery (or has recently amended inadequate legislation and policies), a body or mechanisms that coordinate the response, and has policies that provide some protection for those vulnerable to modern slavery.</p> <p>There is evidence that some government policies and practices may criminalise and/or deport victims and/or facilitate slavery. Services may be provided by International Organisations (IOs)/NGOs with international funding, sometimes with government monetary or in-kind support.”</p> <p>Global Slavery Index 2018 Methodology</p>	<p>Global Slavery Index 2018 Country Data for Panama</p> <p>Global Slavery Index 2018 Methodology</p>

Indicator	Description	Sources
	<p>Global Slavery Index 2018 Country data for Panama:</p> <ul style="list-style-type: none"> • Estimated number of people living in modern slavery: 8,000 • Prevalence Index Rank: 133/167 • Vulnerability to Modern Slavery: 36.42/100 • Government Response Rating: B <p>Note: The GSI ranks government responses from AAA (very comprehensive response) to D (very inadequate), and a higher rating on the GSI is assumed to mean lower risk by the SSRT.</p>	
	<p>Documentation from national labor inspection and other law enforcement agencies</p> <p>In 2020, the government carried out 877 child labor inspections, compared to 1,542 child labor specific inspections in 2019. This decrease in child labor focused inspections was driven by an increased focus on health and safety in the workplace due to the Covid-19 pandemic. In 2020, the Directorate Against Child Labor and for the Protection of Adolescent Workers (DIRETIPAT) requested that the Judicial Secretary of the General Directorate of Labor sanction two companies for non-compliance of child labor laws. According to DIRETIPAT, the General Directorate of Labor issued two penalties totaling \$4,600 in 2020 for two violations.</p>	<p>USDOL, 2020 Findings on the Worst Forms of Child Labor</p>
	<p>Among the comments of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) to Panama, there are repeated requests for more information. For example:</p> <p>Regarding the Forced Labour Convention (No. 29), the CEACR makes several requests to the Government, including to continue providing information on actions taken in relation to the implementation of the National Action Plan to combat trafficking in persons 2017–2022, the results achieved in the context of the Plan, and</p>	<p>Direct Request (CEACR) - adopted 2020, published 109th ILC session (2021): C29</p> <p>Direct Request (CEACR) - adopted 2020, published 109th</p>

Indicator	Description	Sources
	<p>measures to overcome any obstacles identified to the adoption of a new plan.</p> <p>Regarding the Minimum Age Convention (No. 138), the Committee requests the Government to continue providing information on the measures taken to eliminate child labor under 14 years of age in all activity sectors, with specific reference to data disaggregated by gender and age group, and to continue providing statistical information on child labor and the work of Panama’s labor inspectorate.</p> <p>Regarding the Worst Forms of Child Labour Convention (No. 182), the Committee requests the Government to continue to provide information on the results achieved in relation to removing children from the worst forms of child labor, and with regard to measures taken and results achieved within the context of the National Action Plan to combat trafficking in persons 2017–2022.</p>	<p>ILC session (2021): C138</p> <p>Direct Request (CEACR) - adopted 2020, published 109th ILC session (2021): C182</p>
Evidence of forced labor, human trafficking, and hazardous child labor in the country	Most identified trafficking victims are exploited in sex trafficking. Victims of forced labor are exploited in Panama’s construction, mining, and agriculture industries, among other sectors, and child labor is explicitly linked to production of coffee and melons. Forced child labor is linked to domestic servitude and sex trafficking.	<p>USDOS, 2021 Trafficking in Persons (TIP) Report</p> <p>USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor</p> <p>USDOS, 2021, Panama 2020 Human Rights Report</p>

Table 1: Panama - Country-level indicators

Panama: Seafood industry-level indicators

Indicator	Description	Sources
<p>Direct evidence of Forced labor, human trafficking, and hazardous child labor</p>	<p>Evidence linking Panama’s seafood industry to trafficking and forced labor was not found.</p> <ul style="list-style-type: none"> • Panama’s seafood industry has not been linked to forced labor and forced child labor by the US Department of State’s Trafficking in Persons report in the past five years. • Seafood products from Panama are <i>not</i> listed in the US Department of Labor (USDOL)’s 2020 List of Goods Produced by Child Labor or Forced Labor. <p>However, the USDOL’s annual Findings on the Worst Forms of Child Labor for Panama, dating back at least ten years, have repeatedly identified children working in fishing, deemed hazardous work, including harvesting shellfish.</p> <p>But further information from the cited sources is limited. Among the publicly available sources cited by the USDOL is a 2016 survey of child labor, which identifies work in fishing within the broad category of ‘Farming, livestock, hunting, forestry fishing and activities of related services’ (English translation). República de Panamá-Contraloría General de la República- Instituto Nacional de Estadísticas y Censo, 2017</p> <p>Additionally, a 2017 news article from the Ministerio de Dessarolla Social (Ministry of Social Development) reporting on a project for the eradication of child labor is cited, which states that children in the Province of Colon and the Ngobe Buglé Region were engaged in various activities including fishing. Ministerio de Desarrollo Social, 3 January 2017</p> <p>These sources do not specify the types of fishing activities performed by working children or provide information on the numbers of children working in fishing. Therefore, it</p>	<p>US Department of State (USDOS), Trafficking in Persons (TIP) Report</p> <p>USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor</p> <p>USDOL, 2019 Child Labor and Forced Labor Reports</p> <p>República de Panamá- Contraloría General de la República- Instituto Nacional de Estadísticas y Censo, 2017, Comentarios de la Encuesta de Trabajo Infantil (ETI) 2016</p> <p>Ministerio de Desarrollo Social, 3 January 2017, ‘MIDES y organizaciones presentan resultados de proyecto sobre erradicación del trabajo infantil en Colón’</p>

Indicator	Description	Sources
	cannot be concluded that hazardous child labor is occurring in the seafood industry.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	<p>No evidence found.</p> <p>Anecdotal evidence describes how men working in the Panamanian fishing industry entered full-time work from the age of 11 to support their families, with some starting work in fishing from the age of 5. While the evidence is indicative of child labor practices, stating work in fishing prompted children to reduce their schooling hours, there is no direct indication of hazardous child labor or that the practice of child labor continues to this day. Pennsylvania State University, 2017</p>	Pennsylvania State University, 2017, 'Mercado de Mariscos: The Heart of Panama City's Fishing Industry'
Fishing, aquaculture and processing regulations and policies	<p>Labor-related fishing legislation</p> <p>Law 44 of 23 November establishes the Fisheries Authority of Panama (Autoridad de los Recursos Acuáticos de Panamá - ARAP). The authority's first objective is to guarantee the responsible and sustainable exploitation of fisheries and aquaculture resources while considering social aspects among others. FAO, 2016</p> <p>The ILO NATLEX database lists one regulation in Panama relating specifically to fishers, specifically the 'Decree no. 24 of November 30, 1981, laying down provisions for the application of the Minimum Age (Fishers) Convention, 1959 (No. 112) and the Fishers' Medical Examination Convention 1959 (No. International Labor Organization.' ILO NATLEX Database</p> <p>The 2018 Global Slavery Index (GSI) for fishing:</p> <ul style="list-style-type: none"> • National Fisheries Policy (catch outside EEZ, distant water fishing, and subsidies) <ul style="list-style-type: none"> ○ High Risk • Wealth and Institutional Capacity (GDP per capita, value landed per fisher, and unreported landings) 	FAO, 2016, Caribbean Fisheries Legal and Institutional Study: Findings of the Comparative Assessment and Country Reports Ley 44 del 23 de noviembre de 2006, que crea la Autoridad de Recursos Acuáticos de Panamá ILO NATLEX Database Global Slavery Index (GSI) 2018 - Fishing

Indicator	Description	Sources
	<ul style="list-style-type: none"> ○ Medium Risk 	
Enforcement and implementation of industry-specific regulations and policies	Unknown.	
Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)	There is 100% fisheries observer coverage on large purse seine vessels targeting tropical tuna in the Eastern Pacific Ocean. However, these observers collate data relating to the management of the fishery and not the workers.	Monterey Bay Aquarium Seafood Watch, March 2021, Tunas and large pelagics - Eastern Central Pacific - Dolphin set purse seine, Floating object purse seine (FAD) and Unassociated purse seine (non-FAD)
Worker access to a functional grievance mechanism	Unknown.	
Access to join a trade union	<p>There do not appear to be any direct legal impediments for fishers or seafood processing workers to access workers' unions, with private sector workers entitled to "form and join independent unions, bargain collectively, and conduct strikes." USDOS, 2021</p> <p>However, union membership policies place potential barriers to forming and joining a union. The ILO has notably criticized Panama for its law requiring a minimum of 40 persons to form a private-sector union. In addition, the Constitution states that only citizens may serve on a union's executive board. USDOS, 2021</p>	<p>US Department of State (USDOS), 2021, 2020 Country Reports on Human Rights Practices: Panama</p> <p>International Trade Union Conference (ITUC) Survey of Violation of Trade Union Rights</p>

Indicator	Description	Sources
	No evidence of violations related to trade union rights in the seafood industry were found. But access to workers' unions in Panama is rated poorly overall by the Global Rights Index, with systematic violations of rights reported (see country-level indicators).	
Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor	Panama has voluntarily agreed to release vessel tracking data for its fishing and carrier vessels into the public domain. In March 2019, Panama's Fisheries Authority ARAP signed a formal agreement with Global Fishing Watch (GFW) to make its national vessel tracking data publicly available through the GFW map platform. The move is expected to aid Panama's efforts to combat IUU fishing. Together, the organizations continue to publish vessel data showing the position of the long-distance Panamanian fishing fleet on the GFW map.	Global Fishing Watch, 2021, 'Panama'

Table 2: Panama - Seafood industry-level indicators

Panama: Fishing indicators

Indicator	Description	Sources
Direct evidence of Forced labor, human trafficking, and hazardous child labor	<p>No evidence found.</p> <p>Tuna from Panama is not listed in the USDOL’s 2020 List of Goods Produced by Child Labor or Forced Labor.</p>	<p>USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor</p>
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	<p>No evidence found.</p>	
Fishing Characteristics	<p>Thirty or more days at sea</p> <p>Days at sea unknown.</p>	
	<p>Targeting overexploited stocks</p> <p>Tropical tuna caught in the Eastern Pacific Ocean is not considered overexploited.</p> <p>FishSource scores (calculated on a scale from 0 to 10):</p> <ul style="list-style-type: none"> • Skipjack tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> ○ Current health - ≥ 8 ○ Future health - ≥ 8 • Bigeye tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> ○ Current health – 8.1 ○ Future health - 7.4 • Yellowfin tuna – Eastern Pacific Ocean <ul style="list-style-type: none"> ○ Current health – 7 ○ Future health – 7.5 <p>ISSF 2021 status report:</p> <p>“Bigeye catches in the EPO by other gears are very minor. The bigeye stock in the EPO is expected to be fluctuating around the MSY level.”</p>	<p>FishSource</p> <p>International Seafood Sustainability Foundation (ISSF), March 2021, Status of the World Fisheries for Tuna</p> <p>Seafood Watch, Seafood Recommendations</p>

Indicator	Description	Sources
	<p>“The yellowfin stock in the EPO is not currently overfished and overfishing is not taking place.”</p> <p>“The skipjack EPO stock is not overfished and overfishing is not occurring.”</p> <p>Tropical tuna caught by purse seine in the EPO is rated by Seafood Watch as:</p> <ul style="list-style-type: none"> • Bigeye <ul style="list-style-type: none"> ○ Associated purse seine – AVOID due to bycatch • Yellowfin <ul style="list-style-type: none"> ○ Associated purse seine – AVOID due to bycatch ○ Unassociated purse seine – GOOD ALTERNATIVE ○ Dolphin set purse seine – GOOD ALTERNATIVE • Skipjack <ul style="list-style-type: none"> ○ Associated purse seine – AVOID due to bycatch ○ Unassociated purse seine – GOOD ALTERNATIVE ○ Dolphin set purse seine – GOOD ALTERNATIVE 	
Evidence of correlated practices	<p>IUU fishing</p> <p>The IUU Fishing Index gives Panama a score of 2.56 (1 being the best, and 5 the worst) and ranks it 27th out of 152 countries, and 3rd out of 21 Caribbean and Central American countries. Overall, of the three categories assessed (Vulnerability, Prevalence, and Response), Panama scores the least well on vulnerability (score 2.44). IUU Fishing Index</p> <p>Panama was first cited with a ‘yellow card’ by the EU carding scheme for IUU fishing in November 2012. This was later revoked in October 2014 when the country was</p>	<p>IUU Fishing Index</p> <p>European Commission, Overview of existing procedures as regards third countries</p> <p>ICCAT, 2019, IUU Vessel List</p> <p>European Commission, 12</p>

Indicator	Description	Sources
	<p>deemed to have successfully taken measures to address illegal fishing. But in December 2019, Panama was reissued a ‘yellow card’ for failing to adequately address IUU fishing. European Commission, Overview of existing procedures as regards third countries</p> <p>In an announcement notifying Panama about the need to step up its fight against IUU fishing, the European Commission stated that the reissuance of the ‘yellow card’ was a result of “significant backtracking” in Panama’s efforts to prevent and deter IUU fishing. The European Commission advised Panama to implement effective monitoring and enforcement of fishing activities, the Port State Measures Agreement, and greater control over processing plant activities. European Commission, 12 December 2019</p> <p>RFMO-cited evidence of IUU fishing by Panamanian-flagged vessels in the Pacific and Atlantic Oceans is limited. ICCAT’s current List of Vessels Presumed to Have Carried out IUU Fishing Activities in the ICCAT Convention Area and other areas does not identify any Panama-flagged vessels, although five of the vessels identified previously carried a Panamanian flag. ICCAT, 2019</p> <p>Between the years of 2005 and 2018, only one vessel flagged to Panama is identified on the IATTC’s IUU Vessel List in 2009, although the flag of many listed vessels is reported in the vessel register as ‘unknown’. IATTC, May 2019</p> <p>Additionally, Panama has been included in the list of countries whose vessels are known to engage in IUU fishing on the high seas in three of the five US government’s biennial reports to Congress released since 2009. NOAA, Identification of IUU Fishing Activities</p> <p>There is specific evidence of Panamanian-flagged vessels with links to tuna fishing being involved in IUU fishing in</p>	<p>December 2019, Commission notifies the Republic of Panama over the need to step up action to fight against illegal fishing</p> <p>IATTC, May 2019, Vessel Register – IUU vessels</p> <p>NOAA, Identification of IUU Fishing Activities</p> <p>NOAA, January 2017, Improving International Fisheries Management Report to Congress Pursuant to Section 403(a) of the Magnuson-Stevens Fishery Conservation and Management Reauthorization Act of 2006</p>

Indicator	Description	Sources
	<p>the Pacific Ocean. The 2017 US Government report on IUU fishing says of Panama:</p> <p>“Records from the IATTC indicated that its fishing vessels Txopituna, Tiuna, Lautaro, and Jane IV reportedly violated IATTC resolutions in 2014 and 2015, including discard of salt bags or plastic trash at sea (C-04-05), tuna discards (C-13-01), and an improper turtle rescue (C-04-05)...The Tiuna discarded tuna in 2015, in violation of IATTC resolution C-13-01. During IATTC trip number 1487597, the vessel allegedly discarded 5 tons of skipjack in set 4 and 2 tons of skipjack in set 10. Panama reports the vessel was sanctioned on May 29, 2015, with a \$10,500 fine. The Lautaro allegedly discarded tuna in 2015 in violation of IATTC resolution C-13-01. Panama reports this case is still in the administrative process of sanction.” NOAA Fisheries, January 2017</p>	
	<p>Transshipment</p> <p>Panama’s fleet contains many carrier vessels used to transship catches to port. These carrier vessels have been linked to the transshipment of tuna in the Atlantic (see above).</p> <p>Panama has voluntarily agreed to release vessel tracking data for its fishing and carrier vessels into the public domain. In March 2019 it was announced that Panama’s Fisheries Authority ARAP had signed a formal agreement with Global Fishing Watch (GFW) to make its national vessel tracking data publicly available through the GFW map platform.</p> <p>Panama’s fleet includes carrier vessels that are involved in transshipment. A 2018 study of transshipment reported “Of 33 flag states observed to operate reefers, Russia accounted for almost a third (32%), followed by Panama</p>	<p>Global Fishing Watch, 20 March 2019, ‘Panama signs agreement to make its fishing fleet visible to the world’</p> <p>Boerder, K., Miller, N.A., and Worm, B., 2018, Global hot spots of transshipment of fish catch at sea. Science Advances, Vol 4 No 7</p> <p>ICCAT, 2019, ICCAT Regional Observer Programme for At-Sea Transshipments</p>

Indicator	Description	Sources
	<p>(20%) and Liberia (7%), the latter two representing so-called flags of convenience (FoCs)...". Boerder et al 2018</p> <p>There is direct evidence of Panamanian-flagged carrier vessels being involved in transshipment of tuna in the Atlantic Ocean. Transshipments of ICCAT species must take place in port, unless they are monitored under the ICCAT Regional Observer Programme for transshipment (ROP_Transshipment), which is restricted to large-scale longline vessels. ICCAT's Record of Carrier Vessels shows that 57 carrier vessels flagged to Panama are authorized to receive transshipment of ICCAT species at sea. ICCAT, 2019</p>	
	<p>Suspect or illegal flagging practices</p> <p>Panama operates an open registry for ship registration, enabling any person or company to register a ship under the Panamanian flag. Lexology, 2012</p> <p>As a result, Panama is listed as a flag of convenience (FOC) by the ITF's fair practices committee. ITF, 2019</p> <p>One vessel flagged to Panama holds a Purple Notice from Interpol but is identified as a cargo vessel. Two fishing vessels named Atlantic Wind and Asian Warrior, formerly flagged under Panama, have been IUU-listed multiple times and were both issued with a Purple Notice by Interpol in 2015 for illegal fishing.</p>	<p>Lexology, 2012, 'A guide to ship registration in Panama'</p> <p>International Transport Worker's Federation (ITF) Flag of Convenience FOC countries</p> <p>Combined IUU Vessels List</p>
	<p>AIS dark spots to conceal criminal activities</p> <p>Unknown.</p>	
Workforce Characteristics	<p>The proportion of fishers that are migrant workers</p> <p>Unknown.</p>	
	<p>A high proportion of fishers from ethnic minority and other marginalized groups</p>	

Indicator	Description	Sources
	Unknown.	
Recruitment and Contracts	Use of recruitment agents Unknown.	
	Contract-and compensation- related regulations and practices Unknown.	

Table 3: Panama - Fishing indicators

Panama: 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>Trade statistics show that Panama primarily exports fresh and frozen tuna indicating that mainly primary processing takes place.</p>	US National Marine Fisheries Service, 2019, Commercial Fisheries Statistics - Foreign Trade
	<p>Consolidation and vertical integration</p> <p>Unknown.</p>	
	<p>Domestic versus export</p> <p>Unknown.</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>	

	The proportion of minority or indigenous workers Unknown.	
	The proportion of temporary and contract versus permanent workers Unknown.	
	Workers' origins Unknown.	
	Migrant worker language (vs. dominant language in the industry) Unknown.	
	GDP per capita of processing country and main worker source country Unknown.	
	Legal presence (regularity) of migrant workers Unknown.	
	The ability of migrant workers to change jobs Unknown.	
Recruitment and Contracts	Use of contractors and recruitment agents Unknown.	
	Compensation method Unknown.	

Table 4: Panama - Processing indicators

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