



Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Spain Processing

Published June 9, 2022

SEAFOOD SOCIAL RISK TOOL V2

Disclaimer

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

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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

Spain is the top producing country for canned seafood in Europe and accounts for more than 343,000 Metric tons (Mt) of product, valued at approximately USD 1.76 billion (EUR 1.5 billion).ⁱ Canned tuna comprises more than 80 percent of the canned food exported by Spain.ⁱⁱ Spain is one of the world's main producing countries for canned tuna and produces almost 70 percent of the canned tuna processed in the EU.ⁱⁱⁱ

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

Overall, Spain has a low base risk of child labor, forced labor, and human trafficking. Spain has ratified all eight fundamental ILO conventions and the four governance (priority) conventions.^{iv} The country's legislative framework for child labor, forced labor, and human trafficking is sufficiently strong and is enforced effectively for the most part.^{v,vi} According to the US Department of State's 2021 Trafficking in Persons (TIP) Report, Spain fully meets the minimum standards for the elimination of trafficking.^{vii} Workers' rights to freedom of association and collective bargaining are generally respected, as reflected in the 2021 Global Rights Index, in which Spain rates more highly than the regional average ranking for Europe.^{viii} However, instances of alleged anti-union discrimination have been recorded.^{ix}

Although Spain has been affected by high unemployment rates in the past decade, it is still primarily a country of immigration, and the acceptance of migrants is generally high. Legislation is in place to provide migrant workers with social protections and while some of those protections were decreased during the economic crisis, they have since been re-instated and Spain's population remains broadly supportive of migration.^x Nevertheless, foreign migrants are among the most at-risk workers of experiencing labor trafficking and forced labor in Spain. Foreign men and women are exploited by labor traffickers in several sectors in Spain including agriculture, construction, and textiles, among others.^{xi} The increasing numbers of migrants and refugees entering Spain via the Western Mediterranean, one of four major smuggling routes for migrants from Africa and Asia into the Mediterranean, heighten risks of labor trafficking and forced labor occurring as refugees and asylum seekers arriving in Spain are especially vulnerable to exploitation.^{xii,xiii,xiv}

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

No evidence was found linking Spain's seafood industry, or more specifically, its tuna processing industry, to hazardous child labor, forced labor, or human trafficking. However, the Global Slavery Index categorizes Spain's fishing industry as being "high risk" due to the high proportion of catch taken in distant waters, high levels of unreported catch, and higher than average levels of fishing subsidies.^{xv} Additionally, Spain's fishing

industry has previously been linked to transnational crimes including drug trafficking and smuggling of migrants into Spain.^{xvi} Spain's dependency on imports of frozen pre-cooked tuna loins from other countries, including Ecuador and China, to supply the secondary processing sector increases the complexity of its tuna supply chain and introduces risks of human rights abuses from the tuna fishing and primary processing industries of the exporting countries.^{xvii} Risks will vary depending on the country of origin. For further information on the risks associated with Spain's trade partners see the relevant SSRT risk profiles.

Implementation of general regulations, inspections, and victim support systems are devolved across Spain's national regions and autonomous communities, which can cause inconsistent applications, regional variations in risk and differences in data provided. Examples of higher risk regions include Galicia, Spain's highest capture and processing production region, which is also linked to illegal fishing and drug smuggling.^{xviii,xix} There is no indication of high levels of systemic risk, but the opaque picture of the processing industry (in Galicia) could indicate increased risks and businesses should employ rigorous traceability and due diligence procedures to investigate exactly where the tuna is sourced from and assess risks in the processing industry.

Information found on Spain's fish processing workforce and associated labor conditions is somewhat outdated and is not specific to the tuna processing sector. Migrant workers, identified as more vulnerable to exploitation, form a small minority of Spain's seafood workforce, and are mainly found in the catching sector. However, women are a vulnerable part of the labor force and comprise a majority of Spain's fish processing workforce but conditions regarding their employment are unknown. A lack of information on the tuna processing workforce may reflect that the sector has not come under much scrutiny regarding social conditions.

Nevertheless, the Spanish tuna sector has embraced social sustainability as a unique selling point. It has implemented the AENOR-APR (Atún de Pesca Responsable/ Responsible Tuna Fishing) scheme, which includes certification for tuna purse seine vessels to the UNE 195006 Standard, and claims to guarantee social and labor rights, along with a chain of custody certification for tuna canning companies that allows them to label tuna cans with the AENOR Responsible Tuna Fishing Stamp.^{xx,xxi} Participating vessels include the Spanish tuna fleet organized under OPAGAC. Major Spanish tuna brands selling AENOR-APR labelled canned tuna include Isabel and Campos.^{xxii}

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

Country-level indicators

- Foreign men and women are exploited by labor traffickers in several industries including agriculture, construction, and textiles, among others.

Seafood industry-level Indicators

- No evidence was found linking Spain’s seafood industry directly to forced labor, human trafficking, and hazardous child labor or to ILO indicators of forced labor and hazardous child labor.

Fishing indicators

(fishing was not the focus of this assessment)

- No evidence was found linking Spain’s tuna fishing 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 Spain’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

- High unemployment rates in Spain may increase workers’ vulnerability to exploitation.
- Spain has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- Increasing numbers of vulnerable migrants and refugees are entering Spain via the Western Mediterranean.

Seafood industry-level indicators

- Lack of information on labor conditions for seafood workers.
- The Global Slavery Index identifies Spain’s fishing industry as “high risk” for modern slavery.

Fishing indicators

(fishing was not the focus of this assessment, however where factors were found these were noted herein)

Processing indicators

- Imports of tuna from other countries elevate the risk of forced labor, human trafficking, and hazardous child labor being found in the supply chain.
- No information on the tropical tuna processing workforce and related employment factors was found.
- Women, who are considered more vulnerable to labor exploitation, comprise most of the workers in Spain's wider seafood processing industry.

Factors that decrease the likelihood

Country-level indicators

- Spain has a strong legislative framework to protect both domestic and migrant workers.
- Spain's score for the Gallup Migrant Acceptance Index is higher than that of the regional score for the European Union.
- Enforcement of anti-trafficking, forced labor, and child labor laws in Spain is effective.

Seafood industry-level indicators

- There do not appear to be any legal impediments for fishers or seafood processing workers to access workers' unions.

Fishing indicators

(fishing was not the focus of this assessment, however where factors were found these were noted herein)

- Voluntary corporate and industry initiatives have been implemented that include social responsibility for fishing workers and include auditing and reporting on conditions.

Processing indicators

- Spain mainly undertakes secondary processing of tuna that requires mostly skilled workers.
- Migrant workers likely comprise a minority of the tuna processing workforce.
- The Spanish tuna processing sector is dominated by a small number of large producers and is characterized by high levels of vertical integration in the supply chain.

Processing and Trade

Spain's seafood processing sector is made up of some 632 companies, most of which are in Galicia (accounting for over half of the Spanish sector). The turnover of the sector was approximately USD 5.19 billion (€4.3 billion) in 2018 and there are an estimated 19,000 workers.^{xxiii} Around three-quarters of companies are small- and medium-sized enterprises (SMEs), and the sector has about 19 large companies, the majority also in Galicia.

Spain produces canned tuna for the domestic market and for export markets primarily within Europe.^{xxiv} Although some European countries, including Spain, engage in tuna fishing they do not produce enough for the European processing industry and therefore, the raw materials for tuna canning in Europe are usually landed overseas from non-EU countries and then exported as semi-processed product (pre-cooked frozen tuna loins) to the canning countries.^{xxv} Exports of raw material to Europe are dominated by Ecuador and increasingly by China.^{xxvi} Other supplying countries include the Philippines, Indonesia, and Mauritius, among others.^{xxvii} Spain is a major market within Europe for frozen, pre-cooked tuna loins.^{xxviii} The main species used in the tuna canning industry are skipjack tuna and yellowfin tuna, classified as HS codes 16041426 (skipjack) and 16041436 (yellowfin).^{xxix} Almost 95 percent of skipjack tuna loins imported to Spain were sourced from non-European countries.^{xxx} The tuna canning industry is vertically integrated and several Spanish tuna companies own factories in Ecuador.^{xxxi}

Due Diligence for Tropical Tuna in Spain

Important Country-Specific Considerations

- Spain is one of the world’s main producing countries for canned tuna and produces almost 70 percent of the canned tuna processed in the EU.
- Workers’ rights to freedom of association and collective bargaining are generally respected, as reflected in the 2021 Global Rights Index, in which Spain rates more highly than the regional average ranking for Europe.
- Although Spain has been affected by high unemployment rates in the past decade, it is still primarily a country of immigration, and the acceptance of migrants is generally high.

Suggested Due Diligence Priorities & Questions

Policies

The Spanish seafood processing sector is significant, consisting of 632 companies. The tuna canning industry, in particular, is characterized by high levels of vertical integration, indicating a higher capacity to enforce policies throughout the supply chain.

1. Does the company have corporate policies addressing forced labor, human trafficking, and hazardous child labor? If so, do corporate policies support suppliers’ abilities to reduce forced labor, human trafficking, and hazardous child labor in their operations?
2. What strategies or objectives been developed to incentivize buying practices that reduce the prevalence of forced labor, human trafficking, and hazardous child labor?
3. To what extent are corporate policies on forced labor, human trafficking, and hazardous child labor enforced in the supply chain? Is the prohibition of forced labor, human trafficking and hazardous child labor written into contracts with suppliers? Do suppliers have explicit procedures in place to prevent the occurrence of forced labor, human trafficking, and hazardous child labor? If so, what are they?
4. Do suppliers know what to do or where to go if they find that there is forced labor, human trafficking or hazardous child labor in their operations? What verification mechanisms exist to enforce corporate policies on forced labor, human trafficking and hazardous child labor?

Worker Demographics and Recruitment

Information found on Spain's fish processing workforce and associated labor conditions is outdated and not specific to the tuna processing sector. Women, in particular, comprise a majority of Spain's fish processing workforce, but conditions regarding their employment are unknown.

1. What procedures are in place for hiring workers?
2. What is the proportion of temporary and contract workers to permanent workers?
3. What is the proportion of women in the workforce? Are women in managerial roles?

Contracts and Compensation

There is little to no information on how fish workers are compensated in Spain's processing industry.

1. Does the worker have a written contract?
2. Do you know if workers in your supply chain are paid at least the minimum wage in their country of employment?
3. Do you know how the workers are being paid? What payment structure is used to compensate fish workers (e.g. piece rate, fixed monthly salary, catch share)? Do fish workers receive advance payments or loans?

Processing Activities

Although Spain engages in some tuna fishing, the country does not produce enough for the processing industry; hence, almost 95 percent of skipjack tuna loins, a main species used in tuna canning, is sourced from non-European countries.

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. How do processing companies monitor working conditions in suppliers' operations?

Spain: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index HDI Value (2019): 0.904</p> <p>HDI rank (2019): 25</p> <p>Spain’s HDI value for 2019 is 0.905 – which put the country in the ‘very high’ human development category – positioning it at 25 out of 189 countries and territories.</p> <p>Spain’s HDI value for 2019 is above the regional average of 0.900 for countries in OECD. Overall, Spain shows progress against the HDI indicators for income, health, and education from 1990 to 2019. However, when Spain’s HDI value is discounted for inequality, it falls to 0.783, a loss of 13.4% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for OECD is 12.1%.</p>	<p>UNDP 2019 Human Development Index</p> <p>UNDP Country Profile: Spain</p>
	<p>Poverty headcount ratio at national poverty line (% of population):</p> <p>20.7% (2018), representing a decrease since 2015 from 22.3% but an increase from 20.4% since 2012.</p> <p>The percentage of the population living below the national poverty line is above that of neighboring countries France and Portugal, where the poverty headcount ratio is 13.4% (2017) and 17.2% (2018), respectively.</p>	<p>World Bank Poverty Headcount Ratio: Spain</p>
	<p>Global Hunger Index (GHI)</p> <p>GHI (2020): NA</p> <p>Data on Spain are not available for this indicator.</p>	<p>Global Hunger Index (GHI)</p>

Indicator	Description	Sources
<p>Country's position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region:</p> <ul style="list-style-type: none"> HDI Value (2019): 0.904 HDI rank (2019): 25 <p>Neighboring countries:</p> <p>France HDI Value (2019): 0.901 HDI rank (2019): 26</p> <p>Portugal HDI Value (2019): 0.864 HDI rank (2019): 38</p> <p>Spain's HDI value for 2019 is above the average of 0.898 for countries in the very high human development group and above the regional average of 0.791 for Europe and Central Asia. Spain ranks closely to neighboring France, with Portugal falling lower in the Index.</p>	<p>UNDP 2019 Human Development Index</p> <p>UNDP Country Profile: Spain</p>
	<p>Comparing its recent economic growth to the general economic growth rates in the region:</p> <p>Spain's GDP growth rate is like neighboring countries France and Portugal, as well as that of the European Union at 1.523% (2019).</p> <p>Spain GDP Growth (annual %): 1.979 (2019)</p> <p>Neighboring countries:</p> <p>France GDP Growth (annual %): 1.509 (2019)</p> <p>Portugal GDP Growth (annual %): 2.164 (2019)</p>	<p>World Bank Databank: GDP Growth Spain</p>

Indicator	Description	Sources
	<p>Migration data</p> <p>Total number of international migrants (2017): 5.9 million.</p> <p>Migration inflows (2016): 354.5 thousand</p> <p>Net migration rate (2020): 0.9</p>	<p>IOM Migration Data Portal: Spain</p>
	<p>Regional migration trends and patterns</p> <p>Spain is primarily a country of immigration. The country's net migration rate (the difference between the number of immigrants and the number of emigrants) increased significantly between 1990 and 2005, and then fell sharply afterwards but is now showing an increasing trend again. IOM Migration Data Portal: Spain</p> <p>Spain's immigrant population grew from 2.9% in 1998 to 13.4% in 2008. The increase in immigration to Spain during the 1990s and early 2000s was driven by rapid economic growth, increased job availability in the low and mid-skilled sectors, and a shrinking domestic workforce. Migration Policy Institute, April 2019</p> <p>The dramatic fall in Spain's net migration rate was driven by the country's economic crisis, which led to increased outward migration and a significant decline in population size between 2012 and 2016 as high unemployment rates pushed foreign workers to leave the country in large numbers. As a result, the immigrant population fell from 6.6 million in 2010 to 6.2 million in 2018. BBC News, April 22 2013 , Migration Policy Institute, April 2019</p> <p>Following the country's economic recovery, migration inflows increased again, and Spain's total population grew by 276,000 people to nearly 47 million people in 2018, largely because of immigration from countries in</p>	<p>IOM Migration Data Portal: Spain</p> <p>Migration Policy Institute, April 2019, 'Spain's Labour Migration Policies in the Aftermath of Economic Crisis'</p> <p>BBC News, April 22 2013, 'Spain's population shrinks as immigrants flee economic crisis'</p> <p>Financial Times, June 25 2019, 'Spain's population hits record level as immigrants flock in'</p> <p>IOM UN Migration, August 31 2018, 'Mediterranean Migrant Arrivals Reach 68,098 in 2018; Deaths Reach 1,549'</p> <p>NPR, September 20 2018, 'Spain Now Sees</p>

Indicator	Description	Sources
	<p>Latin America, Morocco, and other European countries including Italy and Portugal. In 2018, one-third of Spain’s immigrant population came from Morocco (13%), Romania (9%), Ecuador (6%), and Colombia (6%). Financial Times, June 25 2019 , Migration Policy Institute, April 2019</p> <p>While not a new occurrence, the number of West African migrants and refugees entering Spain also increased significantly in 2018 as arrivals of seaborne migrants rescued in the western Mediterranean increased because of efforts by Italy to prevent migrants travelling by the central Mediterranean. IOM UN Migration, August 31 2018, NPR, September 20 2018</p>	<p>More Migrant Arrivals Than Any Other European Country'</p>
	<p>Known human trafficking routes:</p> <p>The European Commission reports that Spain is a destination country for trafficking victims from Eastern Europe, Africa, Asia, and South America, as well as a transit country to other European countries.</p> <p>The Freedom Collaborative Victim Journeys Map identifies Colombia to Spain as a known human trafficking route and identifies Spain as a transit point for victims enroute to Mexico.</p> <p>The US Department of State’s 2021 Trafficking in Persons (TIP) Report identifies Spain as a destination for labor trafficking victims from Eastern Europe and Asia, particularly China, Pakistan, and Vietnam. Sex traffickers exploit women from Eastern Europe, South America, Central America, the Caribbean, Nigeria, China, and Vietnam.</p>	<p>European Commission</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
<p>Governance practices and systems in a country (measured through indexes)</p>	<p>WGI (2019) Percentile rank -</p> <ul style="list-style-type: none"> • Voice and Accountability: 82.76 • Political Stability and Absence of Violence: 59.05 • Government Effectiveness: 79.81 • Regulatory Quality: 81.73 • Rule of Law: 80.29 • Control of Corruption: 73.56 <p>Spain ranks in the upper percentile for all indicators except ‘Political stability and absence of violence’ and ‘Control of corruption’. It ranks more highly than the regional averages for Europe and Central Asia across all indicators but ‘Political stability and absence of violence’.</p> <p>Note: Percentile rank among all countries (ranges from 0 (lowest) to 100 (highest) rank.</p>	<p>Worldwide Governance Indicators (WGI)</p>
	<p>Corruption Perceptions Index (2019) -</p> <p>Score: 62/100</p> <p>Rank: 30/180 countries and territories</p> <p>More than two-thirds of countries score below 50 in the 2019 CPI, with an average score of 43. Spain’s score of 62 places it above average and positions it 62nd out of 180 countries and territories.</p> <p>Spain’s score falls between that of neighboring countries France. which scored 69, and Portugal, which scored 62. Western Europe and the European Union is the highest scoring region in the Index. Spain scored slightly less than the regional average of 66.</p> <p>Note: Scores based on 0 = Highly Corrupt, 100 = Very Clean.</p>	<p>Transparency International Corruption Perception Index (CPI)</p> <p>CPI Regional Analyses: Western Europe</p>

Indicator	Description	Sources
	<p>Basel Anti-Money Laundering Index (2020) –</p> <p>Rank: 129/141</p> <p>Overall score: 3.66/10</p> <p>Spain scores among the lower risk countries in the Basel AML Index 2020. It is ranked tenth among the thirty-two countries analyzed for the European Union and Western Europe (where one is lower risk and 32 is higher risk). Neighboring country France scores 3.92 out of 10 (rank 122/144) and Portugal scores 3.66 out of 10 (rank 128/144).</p> <p>Note: The Basel AML Index 2020 covers 141 countries; the lowest possible score is 0 (low risk), highest score is 10 (high risk).</p>	<p>Basel Anti-Money Laundering (AML) Index</p>
	<p>Global Rights Index (2021) –</p> <p>Spain Rating: 2 (Repeated violations of rights)</p> <p>Spain rates more highly than the regional average ranking of 2.49 for Europe. Spain’s rating improved from 3 (Regular violations of rights) in 2018 to 2 (Repeated violations of rights) in 2020.</p> <p>Neighboring countries France and Portugal were also rated 2.</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>ITUC Global Rights Index</p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2018): 98.44%.</p>	<p>World Bank: Literacy rate, adult total</p>

Indicator	Description	Sources
	<p>The literacy rate among adults in Spain is marginally higher than neighboring Portugal (96.14%), with no data available for France for this indicator.</p>	
	<p>Primary school completion rates, total (% of relevant age group) (2018): 98.53%</p> <p>The primary school completion rate in Spain is higher than that in the European Union as a whole, which was 96.61% in 2018, but lower than that for neighboring country Portugal with a completion rate of 99.57% in 2018. The most recently available data for France is from 2000 and has therefore not been included for comparison purposes.</p>	<p>World Bank: Primary completion rate, total</p>
	<p>Lower secondary education completion rate (2018): 97.80%</p> <p>The lower secondary completion rate in Spain is slightly less than that of neighboring country France at 99.67% (2018) but above that of Portugal at 94.89% (2018).</p>	<p>World Bank: Lower secondary completion rate, total</p>
	<p>School enrolment, tertiary (2018): 91.11% gross</p> <p>The gross enrollment ratio for tertiary education is significantly higher for Spain than in neighboring countries France at 67.63% (2018) and Portugal at 65.66% (2018).</p>	<p>World Bank: School enrolment, tertiary (% gross)</p>
<p>Attitudes towards migrant workers in a country's population</p>	<p>Migrant Acceptance Index - Spain: 7.44/9 (2016 – Spain's score for 2019 is not publicly available)</p> <p>Spain holds a higher score than neighboring France and Portugal, showing a higher acceptance of migrants.</p> <ul style="list-style-type: none"> • France: 6.46 (2016) • Portugal: 6.65 (2016) <p>Spain holds a higher score than the regional average for the European Union of 5.92 (2016).</p>	<p>Gallup Migrant Acceptance Index</p>

Indicator	Description	Sources
	<p>The Migrant Acceptance Index 2016 score for the world is 5.29. Seventy-seven countries score higher than this average, while 61 score lower. Spain scores higher than the world score, showing greater acceptance of migrants than the global average.</p> <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>Legislation and regulation to protect migrant workers</p>	<p>Coverage of legal provisions under the labor laws</p> <p>There are two main routes for legal immigration into Spain: The General Regime, which involves employer sponsorship of migrants for a specific job, and the Collective Management System, which allows employers to recruit groups of workers (common for seasonal agriculture roles) from countries with which Spain has a bilateral agreement. The Organic Law 4/2000 on the rights and freedoms of foreigners in Spain and their social integration provides migrants with access to health care, housing, legal aid, and other services, regardless of their legal status and on the same terms as Spanish nationals if they register with their local municipality. Migration Policy Institute, April 2019</p>	<p>Migration Policy Institute, April 2019, 'Spain's Labour Migration Policies in the Aftermath of Economic Crisis'</p>
	<p>Access to social protection, health, and education</p> <p>Migrants in Spain can access social protection schemes through two routes: 1) residence in Spain and 2) participation in the labor market. Those employed with valid work permits can access benefits and protections like unemployment, disability, and retirement, under the country's national social security system. Undocumented employed migrant workers are unable to access these schemes. Meanwhile, anyone registered with their local Spanish municipality is eligible to access healthcare, education, and social</p>	<p>Moreno-Fuentes, 2020, Migrants' Access to Social Protection in Spain. In: Lafleur JM., Vintila D. (eds) Migration and Social Protection in Europe and Beyond (Volume 1). IMISCOE Research Series.</p>

Indicator	Description	Sources
	<p>assistance services regardless of their status, as established by Spain’s Organic Law 4/2000. However, the extent to which migrants can access health care has fluctuated over time since then. The Organic Law 4/2000 on the rights and freedoms of foreigners in Spain and their social integration provided migrants with access to health care, regardless of their legal status. Spain’s 33/2011 Public Health Law also gave all people in Spain access to free health care, regardless of their legal status. But in 2012, the government cancelled the universal entitlement to healthcare based on residence and implemented access based on labor participation. This restricted access for undocumented migrants to emergency health care only. In 2018, this restriction was rescinded by the incoming government, returning the country to a system of universal entitlement to healthcare based on registration in a municipality within Spain.</p>	<p>Migration Policy Institute, April 2019, 'Spain's Labour Migration Policies in the Aftermath of Economic Crisis'</p> <p>The Lancet, Public Health, August 01 2018, 'Spain shows that a humane response to migrant health is possible in Europe'</p>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>Spain has numerous bilateral labor agreements on labor migration, including the following countries: Guinea-Bissau, Niger, Mali, Cape Verde, Gambia, Romania, Colombia, and Mauritania, amongst others.</p> <p>Spain also has a Social Security Agreement with Andorra, Argentina, Australia, Bolivia, Brazil, Canada, Chile, China, Colombia, Ecuador, United States, Russia, the Philippines, Japan, Morocco, Mexico, Paraguay, Peru, Dominican Republic, Tunisia, Ukraine, Uruguay, Venezuela, El Salvador, the Republic of Korea, and Cape Verde.</p>	<p>Migration Policy Institute, April 2019, 'Spain's Labour Migration Policies in the Aftermath of Economic Crisis'</p> <p>ILO: Bilateral Agreements and Memoranda of Understanding on Migration of Low Skilled Workers: A Review, 2015</p> <p>Ministerio De Empleo Y Seguridad Social: Migrant Access to Social Security and</p>

Indicator	Description	Sources
		Healthcare: Policies and Practice in Spain Australian Government: Social Security Agreement between Australia and Spain EY: China-Spain Social Security Agreement Comes into Force, 2018 Canadian Authority: Convention on Social Security Between Canada and Spain
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, 29 August 1932	Forced Labour Convention, 1930 (No. 29)
	Convention No. 105 - In Force, 06 November 1967.	Abolition of Forced Labour Convention, 1957 (No. 105)
	Convention No. 138 - In Force, 16 May 1977.	Minimum Age Convention, 1973 (No. 138)

Indicator	Description	Sources
	Convention No. 182 - In Force, 02 April 2001.	<u>Worst Forms of Child Labour Convention, 1999 (No. 182)</u>
	Protocol 29 - In Force, 20 September 2017	<u>Protocol of 2014 to the Forced Labour Convention, 1930 (P029)</u>
	Palermo Protocol – Ratified, 01 March 2002.	<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>
	Convention No. 188 - Not Ratified	<u>ILO Convention 188 on Work in Fishing</u>
	PSMA – Party to the PSMA (as an EU Member State)	<u>The FAO Port State Measures Agreement (PSMA)</u>
	<p>Domestication into national legislation</p> <p>Labor trafficking and sex trafficking are criminalized under Article 177 of the criminal code, which prescribes penalties of five to eight years’ imprisonment.</p> <p>The minimum age for work is 16 years, increasing to 18 for overtime, night work, and hazardous work. The penalties for violating child labor laws include fines.</p>	<p><u>US Department of State (USDOS), 2021, Trafficking in Persons (TIP) Report</u></p> <p><u>USDOS, 2020, 2019 Country Report on Human Rights Practices: Spain</u></p>

Indicator	Description	Sources
Regulation of recruitment	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>Spain has ratified the ILO convention ‘C181 - Private Employment Agencies Convention, 1997 (No. 181)’, which provides for the regulation of recruitment through private employment agencies for all categories of workers except seafarers. ILO NORMLEX</p> <p>In 2019, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) requested that the Spanish government to provide more data and information on the implementation of Convention 181.</p>	<p>ILO NORMLEX, ‘C181 - Private Employment Agencies Convention, 1997 (No. 181)</p> <p>ILO CEACR: Direct Request to Spain, 2019</p>
Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions	<p>Reliable evidence suggests that Spain is generally effective at enforcing anti-trafficking, forced labor, and child labor laws.</p> <p>The US Department of State (USDOS)’s 2021 Trafficking in Persons assigns Spain a Tier 1 TIP Ranking, stating “The Government of Spain fully meets the minimum standards for the elimination of trafficking. The government continued to demonstrate serious and sustained efforts during the reporting period; therefore Spain remained on Tier 1.” (p. 514)</p> <p>Spain increased its law enforcement efforts in 2019, initiating 103 new human trafficking investigations in 2019 compared with 82 in 2018. However, Spain decreased its law enforcement efforts in 2020 during the COVID-19 pandemic, down to 83 trafficking investigations.</p>	<p>US Department of State (USDOS), 2021, Trafficking in Persons (TIP) Report</p> <p>US Department of State (USDOS), 2020, Trafficking in Persons (TIP) Report</p>
	Child labor laws are effectively enforced in formal employment but less so in informal settings on small farms and in family-run businesses.	US Department of State (USDOS), 2021, 2020 Country Report

Indicator	Description	Sources
		on Human Rights Practices: Spain
	<p>The 2018 Global Slavery Index (GSI) rates the Spanish Government’s response to Modern Slavery as ‘BBB’.</p> <ul style="list-style-type: none"> • Estimated number of people living in modern slavery: 105,000. • Prevalence Index Rank: 124/167 • Vulnerability to Modern Slavery: 12.8/100 • Government Response Rating: BBB <p>The GSI methodology states a Government Response Rating of BBB indicates that “The government has implemented key components of a holistic response to some forms of modern slavery, with victim support services, a strong criminal justice response, evidence of coordination and collaboration, and protections in place for vulnerable populations. Governments may be beginning to address slavery in supply chains of government procurement, or of businesses operating within their territory. There may be evidence that some government policies and practices may criminalise and/or cause victims to be deported.”. Global Slavery Index 2018 Methodology</p> <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>	Global Slavery Index 2018 Country Data for Spain Global Slavery Index 2018 Methodology
	<p>Report to the human rights council</p> <p>In its most recent national report to the UN Human Rights Council, Spain identifies greater protections for labor trafficking victims as an objective of its Strategic Plan of the Labour and Social Security Inspectorate 2018-2020. It also notes active participation by Spain in trafficking-related institutions in the European Union.</p>	National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21* Spain, 2020

Indicator	Description	Sources
	<p>Recommendations made to Spain included to ensure the rights of freedom of association, to increase efforts to combat trafficking in persons, and increase training for better identification of trafficking victims.</p>	<p>Report of the Working Group on the Universal Periodic Review* Spain, 2020</p>
	<p>Comment and observations from the CEACR</p> <p>Observations from the General Union of Workers (UGT), reported in the CEACR’s observation adopted in 2019 regarding the Worst Forms of Child Labour Conventions, state that Spain’s Comprehensive plan to combat the trafficking of women and girls for sexual exploitation does not account for the situation of male victims of trafficking for sexual exploitation, and provides inadequate protection for women and girls that are victims of other forms of human trafficking.</p> <p>The UGT also notes that the most representative trade unions of the country were not invited to join a new working group on migrant children, even though they represent people working at the young person reception centres.</p>	<p>Observation (CEACR) - adopted 2019, published 109th ILC session (2021)</p>
<p>Evidence of forced labor, human trafficking, and hazardous child labor in the country</p>	<p>Foreign men and women from Eastern Europe and South and East Asia are exploited by labor traffickers in several sectors including agriculture, construction, and textiles, among others. Sex traffickers exploit women from Eastern Europe, and South and Central America, among other regions.</p>	<p>US Department of State (USDOS), 2021, Trafficking in Persons (TIP) Report</p>

Table 1: Spain - Country-level indicators

Spain: Seafood industry-level indicators

Indicator	Description	Sources
<p>Direct evidence of Forced labor, human trafficking, and hazardous child labor</p>	<p>No direct evidence of forced labor, human trafficking, or hazardous child labor in Spain’s seafood industry was found.</p> <p>The 2018 Global Slavery Index (GSI) categorizes Spain’s fishing industry as “high risk” for modern slavery. While the 2018 GSI states that no instances of serious labor abuses have been documented in Spanish fishing industry, it is linked to riskier characteristics: a high proportion of catch taken outside its own waters at a greater distance from home waters than average, poor governance (high levels of unreported catch), and higher than average levels of fishing subsidies.</p>	<p>Global Slavery Index (GSI) 2018 - Fishing</p>
<p>ILO indicators of forced labor and ILO R190 definition of hazardous child labor</p>	<p>None found.</p>	
<p>Fishing, aquaculture and processing regulations and policies</p>	<p>The ILO NATLEX database lists ten regulations and laws relating specifically to fishers. ILO NATLEX Database</p> <p>The 2018 Global Slavery Index (GSI) for fishing – Spain:</p> <ul style="list-style-type: none"> • National Fisheries Policy (catch outside EEZ, distant water fishing, and subsidies) – High Risk • Wealth and Institutional Capacity (GDP per capita, value landed per fisher, and unreported landings) – Low Risk. <p>Fishing</p> <p>As an EU member state, Spain is subject to the Common Fisheries Policy and the EU’s fisheries control system. Overall, the Common Fisheries Policy seeks to manage fisheries to: ‘safeguard stock reproduction for high long-term yield; lay the foundations for a</p>	<p>ILO NATLEX Database</p> <p>Global Slavery Index (GSI) 2018 - Fishing</p> <p>EU: The Common Fisheries Policy (CFP)</p> <p>EU: Managing Fisheries</p> <p>EU: The EU’s Fisheries Control System</p> <p>EU: Common Fisheries Policy - Aquaculture</p>

Indicator	Description	Sources
	<p>profitable industry; share out fishing opportunities fairly; and conserve marine resources.’</p> <p>To enable this for the fishing industry, a fisheries control system has been defined that covers the following: monitoring catch quantities and combating illegal fishing, allowing data collection for fishing management, enabling tracing and checking of fisheries products through the supply chain, and applying EU rules and sanctions.</p> <p>Overarching authorities over fishery activities across Spain are MAPAMA and AA.CC:</p> <ul style="list-style-type: none"> • State General Administration (the Ministry for Agriculture and Fisheries, Food and Environment, or “MAPAMA”). • AA.CC competent authorities of autonomous communities (such as Galicia and Andaluca). • Spain has 17 autonomous communities. Ten of them have access to sea and fishing activities. <p>Control of Spain’s fisheries are enshrined within the Spanish Constitution regarding the distribution of competences on fisheries matters, they are regulated through, among others, the State Maritime Fisheries Law.</p> <p>The General Secretariat of Fisheries (“<i>Secretaría General de Pesca</i>” or SGP)¹ within the MAPA, is the State (national) authority responsible for the control and implementation of maritime fisheries laws and for the management of the fishing sector.</p> <p>Within the SCP is the General Directorate for Fisheries Management and Aquaculture (Dirección General de Ordenación Pesquera u Acuicultura, DGOPA) is responsible, among others, for the planning and</p>	<p>EU: Communication on Strategic Guidelines for the Sustainable Development of EU Aquaculture</p> <p>ClientEarth: The Control and Enforcement of Fisheries in Spain, 2017</p> <p>IIDMA: Enforcing the Common Fisheries Policy: The Implementation of EU Control Regulation in Spain, 2017</p>

Indicator	Description	Sources
	<p>registration of the fishing fleet and the management of Community funds for fisheries.</p> <p>Within the DGOPA is the Sub-directorate General for Control and Inspection, the competent body for inspections over maritime fisheries in external waters. Its functions include the following: Grants fishing licenses; permits and authorizations; gathers information on fishing activities and monitors fishing activities through VMS and ERRS; plans and carries out inspections; and controls fishery imports into Spain.</p> <p>Aquaculture The Common Fisheries Policy also includes coordinated EU aquaculture policy.</p> <p>Departments, Codes and Decrees relating to aquaculture production in Spain can be found within this FAO profile here.</p> <p>Processing In addition to EU regulation, food safety in Spain is regulated through General Food Law in 2002 (Regulation (EC) No 178/2002).</p>	
Enforcement and implementation of industry-specific regulations and policies	<p>Spain’s 137 maritime fishing inspectors conducted 9,376 inspections in 2018. Spain also uses digital surveillance tools as a means of regulating the Spanish fishing fleet including the Fishing Surveillance Service, the fleet register, the on-board electronic logbook, and electronic journal.</p> <p>Spain has a commitment to 100% observer coverage for the tropical tuna purse seine fleets by the major Spanish fleet operators.</p> <p>A 2017 report by ClientEarth examines Spain’s degree of compliance with EU obligations on fisheries control and enforcement. The report finds that Spain has taken</p>	<p>La Moncloa: Ministry of Agriculture, Fisheries and Food strengthens human and technical teams to combat illegal fishing, 2019</p> <p>OPAGAC/ANABAC fleet, Good Practice Code</p> <p>ClientEarth: The Control and</p>

Indicator	Description	Sources
	<p>significant steps to ensure that nationals involved in IUU fisheries are effectively sanctioned and represents a positive example to be pursued by other Member States (<i>e.g.</i>, the Sparrow Operations). It also notes inconsistencies and deficiencies in the enforcement of sanctions against non-compliant operators, which reduces the deterrent effect of regulations. The report recommends increasing controls at sea to ensure compliance with landing obligations and discarding rules; improving controls over product marketing to increase compliance to EU traceability requirements; increase transparency and public availability of implementation data on fisheries, such as inspections, infringements and sanctions, and; reconsider the status of IUU fishing infringements as criminal offences rather than just serious administrative infringements. This all seems to be about the fish. And it might be important that the inconsistencies have to do with fishing, not processing which is in alignment with the sourcing related risks that GSI points out.</p>	<p>Enforcement of Fisheries in Spain, 2017</p>
<p>Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)</p>	<p>Listed below are trade unions that are active in Spain and include representation of sea fisheries workers:</p> <ul style="list-style-type: none"> • FSC-CC.OO (Confederación Sindical de Comisiones Obreras) • TCM-UGT (Unión General de Trabajadores) • ELA (Euskal Langileen Alkartasuna) – Basque union • FGAMT-CIG (Confederación Intersindical Galega) – Galician union. <p>The above 4 unions are affiliated with the European Transport Workers’ Federation (ETF) or the International Trade Union Confederation (ITUC). Each of the 4 unions participate with the ‘Marine Social Institute’ (Instituto Social de la Marina), a statutory body of the Ministry of Labor related to marine workers.</p>	<p>Europeche: EU Social Partners in the fishing sector encourage Spanish authorities to swiftly ratify ILO Work in Fishing Convention C188</p> <p>ETUI: Trade Unions, Spain</p> <p>UGT About webpage</p> <p>ELA About webpage</p> <p>CIG About webpage</p>

Indicator	Description	Sources
	<p>The high level of fisheries observer coverage means that a third party is active in the fishery workplace. However, these observers examine environmental not labor conditions.</p>	
<p>Worker access to a functional grievance mechanism</p>	<p>Unknown.</p>	
<p>Access to join a trade union</p>	<p>The right to participate in trade unions is enshrined within Spain’s Constitution, Article 28. Fishers and other seafood workers are free to join workers’ unions and there are several organizations available who are affiliated with the ETF or IUTC. No evidence of violations related to the seafood industry was found.</p>	<p>Spanish Constitution (English)</p> <p>International Trade Union Conference (ITUC) Survey of Violation of Trade Union Rights</p>
<p>Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor</p>	<p>The Spanish tuna fishing industry is engaged in several fishery improvement projects (FIPs) and the Spanish tuna association AGAC (the Association of Large Tuna Freezers) is working towards MSC certification. MSC certification does not including social criteria but it does provide some transparency into the fishery.</p> <p>In 2017, the Spanish purse seine freezer tuna fleet known as the Organization of Associated Producers of Large Freezer Tuna Freezers (OPAGAC) received certification to the Spanish Association for Standardization and Certification (AENOR)’s Responsible Tuna Fishing (APR) vessel certification and chain of custody program, which includes environmental and social requirements for vessels.</p> <p>Large seafood companies in Spain have also made their own corporate commitments to socially sustainable seafood, such as Grupo Calvo’s Responsible Purchasing System and Grupo Conservas Garavilla (brand ‘Isabel), which is a signatory to the United Nations Global</p>	<p>Seafood Source: Spanish group OPAGAC introduces social and environmental standards for tuna fishing, 2017</p> <p>Seafood Source: Spanish tuna association AGAC enters full MSC assessment, 2020</p> <p>OPAGAC: OPAGAC receives the first AENOR responsible tuna fishing (APR) certificates in the world, 2017</p>

Indicator	Description	Sources
	Compact through the Global Compact Spanish Network.	Undercurrent News: Spanish fleet to promote higher labor standards on tuna cans, 2018 Fisker Forum: Canned Tuna Under 'Responsibly Fished' Label Reaches Spanish Consumers, 2019 Grupo Calvo: Responsible Purchasing System Isabel: Sustainable Compromise

Table 2: Spain - Seafood industry-level indicators

Spain: Processing indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	None found.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	<p>Spain's tuna processing industry has not been directly linked to allegations of forced labor, child labor or hazardous child labor or to ILO indicators of forced labor and hazardous child labor.</p> <p>However, tuna imports present a risk factor for the Spanish tuna processing industry. The raw materials used for tuna canning in Europe, including in Spain, are usually landed overseas by non-EU countries, and then exported as semi-processed product (pre-cooked frozen tuna loins) to the canning countries. Exports of raw material to Europe are dominated by Ecuador and increasingly by China.</p>	<p>GSI: Importing Risk – Fishing, 2018</p> <p>The Centre for the Promotion of Imports from developing countries (CBI): The European market potential for tuna loins, 2019</p>
Processing Characteristics	<p>Processing stage</p> <p>Spain undertakes secondary processing of tuna to produce canned tuna products.</p>	<p>EUMOFA: Case Study: Canned Tuna in Spain, 2017</p>
	<p>Consolidation and vertical integration</p> <p>Spain's fish canning industry is concentrated in the Autonomous Community of Galicia, where approximately 60 fish canning companies are based (2015). Less than 10 companies account for 80% of the market.</p> <p>There are high levels of vertical integration in the Spanish seafood industry, driven by access to markets and raw materials with an increase in full value chain integration. However, due to overcapacity there is limited domestic integration.</p>	<p>EUMOFA: Case Study: Canned Tuna in Spain, 2017</p> <p>EU: Research for Pech Committee – Seafood Industry Integration in the EU, 2016</p>

	<p>Domestic versus export</p> <p>In addition to production for domestic consumption, nearly half of Spain’s canned fish products are exported. Most of this comprises canned tuna. Spain mostly exports canned tuna to other EU countries including Italy, Portugal, and France.</p>	<p>GLOBEFISH: The canned seafood sector in Spain</p> <p>EUMOFA: Case Study: Canned Tuna in Spain, 2017</p> <p>The Centre for the Promotion of Imports from developing countries (CBI): The European market potential for tuna loins, 2019</p>
<p>Workforce Characteristics</p>	<p>Skilled versus low-skilled</p> <p>Information specific to tuna processing was not identified. The fish processing workforce in Spain is reported as being skilled, although with no ‘specific academic formation.’ According to a 2015 report, many workers within Spain’s fish processing sector have a low education level.</p>	<p>EUMOFA: Case Study: Canned Tuna in Spain, 2017</p> <p>IUF: Organising Globally to Fight Exploitation in Fisheries and Aquaculture, 2015</p> <p>Fair Trade Center: Report on Canned Tuna – The Working Conditions in a Global Industry</p>
	<p>The proportion of women in the workforce</p> <p>Information specific to tuna processing was not identified. Spain’s wider seafood processing industry is traditionally a large employer of women. In 2017, women comprised 62% of the seafood processing workforce compared to 26% in the whole seafood industry.</p>	<p>Scientific, Technical and Economic Committee for Fisheries (STECF): The EU Fish Processing Sector Economic Report (STECF-19-15), 2019</p>

	<p>The proportion of migrant versus local workers</p> <p>Information on migrant workers specific to tuna processing was not identified. Spain’s wider fish processing industry has low rates of migrant workers (<5%). The number of non-local workers recorded in Spain’s processing sector in 2013 was 466 workers. Using the 2015 figure for fish-processing workers in Spain of 18,500, this would provide an estimated proportion of 2.5% migrant workers in the processing industry.</p> <p>Across Spain, the number of non-local workers reported in the fisheries sector is 2,800, this represents only 4.3% of all employment in the sector. This labor is concentrated in the catching sector and therefore following from this the proportion of migrant workers in the processing sector must be even lower.</p> <p>Galicia is reported to have the highest concentration of non-local labor to supply its processing sector and offshore and distant-water fleets with 1,157 non-local workers. This concentration is due to employment in these sectors being unattractive to local workers.</p>	<p>MRAG-EC: Study on the Employment of Non-Local Labour in the Fisheries Sector, 2016</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>Information specific to tuna processing was not identified. In Spain’s wider seafood processing industry, mainly temporary contracts are used. Data from 2016 shows that 1,058 permanent contracts for fish industry workers were identified compared to 24,568 temporary contracts.</p>	<p>Economic Committee for Fisheries (STECF): The EU Fish Processing Sector Economic Report (STECF-19-15), 2019</p>
	<p>Workers’ origins</p>	<p>MRAG-EC: Study on the Employment of Non-Local Labour in</p>

	Data on the countries from which migrant workers in Spain's tuna processing sector is not publicly available. However, according to a 2016 report, 72.8% of non-local workers in Spain's fishery industry are from non-EU Member States, primarily Senegal, Guinea Bissau, and increasingly from South American countries such as Peru. These data relate to fish capture, aquaculture and processing and has not been evaluated per sector.	the Fisheries Sector, 2016
	Migrant worker language (vs. dominant language in the industry) Unknown. Data for migrant workers in the tuna processing industry are not publicly available. Non-local workers in Spain's seafood industry likely speak a mixture of French, Spanish, and Portuguese given the source countries identified.	MRAG-EC: Study on the Employment of Non-Local Labour in the Fisheries Sector, 2016
	GDP per capita of processing country and main migrant worker source country Unknown. Data for migrant workers in the tuna processing industry are not publicly available.	
	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 3: Spain - Processing indicators

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