



Labor & Social Accountability

Panelists

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Panelists

May Myat Noe Lwin

CNN Soft Shell Crab Farm & CNN Aquaculture Supply

John Connelly

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GAA's Best Aquaculture Practices division



Agenda

- Introduction
- Measuring and recognizing progress... How far has the social accountability movement come?
- How complex is the issue of social accountability?
- Identifying the problem... “The 5 Ws”
- Identifying the root of the problem...
 - What’s lacking... Communication? Education? Enforcement?
 - Who’s to blame... Labor brokers and employment services? Third-party processing houses? Employers themselves?



Agenda

- Identifying the scope of the problem... How prevalent is labor abuse? Is it getting better or worse?
- Identifying the solutions... What can industry, government, retailers, NGOs and third-party certification programs do to ensure progress?
- Fact vs. spin... Is what's being reported accurate or misleading? Is media sensationalizing the issue?
- Role of increased access to information and popularity of social media
- Audience participation



A PROPOSED FRAMEWORK TO ASSESS EFFECTIVENESS OF GOVERNANCE OF LABOR IN THE SEAFOOD INDUSTRY

Regulatory			
Goals	Principles	Governance Instruments	Key results
Social Development	Equity	Wage standards	Better standard of living of worker and family
	Social protection	A written contract	Job security
	Welfare	Welfare benefits Workplace environment and work conditions	Human well-being
Economic development	Fairness, Freedom of association	Collective bargaining; workers' union	Industrial peace
	Sustainability	Human resource development	Profitability
	Competitiveness	Human resource management	Labor productivity
Environmental sustainability	Polluter pays	Regulatory standards and enforcement	Avoidance of penalties



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Market			
Social	Social responsibility	Food safety certification standards Quality standards	Maintenance or enhancement of product, brand reputation and institutional reputation.
Economic	Competitiveness	Market-based incentives	Market share
Environmental	Polluter pays	Market-based incentives; subsidies, taxes	Avoidance of public sanctions and reputational damage



A PROPOSED FRAMEWORK TO ASSESS EFFECTIVENESS OF GOVERNANCE OF LABOR IN THE SEAFOOD INDUSTRY

Voluntary			
Social Development	Social responsibility	Social risk management Community relations. Code of conduct Social label	Firm's social license to operate
Economic development	Institutional stability or growth	Certification standards, codes of practices, good management practices	<u>Consumer acceptance</u>
Environmental sustainability	Social responsibility	Eco-label Certification and standards, codes of practice, good management practices	Mitigation of social risks



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Thank You!

