

Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Sri Lanka, 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

Sri Lanka is a major exporter of fresh yellowfin tuna to the United States and Europe.^{i,ii} Sri Lanka's tropical tuna fishing fleet operates in the Indian Ocean, mostly within the country's Exclusive Economic Zone (EEZ) and to a lesser extent on the high seas.ⁱⁱⁱ In 2020, Sri Lanka caught 114.6 thousand tonnes (t) of tuna and tuna-like species, of which 84% was caught in the country's EEZ.^{iv} Catches are dominated by skipjack and yellowfin tuna.^v The tuna fishing fleet mainly comprises longline and gillnet vessels under 15 meters with a limited fishing capacity.^{vi} The wider fishing industry plays an important role in supporting food security and livelihoods in Sri Lanka, with fish being the main source of animal protein for the general population.^{vii} The seafood industry supplies around 80% of fish consumed in Sri Lanka in 2020 and provided direct and indirect employment for around 586,000 people in 2022.^{viii}

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

Sri Lanka is experiencing a severe economic crisis that has left the country in a politically and economically unstable situation. A reliance on foreign goods, cuts in taxes, and the impacts of the COVID-19 pandemic, resulted in Sri Lanka experiencing an economic collapse in 2022.^{ix} The country experienced very high inflation, daily power outages, and shortages of essential items including food, medicine, and fuel.^x Schools and universities in Sri Lanka faced repeated closures in 2022 due to the fuel shortage, leaving many children without adequate access to education.^{xi} As a result, the national poverty rate is estimated to have doubled between 2021 and 2022,^{xii} an estimated one-third of the population is facing acute food insecurity and people are increasingly relying on money lenders to cope with the disruption.^{xiii} In July 2022, President Gotabaya Rajapaksa fled the country during unrest and then resigned, with Prime Minister Ranil Wickremesinghe later being elected as the new President.^{xiv} In March 2023, Sri Lanka received a US\$2.9 billion bailout from the International Monetary Fund (IMF) but continues to be in a state of economic crisis.^{xv} Some stability has returned to the country with inflation decreasing but food prices remain high.^{xvi}

Prior to the current crisis, the overall context in Sri Lanka appeared to be improving with regards to the base risks of forced labor, human trafficking, and hazardous child labor. Underlying vulnerabilities had declined, with the national poverty rate showing a significant decrease from 29.8% in 2006 to 11.3% in 2019.^{xvii} Legislative improvements were made to reduce the risk of child labor and hazardous child labor, including an increase in the compulsory age of education from 14 to 16 years in 2016 and a corresponding increase in the minimum age of employment from 14 to 16 years in 2021, and the expansion of the hazardous occupations list to include domestic labor.^{xviii,xix} And the government showed increased efforts to tackle human trafficking, as reflected by the Trafficking in Persons Report, which upgraded Sri Lanka from the Tier 2 watch list in 2021 to Tier 2 in 2022, where it remained in 2023.^{xx,xxi} Efforts identified included an increasing number of trafficking investigations, including of officials suspected to be involved in child trafficking, improved interagency coordination, training officials on victim identification and public awareness raising

campaigns, and an expansion of trafficking hotline services for workers.^{xxii} In 2021, Sri Lanka also developed a National Strategic Action Plan to Monitor and Combat Human Trafficking (2021–2025) and released a Standard Operating Procedure on the Identification, Protection, and Referral of Child Victims of Trafficking.^{xxiii}

However, the instability in the government and economy, combined with rising poverty levels and reduced access to food, healthcare, and education is likely to have had significant adverse impacts upon human rights in general, the implementation of workers' rights, and the vulnerability of workers to exploitation in the country. Due to the changing situation, readers should be aware that the findings of individual SSRT indicators might not accurately represent the present situation in some cases.

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

Sri Lanka's seafood industry has been connected to hazardous child labor and debt bondage, which is an indicator of forced labor, but no links of forced labor, human trafficking, or hazardous child labor were found to tuna fishing and tuna processing. Nevertheless, the ongoing economic crisis is likely to have increased the vulnerability of seafood workers to labor exploitation and impeded the implementation and enforcement of labor-related legislation. The lack of transparency and traceability in Sri Lanka's tuna industry, attributed in part to illegal, unregulated, and unreported (IUU) fishing and Sri Lanka's status as a flag of convenience country, adds significantly to the risks of forced labor, human trafficking, and hazardous child labor in tuna production.

Sri Lanka's seafood industry is likely to be experiencing significant disruption caused by the ongoing economic crisis. The livelihoods of fishers and others directly or indirectly employed by the seafood industry are threatened. Media reports have described the impact of the crisis on fishing communities in the north of the country with fishers struggling to operate even at a very limited capacity due to fuel shortages preventing vessels going out to sea or lorries transporting fish, and a lack of ice to preserve catches.^{xxiv} Seafood processing plants have also been affected by the fuel shortages and an inability to make ice.^{xxv} High fuel prices have notably impacted upon tuna fishing operations by limiting the number of trips that tuna fishing vessels can take, with fuel costs said to represent more than 40% of operational costs for offshore and high seas fishing.^{xxvi}

Hazardous child labor has been reported in Sri Lanka's seafood industry in fishing, fish processing, and selling fish.^{xxvii} And debt bondage, which is an indicator of forced labor, has previously been identified by the International Labour Organization (ILO) among fishers in northern Sri Lanka.^{xxviii} Although the publicly available evidence of child labor and bonded labor in Sri Lanka's seafood industry is now somewhat outdated, the economic crisis likely compounds an already risky industry. The loss of livelihoods and income due to the crisis, combined with rising prices for food and other resources, means that fish workers may experience worsening working and living conditions, potentially try to reduce operating costs through

exploitative labor practices, or face greater indebtedness to money lenders, with anecdotal evidence that fish workers have become increasingly reliant on loans from boat owners.^{xxix} While the evidence identified on use of loans is not specific to the tuna industry, there is a lack of information surrounding these practices. Correlated risks such as IUU fishing and the reported involvement of fishing vessels in drug trafficking also raise concerns about the potential presence of other fisheries-related crimes such as forced labor, though the latter evidence is not specifically related to tuna vessels.^{xxx}

Overall, the lack of publicly available information on Sri Lanka’s tuna industry in general raises the risk of forced labor, human trafficking, and hazardous child labor. Very limited information was found about workforce characteristics or recruitment and contract practices in tuna fishing and processing and therefore these topics are suggested as priority areas for due diligence. Sri Lanka’s status as a flag of convenience country means that Sri Lankan-flagged, but foreign-owned vessels may operate in the tuna fishery. The conditions on these foreign-owned fishing vessels, which have included Chinese-owned distant water fishing vessels, are outside the scope of this SSRT profile but may be associated with additional risks of forced labor, human trafficking, and hazardous child labor as well as IUU fishing.^{xxxi} The use of flags of convenience reduces visibility in the supply chain and therefore hinders accountability for human rights abuses. Stakeholders should strive for greater transparency and traceability in Sri Lanka’s tuna supply chain to better understand and address the risks of forced labor, human trafficking, and hazardous child labor.

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

Country-level indicators

- Sri Lanka is primarily a source, destination, and, to a lesser extent, a transit country for people subjected to forced labor and sex trafficking.
- Men, women, and children are exploited in forced labor and sex trafficking in Sri Lanka.
- Sectors linked to forced labor, indicators of forced labor, or hazardous child labor include domestic service, fishing, agriculture (tea and rubber plantations), mining, and construction.
- Child labor is especially significant among ethnic minority Tamil people. The latest national Child Activity Survey (2016) estimates that 39,007 children are engaged in hazardous work, representing 0.9% of the population of children aged 5 to 17 years.

Seafood industry-level indicators

- Fishing, fish processing, and trade of fish are linked to child labor by the US Department of Labor’s 2021 Findings on the Worst Forms of Child Labor report, with work in deep-sea fishing identified as hazardous work, however some of the evidence cited is more than five years old.
- The latest national Child Activity Survey (2016) estimates that 1,803 working children are engaged in hazardous child labor related to fishing. By place of work, the survey findings state that 5% of child laborers were employed at “fish related places / Slaughtering houses”.

- In 2017, the International Labour Organization (ILO) reported on debt bondage, an indicator of forced labor, among fishers indebted to money lenders in Kilinochchi district, northern Sri Lanka.
- A special investigation of the fisheries industry by the labor inspectorate in 2021 concluded that there was not widespread child labor.

Fishing indicators

No evidence was found linking Sri Lanka’s tuna fishing industry directly to forced labor, human trafficking, and hazardous child labor or to indicators of forced labor and hazardous child labor.

Processing indicators

- No evidence was found linking Sri Lanka’s tuna processing industry directly to forced labor, human trafficking, and hazardous child labor or to 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

- Sri Lanka has experienced a contraction in the economy and a doubling of national poverty levels.
- The economic crisis has threatened people’s livelihoods, increased reliance on money lenders, and contributed to rising food insecurity.
- Conflict and violence in Sri Lanka have resulted in a large population of internally displaced persons who may be more vulnerable to exploitative labor practices.
- Discrimination against ethnic minorities increases their vulnerability to human trafficking and the presence of the caste system within the Tamil community has been linked to child labor.
- Sri Lanka performs poorly in indices for perceived levels of public sector corruption and the risk of money laundering.
- Sri Lanka is rated poorly by the International Trade Union Confederation (ITUC)’s Global Rights Index, which documents violations of workers’ rights.
- Regulations to protect migrant workers are in place but need improvement.
- Sri Lanka has not ratified ILO Convention 188 on Work in Fishing.
- Alleged cases of official complicity and corruption, along with a reduced capacity among law enforcement, may have hindered the government’s efforts to enforce anti-trafficking laws.
- The penalties imposed on convicted human traffickers are not severe enough to serve as an effective deterrent.

Seafood industry-level indicators

- No information was found relating to third-party monitoring of labor conditions in the seafood industry and though environmental monitoring systems are in place, there is limited observer coverage on vessels under 24m in length.

Fishing indicators

- The trip duration of tuna fishing vessels ranges from 1 day to more than 30 days at sea, with high seas multiday vessels averaging 30 to 60 days.
- Stocks of bigeye tuna and yellowfin tuna caught in the Indian Ocean are considered overfished.
- Maritime illegal activities, such as drug trafficking, are linked to the fishing industry, though this activity is not related to the tuna industry.
- Sri Lanka is listed as a Flag of Convenience country.
- No information was found about the workforce or employment practices in tuna fishing.

Processing indicators

- No information was found about the workforce or employment practices in tuna processing.

Factors that decrease the likelihood

Country-level indicators

- Sri Lanka is predominately a country of origin for migrants rather than a destination country, where foreign migrants make up less than one percent of the population.
- Foreign migrants are afforded access to health care and education.
- Sri Lanka has ratified most of the international conventions assessed by the SSRT, including the Port State Measures Agreement.
- The government strengthened child labor laws in 2021 by increasing the minimum age for work from 14 years to 16 years and expanding the list of hazardous occupations.
- The government has increased efforts to eliminate human trafficking in recent years, as reflected by the country's improvement in ranking in the US Department of State's Trafficking in Persons Report from the Tier 2 Watch List in 2020 to Tier 2 in 2021, where it has since stayed.
- The government has taken a firmer stance on recruitment agencies, including blacklisting agencies for allegedly facilitating trafficking and updating regulations for recruiter subagents.

Seafood industry-level indicators

- There is evidence of the labor inspectorate conducting labor inspections within the fishing industry, including a special investigation of hazardous fisheries with multi-day fishing vessels. In recent years, the government has included fisheries among priority sectors for awareness-raising activities about child labor.

- The government has invested efforts into improving social security for fishers and safety at sea by launching a new fishers' pension scheme and providing insurance for fishers and fishing vessels.

Fishing indicators

- Sri Lanka revised its legal framework to better address illegal, unregulated, and unreported fishing in response to receiving a red card from the European Commission in 2014, which was later lifted card in 2016.
- The use of VMS is mandatory for vessels authorized to fish on the high seas (vessels that are greater than 10.3m in length).

Processing indicators

- Tuna processing for chilled tuna is modernized with automatic factory facilities, with limited labor required.

Fishing

Sri Lanka mainly fishes for tropical tuna within the country's exclusive economic zone (EEZ) and on the high seas and is a member of the Indian Ocean Tuna Commission (IOTC).^{xxxii} In 2021, Sri Lanka caught 87,546t of tuna and tuna like species (a decrease from 114,638t in 2020), of which 81% was caught in the country's EEZ.^{xxxiii,xxxiv} Sri Lanka's production of tropical tuna is dominated by skipjack and yellowfin tuna.^{xxxv} Of the country's total catch of tuna in 2021, 39% was skipjack tuna, 36% was yellowfin tuna, and seven percent was bigeye tuna.^{xxxvi} Concerns about illegal, unreported and unregulated fishing by Sri Lankan-flagged vessels, including in the EEZs of other countries, mean that production data may not be accurate (see Fishing Indicators).

Most Sri Lankan tuna fishing vessels are less than 15m in length, with a small number of vessels exceeding 24m.^{xxxvii} Vessels greater than 10.3m in length are eligible to fish on the high seas.^{xxxviii} In 2021, over 5,000 vessels operated within the EEZ, including 1,780 one day vessels and around 4,170 multiday vessels, and nearly 1,200 vessels were permitted to operate on the high seas.^{xxxix} Around half of vessels operating in the EEZ spend one to 10 days at sea, while the other half spends 10 to 30 days at sea, and trip lengths for high seas multiday vessels average 30 to 60 days.^{xl} The main fishing gear used to catch tuna is longline and gillnets, though the use of gillnets is being discouraged in favor of more selective gears. Handline and trolling gear are also used in tuna fishing but to a lesser extent.^{xli} Around 21% of vessels used multiple gears, with gears selected based on the season and other conditions.^{xlii}

High fuel prices and poor catches result in high operating costs for tuna vessels, with fuel accounting for as much as 40% of operating costs for offshore and high seas fishing trips, causing many vessels to limit the number of fishing trips they make.^{xliii} The quantity and quality of catches are currently limited by a lack of refrigeration facilities onboard multiday vessels, resulting in a loss of around half the catch before landing

and only a small proportion of landings meeting export-quality standards.^{xliv} National policy aims to reduce losses and improve fish quality by upgrading vessels.^{xlv}

Major tuna producing districts in 2021 were Kalutara with 14,630Mt and Tangalle with 10,450Mt of skipjack tuna, and Negombo with 9,980Mt of yellowfin tuna.^{xlvi} During the 2021 reporting year, the number of active fishers, both men and women, in Negombo were 11,920 and in Tangalle there were 12,920.^{xlvii}

Processing and Trade

It is unclear to what extent the tuna processing industry in Sri Lanka is supplied with raw tuna material by Sri Lankan vessels versus foreign-owned vessels.

Sri Lanka exports tuna to the United Kingdom, France, Italy, Netherlands, Germany, the United States and Japan.^{xlviii} In 2021, Sri Lanka exported 454,590kg fresh yellowfin tuna, 58,738kg fresh bigeye tuna, and 9,442kg frozen yellowfin tuna to the United States, with a combined value of over US\$9 million.^{xlix}

Sri Lanka is a major exporter of fresh yellowfin tuna to the United States, accounting for 15% of US imports of fresh yellowfin tuna by value (USD) in 2018.^l Sri Lanka is the second largest exporter of fresh yellowfin tuna to Europe.^{li} In 2021, there were a total of 55 fish processing plants in Sri Lanka, 39 of which were EU approved.^{lii} In that same year, Sri Lanka exported 9,936Mt of tuna products, accounting for around 37% of the country's total fish and fishery product exports.^{liii} Of those total tuna product exports, 46% (4,601Mt) were exported to the European Union.^{liv}

Due Diligence for Tropical Tuna in Sri Lanka

Important Country-Specific Considerations

- Sri Lanka experienced an economic collapse in 2022, which has left the country in a politically and economically unstable situation.
- National poverty rates increased significantly from 2021 to 2022 and people have become more reliant on money lenders.
- The seafood industry has faced significant disruption caused by the economic crisis, with high fuel costs limiting the number of fishing trips, and adversely affecting fish transport and freezing.

Suggested Due Diligence Priorities & Questions

Worker demographics

No information was found on Sri Lanka's tropical tuna fishing and processing workforce.

1. Does the supply chain employ foreign or internal migrant workers or ethnic minorities? What countries or parts of the country are migrant workers from?
2. What proportion of workers are considered low-skilled in the work environment?
3. What is the proportion of temporary and contract workers to permanent workers?
4. What is the proportion of young workers (15-18 years old) in the workforce? What protocols are in place to protect young workers from workplace hazards?

Contracts and compensation

No information was found on employment practices for Sri Lanka's tropical tuna fishing and processing workforce.

1. Are workers employed using a formal contract written in a language that they understand? Is the content of the contract explained to them in a language that they can understand?
2. Are workers paid at least the minimum wage in their country of employment?
3. How are the workers being paid (e.g., piece rate, fixed monthly salary, catch share)?
4. How frequently are workers paid and how is the payment transferred to them (e.g., bank transfer, cash, in-kind)?
5. Do workers receive advance payments or loans? If so, how is this practice managed?

Activity at sea

The trip duration of tuna fishing vessels ranges from 1 day to more than 30 days at sea. Only vessels operating on the high seas (i.e., vessels that are greater than 10.3m in length) are required to use a Vessel Monitoring System. Sri Lanka is listed as a Flag of Convenience country, which can make accountability for bad practices harder to implement.

1. Are vessels flagged in the country where the vessel is owned?
2. What proportion of vessels in the supply chain are single day versus multiday vessels?
3. How long do tuna fishers typically stay at sea?

Sri Lanka: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index</p> <p>HDI Value (2021): 0.782</p> <p>HDI rank (2021: 73/191 countries and territories)</p> <p>Sri Lanka’s HDI value for 2021 places it in the ‘high human development’ category and positions as 7³r^d out of 191 countries and territories. Sri Lanka’s HDI value for 2021 is above the average of 0.754 for countries in the high human development group and above the average of 0.632 for countries in South Asia. Between 1990 and 2021, Sri Lanka’s HDI value changed from 0.629 to 0.782, a change of 23% and Sri Lanka showed progress against each of the HDI indicators for income, health, and education. However, when Sri Lanka’s HDI value is discounted for inequality, it falls to 0.676, a loss of 13.6% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for high HDI countries is 16.8% and for South Asia it is 24.7%.</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Human Development Reports: Sri Lanka</p>
	<p>Poverty headcount ratio at national poverty line (% of population): 14.3% (2019), showing improvement over the last decade from 28.4% (20096).</p> <p>The ratio is lower than that of Sri Lanka’s neighboring countries:</p> <ul style="list-style-type: none"> • Maldives 5.4% (2019) • India 21.9% (2011). <p>World Bank Databank</p> <p>However, more recent data from the World Bank’s 2022 Development Update for Sri Lanka shows that the national poverty rate has increased significantly in the past three years. The current economic crisis has caused the national poverty rate to double from 13.1% in 2021 to 25.6% in</p>	<p>World Bank Databank figures on the poverty headcount ratio</p> <p>World Bank, October 2022, Sri Lanka Development Update</p>

Indicator	Description	Sources
	<p>2022. The poverty rate is expected to remain above 25% for the next few years. World Bank, October 2022</p>	
	<p>Global Hunger Index (2022):</p> <p>Sri Lanka ranks 64th out of 121 qualifying countries. With a score of 13.6 out of 100, Sri Lanka suffers from a level of hunger that is ‘moderate’.</p> <p>Sri Lanka performs better in the GHI than neighboring country India, which scores a ‘serious’ level of hunger. The Maldives is not scored.</p> <p>Note: GHI is scored on a 100-point GHI Severity Scale, where 0 is the best score (no hunger) and 100 is the worst (where ≥ 50 is ‘extremely alarming’).</p> <p>Global Hunger Index (GHI)</p> <p>In 2022, Sri Lanka experienced high food inflation, a drop in agricultural productivity, and food shortages, leading to an increase in food insecurity. World Bank, October 2022</p>	<p>Global Hunger Index (GHI)</p> <p>World Bank, October 2022, Sri Lanka Development Update</p>
<p>Country’s position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region</p> <p>Sri Lanka</p> <ul style="list-style-type: none"> • HDI Value (2021): 0.782 • HDI rank (2021): 73 (high human development) <p>Neighboring countries:</p> <p>Maldives</p> <p>HDI Value (2021):0.747 HDI rank (2021): 90 (high human development)</p> <p>India</p> <p>HDI Value (2021): 0.633 HDI rank (2021): 132 (medium human development)</p> <p>Sri Lanka ranks better in the UNDP HDI than neighboring countries Maldives and India. Sri Lanka’s HDI value for 2021</p>	<p>UNDP Human Development Index (HDI)</p>

Indicator	Description	Sources
	<p>is above the average of 0.754 for countries in the high human development group and above the average of 0.632 for countries in South Asia.</p>	
	<p>Comparing its recent economic growth to the general economic growth rates in the region</p> <p>Sri Lanka GDP Growth (annual %): -7.82 (2022), down from 3.51 (2021)</p> <p>Neighboring countries:</p> <p>Maldives GDP Growth (annual %): 12.30 (2022)</p> <p>India GDP Growth (annual %): 7.00 (2022)</p> <p>World Bank DataBank</p> <p>The World Bank’s 2023 Development Update for Sri Lanka reports that the economy contracted by 7.8% in 2022. Overall, growth has decelerated in recent years due to shocks including the Covid-19 pandemic. World Bank, April 2023</p>	<p>World Bank Databank figures on annual economic growth</p> <p>World Bank, April 2023, Sri Lanka Development Update 2023</p>
	<p>Migration data</p> <p>The net migration rate (immigrants minus emigrants per 1,000 population) for Sri Lanka is -4.2 (2021). The net migration number (immigrants minus emigrants) for 2021 is -92.4 thousand.</p>	<p>IOM Migration Data Portal.</p>
	<p>Regional migration trends and patterns</p> <p>Sri Lanka has predominantly been a migrant-sending country, driven by economic migrants seeking employment and political migrants affected by conflict within Sri Lanka.</p> <p>Sriskandarajah, D., 2002</p>	<p>Sriskandarajah, D., 2002, The Migration-Development Nexus: Sri Lanka Case Study.</p>

Indicator	Description	Sources
	<p>Outward labor migration increased notably in the 1990’s and 2000’s from over 50,000 people per annum in 1990 to over 260,000 people per annum in 2011. Jayasuriya, D., and McAuliffe, M., October 2013</p> <p>Major destinations for emigrants from Sri Lanka are Saudi Arabia, India, and Qatar. International migrants comprised 0.2% of Sri Lanka’s population in 2020. Major countries of origin for immigrants in Sri Lanka are India, Italy, and China. UNICEF, July 2021</p> <p>In addition, within Sri Lanka there is a large population of internally displaced persons. In 2020, there were a reported 28 thousand internally displaced persons, of which 95.1% were due to conflict and violence. This is significantly higher than the percentage of people displaced internally across Southern Asia, which is 58.7% for 2020. UNICEF, July 2021</p>	<p>International Migration, Vol. 40 (5)</p> <p>Jayasuriya, D., and McAuliffe, M., October 2013. Placing recent Sri Lankan maritime arrivals in a broader migration context. Irregular Migration Research Program, Occasional Paper Series.</p> <p>UNICEF, July 2021, Migration and Displacement Country Profiles: Sri Lanka</p>
	<p>Known human trafficking routes</p> <p>Freedom Collaborative Victim Journeys Map identifies Sri Lanka as a transit country for trafficking victims from Pakistan to Australia and Nepal to Oman. Freedom Collaborative, No date</p> <p>The US Department of State’s Trafficking in Persons Report identifies Sri Lanka as a source country for human trafficking. Sri Lankan men, women, and children are trafficked to the Middle East, Asia, Europe, and the United States. US Department of State, 2023</p>	<p>Freedom Collaborative, No date, Victim Journeys Map</p> <p>US Department of State, 2023, 2023 Trafficking in Persons (TIP) Report: Sri Lanka</p>
<p>Governance practices and systems in a country (measured through indexes)</p>	<p>WGI (2021) Percentile rank–</p> <ul style="list-style-type: none"> • Voice and Accountability: 44.44 • Political Stability and Absence of Violence: 34.91 • Government Effectiveness: 50.48 • Regulatory Quality: 39.42 • Rule of Law: 54.33 • Control of Corruption: 44.23 	<p>World Governance Indicators (WGI)</p>

Indicator	Description	Sources
	<p>The lowest (worst) ranking indicator is ‘Political Stability and Absence of Violence/Terrorism’, which measures perceptions of the likelihood of political instability and/or politically motivated violence, including terrorism. For all indicators, Sri Lanka ranks similarly to or higher than the regional percentile rank for South Asia. Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.</p>	
	<p>Corruption Perception Index (2022)</p> <p>Score: 36/100</p> <p>Rank: 101/180 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. Sri Lanka’s score of 36 places the country below the average and positions it 101st out of 180 countries and territories. Sri Lanka is positioned below neighboring countries India and Maldives, which both score 40) and scores less than the regional average for Asia Pacific of 45.</p> <p>Note: Based on 0 = Highly Corrupt, 100 = Very Clean.</p>	<p><u>Transparency International Corruption Perception Index (CPI)</u></p>
	<p>Basel Anti-Money Laundering Index (2022)</p> <p>Rank: 32/128</p> <p>Overall score: 6.01/10</p> <p>Neighboring countries India and the Maldives are not ranked in the index.</p> <p>Note: Ranking is out of 128 countries; top possible score is 0 (low risk), lowest score is 10 (high risk).</p>	<p><u>Basel Anti-Money Laundering (AML) Index</u></p>
	<p>Global Rights Index (2023)</p>	<p><u>ITUC Global Rights Index 2023</u></p>

Indicator	Description	Sources
	<p>Rating: 4 (Systematic violations of rights)</p> <p>The ITUC Global Rights Index places Sri Lanka above the regional average ranking of 4.18 for the Asia-Pacific. Neighboring country India ranks 5 (No guarantee of rights), worse than Sri Lanka. The Maldives is not assessed by the Index but notably made advances in workers’ rights in January 2024, when the government formally adopted the Industrial Relations Act and the Occupational Health and Safety Act, in a move welcomed by national and international trade unions as a significant step forward in the safeguarding of workers' rights in the Maldives. ITUC Global Rights Index 2023 , Solidarity Center, 5 January 2024</p> <p>Violations identified in 2022 include the arrest of trade union leaders and striking workers, and the stripping of public sector workers of their right to strike in response to a planned strike. ITUC Global Rights Index 2023</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>Solidarity Center, 5 January 2024, ‘Milestone for Maldivian Workers: Industrial Relations and Occupational Safety and Health Bills Enacted’</p> <p>ITUC Global Rights Index 2023: Worker’ rights and laws by region – Asia-Pacific</p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2020): 92.38%</p> <p>Adult female literacy rate (2020): 91.60%</p> <p>Adult male literacy rate (2020): 93.28%</p> <p>The literacy rate among adults in Sri Lanka is in between that of neighboring countries Maldives and India.</p> <p>Neighboring countries</p> <ul style="list-style-type: none"> • Maldives (2021): 97.86% • India (2018): 74.37% 	<p>World Bank Open Data</p>

Indicator	Description	Sources
	<p>Primary school completion rates (2020): 98.24%</p> <p>Primary completion rates, female (% of relevant age group) (2020): 97.90%</p> <p>Primary completion rates, male (% of relevant age group) (2020): 98.58%</p> <p>Neighboring countries</p> <ul style="list-style-type: none"> • Maldives (2019): 91.67% • India (2021): 97.37% 	<p>World Bank Open Data</p>
	<p>Lower secondary education completion rates (2020): 100.52%</p> <p>Lower secondary completion rates, female (% of relevant age group) (2020): 100.59%</p> <p>Lower secondary completion rates, male (% of relevant age group) (2020): 100.46%</p> <p>Neighboring countries</p> <ul style="list-style-type: none"> • Maldives (2019) 111.18% • India (2021) 85.83% <p>Note: “There are many reasons why the rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of lower secondary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of lower secondary education.”</p>	<p>World Bank Open Data</p>
	<p>School enrolment, tertiary (2020): 21.61% gross</p> <p>School enrolment, tertiary, female (2020): 26.67% gross</p> <p>School enrolment, tertiary, male (2020): 16.53% gross</p> <p>Neighboring countries</p> <ul style="list-style-type: none"> • Maldives (2019): 34.12% 	<p>World Bank Open Data</p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> India (2021) 31.30% 	
Attitudes towards migrant workers in a country's population	<p>Migrant Acceptance Index – Sri Lanka: no data</p> <p>Comparison to neighboring countries and regional average:</p> <ul style="list-style-type: none"> Maldives: no data India: 4.90 (2016), 4.01 (2019) South Asia average: 4.88 (2016) <p>Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; and updated in 2019 (data not publicly available for all countries); top possible score is 9.0.</p>	Gallup Migrant Acceptance Index
Legislation and regulation to protect migrant workers	<p>Coverage of legal provisions under the labor laws</p> <p>In 1996, Sri Lanka ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Sri Lanka has periodically reported its efforts to implement this convention. The country's next report was due in October 2021. UN Treaty Body Database</p> <p>Despite having ratified the convention, Sri Lanka still has significant improvements to be made to legislation to protect migrant workers.</p> <p>Articles 10, 11, and 13 of Sri Lanka's Constitution guarantee fundamental rights to all persons, including non-citizens. According to the Human Rights Commission of Sri Lanka (HRCSL), foreign migrant workers have the right to legal protection and coverage under Sri Lanka's labor legislation without discrimination. The right to form and join a trade union applies to citizens only, but Article 12 (1) of the Constitution on guarantees of equal protection extends to all persons. In addition, the collective bargaining agreements apply to all employees regardless of their citizenship. HRCSL, 13 January 2022</p> <p>Since the examination of Sri Lanka's second periodic report in 2016, the country has failed to implement or only</p>	<p>UN Treaty Body Database: Sri Lanka</p> <p>Human Rights Commission of Sri Lanka (HRCSL), 13 January 2022, Follow-up Information from other sources</p> <p>Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW), 07 April 2022, Follow-up letter sent to the State party, CMW/FollowUp/34/ik</p> <p>Human Rights Commission of Sri Lanka (HRCSL), 13 January 2022, Follow-</p>

Indicator	Description	Sources
	<p>partially implemented the recommendations of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families to Sri Lanka. These recommendations included the adoption of comprehensive legislation on migration. CMW, 07 April 2022</p> <p>According to the Human Rights Commission of Sri Lanka (HRCSL), Sri Lanka is reviewing the existing Sri Lanka Bureau of Foreign Employment (SLBFE) Act No 21 of 1985, for amendments to promote and protect the rights of migrant workers and their family members. It is intended that the revised SLBFE Act will recognize the role of intermediaries, introduce social protection schemes, implement return and reintegration sub-policy and a code of ethical conduct for licensed recruitment agencies. The HRCSL observes the need to establish a separate institution to regulate and protect the rights of non-Sri Lankan migrant workers in Sri Lanka. HRCSL, 13 January 2022</p>	<p>up Information from other sources</p>
	<p>Access to social protection, health, and education</p> <p>In Sri Lanka, foreign migrants have access to health services and education, and work in the private sector. They also have equal access to social security schemes. IOM, May 2018</p>	<p>IOM, May 2018, Migration Governance Snapshot: the Democratic Socialist Republic of Sri Lanka</p>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>Sri Lanka has agreements with some Organisation for Economic Co-operation and Development (OECD) countries, an organization which promotes economic growth between countries. It also has an agreement with the Republic of Korea. These agreements allow migrant workers to keep their social security benefits when they migrate.</p> <p>Sri Lanka has agreements of varying types with the following countries, bilateral agreements with Italy and</p>	<p>IOM, May 2018, Migration Governance Snapshot: the Democratic Socialist Republic of Sri Lanka</p> <p>US Department of State, 2023, 2023 Trafficking in Persons (TIP) Report: Sri Lanka</p>

Indicator	Description	Sources
	<p>Qatar, MOUs to regulate recruitment with the Republic of Korea, Malaysia, the United Arab Emirates, Libya, Jordan and Bahrain, and an MOU with Australia to combat smuggling of migrants. IOM, May 2018</p> <p>In 2022, the government signed an MOU with Japan to better coordinate recruitment of migrant workers. US Department of State, 2023</p>	
Ratification of relevant international conventions and domestication of conventions into a national legal framework (Forced labor, human trafficking, and hazardous child labor)	Convention No. 29 – In Force	Forced Labour Convention, 1930 (No. 29)
	Convention No. 105 – In Force	Abolition of Forced Labour Convention, 1957 (No. 105)
	Convention No. 138 – In Force	Minimum Age Convention, 1973 (No. 138)
	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)

Indicator	Description	Sources
	Palermo Protocol – Ratified	<u>Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (the ‘Palermo Protocol’)</u>
	Convention No. 188 – Not Ratified	<u>ILO Convention 188 on Work in Fishing;</u>
	PSMA – Party to the PSMA	<u>The FAO Port State Measures Agreement (PSMA)</u>
	<p>Domestication into national legislation</p> <p>The minimum age for work in Sri Lanka is now set at 16 years following the government’s amendment of the Employment of Women, Young Persons and Children Act, the Shop and Office Employees’ Act, the Factories Ordinance, and the Minimum Wages Ordinance in 2021.</p> <p>The Employment of Women, Young Persons and Children Act sets the minimum age for hazardous work at 18 years and contains a list of hazardous occupations, which the government expanded from 51 categories to 71 categories in 2021. US Department of Labor, 2022</p> <p>The Penal Code prohibits forced labor, child trafficking, and commercial sexual exploitation of children. US Department of Labor, 2022</p> <p>Specifically, sex trafficking and labor trafficking are criminalized under section 360C of the Penal Code, which</p>	<p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p> <p>US Department of State, 2023, 2023 Trafficking in Persons (TIP) Report: Sri Lanka</p>

Indicator	Description	Sources
	<p>prescribes penalties of two to 20 years’ imprisonment and a fine. In addition, section 360B criminalizes the sexual exploitation of children and prescribes penalties of five to 20 years’ imprisonment and a fine. US Department of State, 2023</p>	
<p>Regulation of recruitment</p>	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>Sri Lanka has set up an Employment Migration Authority Act to regulate the foreign employment sector. This Act replaces both the Sri Lankan Bureau of Foreign Employment Act and the Immigration Act which lacked a body to regulate foreign migrant workers in Sri Lanka.</p> <p>There are no systematic attempts to measure the effects of emigration on the domestic labor market. There is no clearly defined program for managing labor migration into or out of Sri Lanka based on domestic labor market needs. A reported shortage of labor in some sectors, such as construction, is now prompting the Government to consider recruiting migrant workers in these sectors. However, there is no process in place to verify and validate foreign migrant workers’ job-specific skills and competencies at the time of issuing employment visas.</p>	<p>(2016) Consideration of reports submitted by States parties under article 73 of the Convention pursuant to the simplified reporting procedure, Second periodic reports of States parties due in 2011: Sri Lanka</p> <p>IOM, May 2018, Migration Governance Snapshot: the Democratic Socialist Republic of Sri Lanka</p>
<p>Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions</p>	<p>Overall, evidence suggests that while Sri Lanka is making efforts to improve enforcement of anti-trafficking laws, issues such as official complicity still hinder its effectiveness.</p> <p>The US Department of State’s 2023 Trafficking in Persons Report assigns Sri Lanka a Tier 2 ranking, stating “The Government of Sri Lanka does not fully meet the minimum standards for the elimination of trafficking but it is making significant efforts to do so.”</p>	<p>US Department of State, 2023, 2023 Trafficking in Persons (TIP) Report: Sri Lanka</p> <p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p>

Indicator	Description	Sources
	<p>Compared to the previous reporting year, the Sri Lankan government showed evidence of increasing efforts despite the impact of the COVID-19 pandemic. Among the efforts reported, Sri Lanka identified more victims, and increased prosecutions and convictions of traffickers, with two sex traffickers and two labor traffickers convicted. The government also showed signs of cracking down on recruitment agencies, including blacklisting agencies for allegedly facilitating trafficking and updating regulations for recruiter subagents.</p> <p>However, during the same period there were reports that official complicity hindered the government’s efforts to enforce anti-trafficking laws. While some allegations of official corruption were investigated, the cases did not result in prosecutions or convictions.</p> <p>In addition, the use of lesser penalties for convicted traffickers reduced the likelihood of penalties acting as a deterrent and some trafficking victims were inappropriately penalized for engaging in unlawful acts. Meanwhile, there was a reduced capacity among law enforcement caused by fuel shortages and the diversion of police resources to deal with protests. US Department of State, 2023</p> <p>The government has prepared an updated National Strategic Action Plan to Monitor and Combat Human Trafficking for 2021–2025. US Department of Labor, 2022</p>	
	<p>Child labor laws</p> <p>According to the US Department of Labor’s 2021 Findings on the Worst Forms of Child Labor report, Sri Lanka has made moderate improvements towards eliminating child labor. Improvements include extending the hazardous occupations list and amending regulations to raise the minimum age of employment from 14 to 16 years. However, the government did not impose criminal</p>	<p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p> <p>US Department of State, 2023, 2023</p>

Indicator	Description	Sources
	<p>penalties for the worst forms of child labor or publish data on its efforts and enforcement agencies lack resources to conduct investigations, especially in the northern and eastern provinces.</p> <p>Funding dedicated to the labor inspectorate decreased from US\$2.19 million in 2020 to US\$1.93 million in 2021. But the total number of labor inspectors did increase, with training provided to new inspectors. Nevertheless, the number of labor inspections carried out in 2021 decreased compared to 2020. Investigators lack transport facilities, making it difficult to carry out investigations. US Department of Labor, 2022</p> <p>The Department of Labor carried out information campaigns on eliminating child labor and hazardous child labor, including forced child labor. In 2022, over 70,000 routine labor inspections were carried out, but the number of inspections was deemed by observers to be insufficient. US Department of State, 2023</p>	<p>Trafficking in Persons (TIP) Report: Sri Lanka</p>
	<p>Global Slavery Index</p> <p>Reflecting the issues described above, the 2018 Global Slavery Index (GSI) rates the Sri Lankan Government’s response to Modern Slavery as CCC. The GSI methodology states a Government Response Rating of CCC indicates that:</p> <p>“The government has a limited response to modern slavery, with limited victim support services, a criminal justice framework that criminalises some forms of modern slavery, and has policies that provide some protection for those vulnerable to modern slavery. There may be evidence of a National Action Plan and/or national coordination body. There may be evidence that some government policies and practices may criminalise and/or deport victims and/or facilitate slavery. Services may be</p>	<p>Global Slavery Index’s overall ratings</p>

Indicator	Description	Sources
	<p>largely provided by iOs/NGOs with international funding, with limited government funding or in-kind support”.</p> <ul style="list-style-type: none"> • Est. no. of people living in modern slavery: 44,000 • Prevalence Index Rank: 130/167 • Vulnerability to Modern Slavery: 42.49/100 • Government Response Rating: CCC <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>According to the 2023 Trafficking in Persons Report, the Criminal Investigation Department and police initiated at least 34 investigations of suspected traffickers and continued 11 investigations during the reporting period. The government started prosecution efforts against 23 suspects, including eight for labor trafficking, and continued prosecution of at least 239 suspects. Four traffickers were convicted.</p>	<p>US Department of State, 2023, 2023 Trafficking in Persons (TIP) Report: Sri Lanka</p>
	<p>ILO comments and observations</p> <p>Among the comments of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) to Sri Lanka, there are concerns noted about enforcement measures (penalties) not being sufficient to deter violations and a need for better data on exploitation.</p> <p>Regarding Forced Labour Convention, 1930 (C29) and the Protocol of 2014 to the Convention (PO29):</p> <p>“The Committee previously noted the statement of the National Trade Union Federation (NTUF) that, while the Sri Lanka Bureau of Foreign Employment (SLBFE) is pursuing action to eradicate trafficking in persons, the penalties imposed on traffickers were not severe enough to serve as a deterrent. The Committee also noted the Government’s</p>	<p>Observation (CEACR) - adopted 2017, published 107th ILC session (2018): C29 and PO29</p> <p>Observation (CEACR) - adopted 2017, published 107th ILC session (2018): C182</p>

Indicator	Description	Sources
	<p>statement that, since 2009, the Criminal Investigations Department had commenced 61 investigations related to suspected cases of trafficking, which were still ongoing.”</p> <p>Regarding Worst Forms of Child Labour Convention, 1999 (No. 182): “The Committee previously noted that sections 360A, 360B and 288A of the Penal Code, as amended, prohibited a wide range of activities associated with prostitution, including the use, procuring or offering of minors under 18 years of age for prostitution. The Committee also noted the high incidence of exploitation of approximately 40,000 children in prostitution, that no comprehensive data was available on child sexual exploitation, and that no central body was established to monitor the investigation and prosecution of child sexual exploitation cases. In an effort to address these issues, the Government mentioned that several initiatives and measures had been taken against the sexual exploitation of children and that it had established a women and children police desk at the district level consisting of police officers specially trained to deal with the incidence of sexual exploitation of children.”</p>	
<p>Evidence of forced labor, human trafficking, and hazardous child labor in the country</p>	<p>General evidence from other sectors</p> <p>The 2023 Trafficking in Persons Report states that human traffickers exploit domestic and foreign people in Sri Lanka. According to the report, men, women, and children are exploited in forced labor and sex trafficking in Sri Lanka. Ethnic minorities experience discrimination that heightens their vulnerability to human trafficking. Child labor is especially significant among ethnic minority Tamil people on tea and rubber plantations. US Department of State, 2023</p> <p>The link to child labor among Tamil people has been connected to the presence of the caste system within the Tamil community. Haythornthwaite and Olsen, 2018</p>	<p>US Department of State, 2023, 2023 Trafficking in Persons Report</p> <p>Haythornthwaite, S., and Olsen, W., 2018, Bonded Child Labour in South Asia: Building the Evidence Base for DFID Programming and Policy Engagement. University of Manchester, 80p</p>

Indicator	Description	Sources
	<p>The 2021 Findings on the Worst Forms of Child Labor state that children are exploited in hazardous child labor in fishing, mining, and construction in Sri Lanka. Children are also subjected to commercial sexual exploitation, forced domestic work, and involvement in drug trafficking. US Department of Labor, 2022</p> <p>The national Child Activity Survey 2016 estimates that 43,714 children in Sri Lanka are in child labor, and out of those, 39,007 children are engaged in hazardous work, representing 0.9% of the total estimated population of children aged 5 to 17 years. Of those children engaged in hazardous work, 44.8% are employed in the industrial sector, 37.1% are employed in the services sector, and 18.1% are employed in the agricultural sector. Fifty-eight percent of hazardous child labor is defined as hazardous due to the number of hours worked (greater than 43 hours). All children in hazardous work are reported to be above 12 years of age. ILO and Department of Census and Statistics of Sri Lanka, February 21 2017</p> <p>However, the US Department of Labor states that the definition of child labor used in the Child Activity Survey 2016 does not align with international standards on the definitions of child labor among children aged 5 to 14 years, and therefore the total population of children in child labor may have been underestimated. US Department of Labor, 2022</p> <p>In addition to children aged 14 to 18 years, women are identified as vulnerable to forced domestic work. Smaller tea estates have also been linked to the exploitation of men and women in bonded labor, an indicator of forced labor. US Department of State, 2023</p>	<p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p> <p>ILO and Department of Census and Statistics of Sri Lanka, February 21 2017, Report on the Child Activity Survey 2016 – Sri Lanka</p> <p>US Department of State, 2023, 2022 Country Reports on Human Rights Practices</p>

Table 1: Sri Lanka— Country-level indicators

Sri Lanka: Seafood industry-level indicators

Indicator	Description	Sources
<p>Direct evidence of forced labor, human trafficking, and hazardous child labor</p>	<p>No direct evidence was found linking Sri Lanka’s seafood industry to human trafficking or forced labor, but the seafood industry has been connected to child labor, including hazardous child labor in fishing.</p> <p>The 2022 and 2021 Findings on the Worst Forms of Child Labor Report state that children in Sri Lanka work in fishing, processing fish, and selling fish, with deep-sea fishing identified as hazardous work. According to the 2021 report, findings of hazardous labor in Sri Lanka’s fishing industry prompted a special investigation by the labor inspectorate of hazardous fisheries with multi-day fishing vessels but the investigation did not find that children were regularly working in the fisheries industry. US Department of Labor, 2023 , US Department of Labor, 2022</p> <p>Sources cited by the 2021 Findings on the Worst Forms of Child Labor Report include reporting from the U.S. Embassy-Colombo (unpublished information), and somewhat outdated information from the ILO and Sri Lanka’s national Child Activity Survey 2016 and a study by Vinodani and Amarasinghe (2017).</p> <p>Sri Lanka’s national Child Activity Survey 2016 identifies 21,382 children working as “Agricultural, Forestry and Fishery Labourers” of which 3,814 children were in child labor, and 3,465 children were in hazardous work. Specifically for fishing, the report identifies 1,803 working children, all deemed to be engaged in hazardous child labor. By place of work, the survey findings state that 5% of child laborers were employed at “fish related places / Slaughtering houses”. ILO and Department of Census and Statistics of Sri Lanka, 21 February 2017</p>	<p>US Department of Labor, 2023, 2022 Findings on the Worst Forms of Child Labor</p> <p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p> <p>ILO and Department of Census and Statistics of Sri Lanka, 21 February 2017, Report on the Child Activity Survey 2016 – Sri Lanka</p> <p>Vinodani, H.H.W., and Amarasinghe, S.W., 2017, Exploitation of Child Labour in the Informal Sector of Sri Lank’s Rural Economy: A Sociological Study in the Devinuwara Divisional Secretariat Area. Proceedings of the 2nd International Conference on Humanities & Social Sciences. University of Ruhuna, 2017</p> <p>US Department of State, 2021, 2021</p>

Indicator	Description	Sources
	<p>Referring to a field survey undertaken in 2015, Vinodani and Amarasinghe (2017) identifies children working in fish processing and trade, and the mending of nets. The survey found that mainly boys are engaged in work in the seafood industry. Poverty was found to be the main push factor driving children to work. Vinodani and Amarasinghe, 2017</p> <p>Evidence from the Sri Lankan government suggests that child labor in fisheries is not prevalent. Labor inspections of hazardous multi-day fisheries carried out in 2021 concluded that child labor was not widespread. US Department of State, 2021</p> <p>Evidence relayed by a worker organization to the SSRT states that children are employed in carrying ice to vessels at port. Anonymized Worker Organization, January 2024</p>	<p>Trafficking in Persons Report</p> <p>Anonymized Worker Organization, January 2024, External Reviewer feedback [Email] (Personal Communication, 13 January 2024)</p>
<p>ILO indicators of forced labor and ILO R190 definition of hazardous child labor</p>	<p>There is evidence of fishers working in bonded labor, an indicator of forced labor, in the Kilinochchi district, northern Sri Lanka. A 2017 article by the International Labour Organization (ILO) describes how fishers that became indebted to money lenders found themselves in a situation of debt bondage. The interest rate on repayment was reported to be as high as 300%. As a form of repayment, fishers were forced to sell their catch to the same moneylender at a price lower than the market price and to rely on the moneylender to borrow more money during the off-season. A project was implemented by the ILO to support fisheries cooperatives to help fishers repay loans, open bank accounts, and manage their finances, with the cooperatives buying and marketing the catch and a portion of money being invested into community activities. ILO, 2017</p>	<p>ILO, 1 November 2017, 'Free from debt and bonded labour in Sri Lanka's fisheries'</p>
<p>Fishing, aquaculture and processing</p>	<p>Labor-related fishing legislation</p> <p>Two pieces of legislation related to fishers are listed in the ILO NATLEX database:</p>	<p>ILO NATLEX Database</p> <p>FAOLEX, 07 November 2022, Sri Lanka -</p>

Indicator	Description	Sources
<p>regulations and policies</p>	<ul style="list-style-type: none"> • Fisheries (Regulation of Foreign Fishing Boats) (Amendment) Act, No. 1 of 2018. • Fisheries (Regulation of Foreign Fishing Boats) (Amendment) Act, No. 37 of 1982. <p>ILO NATLEX Database</p> <p>These two acts amend the Fisheries (Regulation of Foreign Fishing Boats) Act, No. 59 of 1979, which regulates activity by foreign vessels in Sri Lanka’s waters, but the act and its amendments do not appear to address labor issues. FAOLEX, 07 November 2022</p> <p>The 2018 Global Slavery Index (GSI) for fishing – Sri Lanka:</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) <ul style="list-style-type: none"> ○ Medium risk <p>According to the World Bank (2021), there does not appear to be a social security system in place for fishers. The World Bank reports that the Fishermen’s Pension Scheme, which previously provided disability, retirement, and other benefits to fishing families, seems to be insolvent. Amarasinghe 2020a, cited in World Bank, 2021</p> <p>But a new fishers’ pension scheme was launched in 2022 with 215 fishers registered by 2022, providing greater social security for fishing families. In addition, the government has worked to improve fisher safety at sea with progress recorded in the number of fishers and fishing boats insured and the number of sea worthiness certificates issued. National Aquatic Resources Research and Development Agency (NARA), 2023</p>	<p>Fisheries (Regulation of Foreign Fishing Boats) Act, No. 59 of 1979.</p> <p>Global Slavery Index (GSI) 2018— Fishing</p> <p>Amarasinghe 2020a, cited in World Bank, 2021, Priorities for Sustainably Managing Sri Lanka’s Marine Fisheries, Coastal Aquaculture, and the Ecosystems that Support Them</p> <p>National Aquatic Resources Research and Development Agency (NARA), 2023, Sri Lanka Fisheries Industry Outlook 2022</p>

Indicator	Description	Sources
<p>Enforcement and implementation of industry-specific regulations and policies</p>	<p>Some information is available regarding the implementation and enforcement of labor-related legislation in the seafood industry.</p> <p>In 2020, the Department of Labor conducted a special investigation into the fisheries industry regarding child labor. US Department of State, 2021, 2021 Trafficking in Persons Report</p> <p>And in 2021, the government included fisheries among priority sectors for awareness-raising activities, including training and other programs regarding eliminating child labor. In addition, the labor inspectorate conducted a special investigation of hazardous fisheries with multi-day fishing vessels. US Department of Labor, 2022</p> <p>Notably, Sri Lanka was among the first 25 countries to ratify the Port State Measures Agreement (PSMA), with the focus to prevent, deter and eliminate illegal, unregulated, and unreported (IUU) fishing. Ministry of Fisheries, No date</p> <p>According to Sri Lanka’s 2022 National Report to the Indian Ocean Tuna Commission, port state measures are being implemented using an “e-PSM application”. DFAR and NARA, 2022</p> <p>But evidence relayed by a worker organization to the SSRT suggests that labor inspections in Sri Lanka are rare and typically do not result in violations being reported or actions being taken in response to violations. Anonymized Worker Organization, January 2024</p>	<p>US Department of State, 2021, 2021 Trafficking in Persons Report</p> <p>US Department of Labor, 2022, 2021 Findings on the Worst Forms of Child Labor</p> <p>Ministry of Fisheries, No date, 'International Compliance'</p> <p>Department of Fisheries and Aquatic Resources (DFAR) and National Research Agency (NARA), Sri Lanka, 2022, Sri Lanka National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2022</p> <p>Anonymized Worker Organization, January 2024, External Reviewer feedback [Email] (Personal Communication, 13 January 2024)</p>
<p>Access to workplaces for third-party monitors (trade union representatives,</p>	<p>Information relating to access to workplaces for third-party monitors of labor conditions was not identified. Monitoring systems are in place however, these focus on the environmental management of the fishery and not the workers.</p>	<p>Department of Fisheries and Aquatic Resources (DFAR) and National Research Agency (NARA), Sri Lanka, 2022, Sri Lanka</p>

Indicator	Description	Sources
on-board observers, etc.)	<p>In accordance with the Implementation of Satellite Based Vessel Monitoring System for Fishing Boats Operating in High Seas Regulations (2015), the use of Vessel Monitoring Systems (VMS) is mandatory for vessels greater than 10.3m operating on the high seas. Trained officials monitor the VMS data and cross check the data against vessel logbooks. VMS data is now accepted for use as evidence for prosecution.</p> <p>In addition, a national observer program is in place with 15 fishery observers currently employed. Onboard observers were deployed on all vessels greater than 24m. Observer coverage of longline vessels under 24m was reported to be around 17% in 2021. As most fishing vessels are smaller than 24 m it is not practical to use onboard observers. Sri Lanka is piloting the use of Electronic Monitoring Systems (EMS) in small vessels with assistance from the IOTC, however the implementation of the pilot project has been affected by the Covid-19 pandemic. A crew-based observer program to collect scientific data and catch data on vessels under 24m is also being piloted.</p> <p>DFAR and NARA, 2022</p>	<p>National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2022</p>
Worker access to a functional grievance mechanism	<p>Unknown. No evidence was found on whether workers in the seafood industry have access to a grievance mechanism.</p>	
Access to join a trade union	<p>There do not appear to be any legal impediments for fishers or seafood processing workers to access workers' unions. Fishers' trade unions seem to have successfully united for collective bargaining with the government in recent years, especially on issues around fuel price.</p> <ul style="list-style-type: none"> • Sri Lanka United Fishermen's and Fish Workers' Congress • All Ceylon Fishermen's Union 	<p>World Socialist Web Site, 17 May 2018, 'Thousands of Sri Lankan fishermen protest over fuel price rises'</p> <p>Committee on the Protection of the</p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> • Lady Carmel Fishermen’s Union, an alliance of 27 unions at the village level in Chilaw • Federation of Fishermen’s Unions, a front of 23 unions in Negombo <p>But it is not clear whether migrant workers, including those in an irregular situation, are legally afforded the right to join and participate in trade unions, and whether in practice, they exercise such a right. CMW, 07 April 2022</p> <p>In general, respect for workers’ rights in Sri Lanka is rated poorly by the ITUC Global Rights Index, which reports instances of trade union leaders and workers being imprisoned. ITUC, 2022</p>	<p>Rights of All Migrant Workers and Members of Their Families (CMW), 07 Apr 2022, Follow-up letter sent to the State party, CMW/FollowUp/34/ik</p> <p>ITUC, 2022, 2022 ITUC Global Rights Index – Executive Summary</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>In April 2017, a fishery improvement project (FIP) for Sri Lanka’s longline tuna and swordfish fishery was launched. The FIP is a collaboration between Sri Lanka’s leading seafood manufacturers, the government’s regulatory and export authorities, boat owners’ associations, skippers, and their crew. The FIP is currently declared inactive because it failed to meet FisheryProgress’ social responsibility policy. FisheryProgress, No date</p> <p>Global Seafoods Sri Lanka (GSF) is a major exporter of fresh tuna with a processing capacity of around 100,000 tonnes of fish per week. The facility holds several certifications including to the social certification standard, SA8000. CBI Ministry of Foreign Affairs, 10 March 2021</p>	<p>FisheryProgress, No date, Sri Lanka tuna and swordfish - longline FIP profile</p> <p>Centre for the Promotion of Imports (CBI) Ministry of Foreign Affairs, 10 March 2021, 'Entering the European market for fresh tuna'</p>

Table 2: Sri Lanka - Seafood industry-level indicators

Sri Lanka: Fishing indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	No evidence was found linking Sri Lanka's tuna fishing industry directly to forced labor, human trafficking, or hazardous child labor.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	No evidence was found linking Sri Lanka's tuna fishing industry to indicators of forced labor or hazardous child labor.	
Fishing Characteristics	<p>Thirty or more days at sea</p> <p>According to Sri Lanka's 2022 National Report to the IOTC, around 1,780 vessels engaged in one day fishing in the EEZ and over 5,000 vessels engaged in multiday fishing in the EEZ and the high seas. Nearly 1,200 of those multiday vessels were authorized for high-seas fishing in 2021, all of which were active. The trip length of multiday vessels ranges from 10 days to more than 30 days. DFAR and NARA, 2022</p> <p>Reporting by the World Bank says that multiday tuna fishing vessels commonly spend five weeks at sea. World Bank, 2 March 2022</p>	<p>Department of Fisheries and Aquatic Resources (DFAR) and National Research Agency (NARA), Sri Lanka, 2022, Sri Lanka National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2022</p> <p>World Bank, 2 March 2022, 'Towards Improved Livelihoods and Higher Revenues From Sustainable Fisheries in Sri Lanka</p>
	<p>Targeting overexploited stocks</p> <p>Stocks of bigeye tuna and yellowfin tuna caught in the Indian Ocean are considered overfished.</p>	<p>FishSource</p> <p>Seafood Watch, Seafood Recommendations</p>

Indicator	Description	Sources
	<p>FishSource scores:</p> <ul style="list-style-type: none"> • Bigeye tuna – Indian Ocean <ul style="list-style-type: none"> ○ Current health – ≥ 6 ○ Future health – < 6 • Skipjack tuna – Indian Ocean <ul style="list-style-type: none"> ○ Current health – 10 ○ Future health – 8.3 • Yellowfin tuna – Indian Ocean <ul style="list-style-type: none"> ○ Current health – < 6 ○ Future health – < 6 <p>Seafood watch:</p> <ul style="list-style-type: none"> • Indian Ocean Skipjack tuna <ul style="list-style-type: none"> ○ Trolling lines – AVOID ○ Handlines and hand-operated pole-and-lines – AVOID ○ Purse seine (associated and unassociated) – AVOID ○ Gillnets - AVOID • Indian Ocean Bigeye tuna <ul style="list-style-type: none"> ○ Trolling lines – AVOID ○ Handlines and hand-operated pole-and-lines – AVOID ○ Purse seine (associated and unassociated) – AVOID ○ Drifting longlines – AVOID • Indian Ocean Yellowfin tuna <ul style="list-style-type: none"> ○ Trolling lines – AVOID ○ Handlines and hand-operated pole-and-lines – AVOID ○ Purse seine (associated and unassociated) – AVOID ○ Gillnets - AVOID ○ Drifting longlines – AVOID <p>ISSF stock status report, March 2023:</p> <ul style="list-style-type: none"> • Bigeye tuna Indian Ocean – “The stock is determined to be overfished and subject to overfishing.” 	<p>International Seafood Sustainability Foundation (ISSF), 2023. Status of the world fisheries for tuna. March 2023. ISSF Technical Report 2023-01</p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> • Skipjack tuna Indian Ocean – “Overfishing is not occurring and the stock is not overfished.” • Yellowfin tuna Indian Ocean – “The stock is estimated to be overfished and overfishing is occurring due to an increase in catch levels in recent years.” <p>ISSE, 2023</p>	
Evidence of correlated practices	<p>IUU fishing</p> <p>The Lanka IUU Fishing Index (2021) gives Sri Lanka a score of 1.88 out of 5, indicating an improvement compared to the 2019 index (where higher scores indicate worse performance). Sri Lanka is ranked 131st out of 152 countries, 20th out of 20 Asian countries, and 8th out of 9 East Indian Ocean countries (where ranks closer to 1 indicate worse performance).</p> <p>Out of the three categories assessed (Vulnerability, Prevalence and Response), Sri Lanka scores most poorly on the port score by vulnerability (score 4.00). The port score/vulnerability indicator group assesses the number of ports in a country (based on the more fishing ports there are, the more challenging it is to exercise oversight) and port visits by foreign fishing vessels (representing an increased administrative and regulatory burden on the port state).</p> <p>IUU Fishing Index 2021</p> <p>EU Carding decision:</p> <ul style="list-style-type: none"> • Yellow: Nov 2012 • Red: Oct 2014 • Delisted: June 2016 <p>In November 2012, the European Commission issued Sri Lanka a yellow card for failing to adequately fight IUU fishing. As a result of Sri Lanka’s deemed failure to address concerns and fully implement measures to tackle them, it received its red card in October 2014 and was listed in</p>	<p>IUU Fishing Index</p> <p>European Commission, Overview of existing procedures as regards third countries</p> <p>Council Implementing Decision (EU) 2016/992 of 16 June 2016</p> <p>Anonymized Worker Organization, January 2024, External Reviewer feedback [Email] (Personal Communication, 13 January 2024)</p> <p>IOTC IUU Vessels List, 26-05-2022</p>

Indicator	Description	Sources
	<p>February 2015, resulting in the prohibition of seafood exports from Sri Lanka to the European Union. European Commission, Overview of existing procedures as regards third countries</p> <p>In June 2016, Sri Lanka was delisted by the European Commission, which stated that Sri Lanka had taken “concrete measures capable of achieving a lasting improvement of the situation.” According to the Council’s decision, Sri Lanka revised its fisheries legal framework and adopted a legal framework to fight IUU fishing, introduced a new monitoring, control, and inspection scheme, created sanctions, and implemented a catch certificate scheme. Council Implementing Decision (EU) 2016/992 of 16 June 2016</p> <p>Nonetheless, there is evidence to suggest that IUU fishing continues to be a concern.</p> <p>According to the yellowfin tuna fishers’ union, Bodu Kanneli Masveringe Union (BKMU), Sri Lankan vessels have been observed fishing illegally in the Maldives. Anonymized Worker Organization, January 2024</p> <p>The IOTC’s current list of IUU vessels (dated 26-05-2022) identifies four Sri Lankan-flagged vessels for unauthorized activities. IOTC IUU Vessels List, 26-05-2022</p>	
	<p>Transshipment</p> <p>Sri Lankan-flagged vessels are prohibited from unloading or transshipping fish in the ports of other states.</p>	<p>Department of Fisheries and Aquatic Resources (DFAR) and National Research Agency (NARA), Sri Lanka, 2022, Sri Lanka National Report to the Scientific Committee of the Indian Ocean</p>

Indicator	Description	Sources
		Tuna Commission, 2022
	<p>Suspect or illegal flagging practices</p> <p>Sri Lanka is listed as a Flag of Convenience country.</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>The use of VMS is mandatory for vessels authorized to fish on the high seas (vessels that are greater than 10.3m in length). Onboard observers are being deployed on vessels greater than 24m, which represent around one percent of the fishing fleet targeting tuna and tuna like species. DFAR and NARA, 2022</p> <p>While not linked to the tuna fishing industry, there is evidence of criminal activity associated with Sri Lanka’s fishing industry, specifically of fishing boats being used in drug trafficking. Sri Lanka has been described as a transit route for drug traffickers. Reuters, 31 August 2017 , The Washington Post, 16 September 2020</p>	<p>Department of Fisheries and Aquatic Resources (DFAR) and National Research Agency (NARA), Sri Lanka, 2022, Sri Lanka National Report to the Scientific Committee of the Indian Ocean Tuna Commission, 2022</p> <p>Reuters, 31 August 2017, ‘Sri Lanka emerging as transit hub for cocaine smugglers: officials’</p> <p>The Washington Post, 16 September 2020, ‘Arrests of narcotics police highlight Sri Lanka drug problem’</p>
Workforce Characteristics	The proportion of fishers that are migrant workers	pelagikos pvt ltd, April 2018, Sri Lankan Longline Fishery

Indicator	Description	Sources
	<p>Unknown. No evidence was found linking the tuna fishing industry to significant employment of migrant workers.</p> <p>According to a 2017 gap analysis for Sri Lanka’s longline tuna and swordfish fishery improvement project, foreign crew members are employed on some of the offshore and high seas vessels operated by private companies. pelagikos pvt ltd, April 2018</p>	<p>Improvement Project Gap Analysis 2017</p>
	<p>A high proportion of fishers from ethnic minority and other marginalized groups</p> <p>Unknown.</p>	
<p>Recruitment and Contracts</p>	<p>Use of recruitment agents</p> <p>Unknown. No evidence was found suggesting the use of recruitment agents in hiring tuna fishing workers.</p>	
	<p>Contract-and compensation- related regulations and practices</p> <p>Unknown.</p>	

Table 3: Sri Lanka - Fishing indicators

Sri Lanka: Processing indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	No evidence was found linking Sri Lanka's tuna processing industry directly to forced labor, human trafficking, and hazardous child labor.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	No evidence was found linking Sri Lanka's tuna processing industry to indicators of forced labor or hazardous child labor.	
Processing Characteristics	<p>Processing stage</p> <p>Trade data indicates that Sri Lanka exports fresh and frozen tuna, indicating that mainly primary processing occurs. FAO, 2020</p> <p>According to the World Bank, some limited secondary processing of tuna from the gillnet fishery into cans also occurs. World Bank, 2021</p>	<p>FAO, 2020, Sri Lanka GLOBEFISH Market Profile - 2020</p> <p>World Bank, 2021, Priorities for Sustainably Managing Sri Lanka's Fisheries, Coastal Aquaculture, and the Ecosystems That Support Them</p>
	<p>Consolidation and vertical integration</p> <p>Unknown. Limited information was found relating to the status of tuna supply chains in Sri Lanka.</p> <p>"Traditionally, fish trading channeled through importers, distributors, wholesalers, retailers and agents. Currently, it has completely changed with improved logistics and introduction of e-business into the fish trade. Therefore, shorter supply chains and more direct relationships between exporter/processor and retail supermarkets have been introduced." Sri Lanka Export Development Board</p>	<p>Sri Lanka Export Development Board</p> <p>Ministry of Foreign Affairs, 2021, Entering the European Market for fresh tuna</p> <p>IFS Standards</p> <p>Friend of the Sea Standards</p>

	<p>Global Seafoods Ltd has been a major producer of tuna in Sri Lanka since 1999. They have multiple certifications including International Featured Standards which ensures food safety, and Friend of the Sea which focuses on environmental sustainability. While they do not have their own vessels, they collect the raw materials from Sri Lankan fishers. Ministry of Foreign Affairs, 2021, IFS, Friend of the Sea</p>	
	<p>Domestic versus export</p> <p>Unknown. The extent to which tuna is consumed domestically versus being exported was not identified.</p> <p>Only around 5% of national fish production was exported in 2019. But tuna comprises some of Sri Lanka’s main seafood exports. World Bank, 2021</p>	<p>World Bank, 2021, Priorities for Sustainably Managing Sri Lanka’s Fisheries, Coastal Aquaculture, and the Ecosystems That Support Them</p>
Workforce Characteristics	<p>Skilled versus low-skilled</p> <p>Unknown.</p>	
	<p>The proportion of women in the workforce</p> <p>Unknown.</p>	
	<p>The proportion of migrant versus local workers</p> <p>Unknown.</p>	
	<p>The proportion of minority or indigenous workers</p> <p>Unknown.</p> <p>According to Sri Lanka’s last population census in 2012, Sri Lanka’s population comprises majority Sinhalese (75%), and minority Sri Lankan Tamils (11%), Indian Tamils (4%), Moors (9%), and Kaffirs, Burghers, and Malays (<1%).</p>	<p>Department of Census and Statistics, 2012, cited in: Department of Immigration and Border Protection, December 2014, Drivers of irregular and regular migration from Sri Lanka: Evidence from a large scale survey. Irregular Migration Research</p>

		Programme Occasional Paper Series, 09 2014
	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: Sri Lanka - Processing indicators

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