



PROTECT HUMAN RIGHTS,
DIGNITY, AND
ACCESS TO RESOURCES



ENSURE EQUALITY
AND EQUITABLE
OPPORTUNITY TO BENEFIT



IMPROVE FOOD
AND LIVELIHOOD
SECURITY

ACTIONING THE MONTEREY FRAMEWORK:

Stories from Around the World

CONSERVATION
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blue ventures
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OXFAM



AZORES TUNA FISHERY PROCESSING SECTOR

International Pole & Line Foundation

Women in the seafood sector are affected by issues such as unequal pay, gender discrimination and power imbalances. Due to the remote nature of islands in the Azores, these experiences can be compounded by a lack of diverse employment opportunities—to which women are also deemed to be at higher risk. The Santa Catarina tuna cannery on Sao Jorge island therefore acts as an important example of how companies can best safeguard and support their female factory employees.

In 2020 the Azores fishery attained Naturland certification, with the factory passing all associated social audit requirements. The audit found that all 139 factory workers were employed based on skill, and 83.7% of the workers were local women from Sao Jorge. It was determined that all employees are given consistent access to training opportunities and are afforded opportunities for promotion. The factory also provides free health checks for all employees, as well as annual health and safety training (including personal health). In an effort to help alleviate some of the financial costs associated with employment, the company arranges transport services to and from the factory for all employees regardless of where they live on the island, and lunch is also supplied by the company.

Finally, Santa Catarina are committed to ensuring that; their workers are free to join unions, anti-discrimination codes are implemented, and equal pay for equal work is actuated at all levels of the factory. These actions all help lay the foundations for creating an environment where human rights are respected, labor rights are protected, and decent working conditions are sustained for Santa Catarina factory workers.



PROTECT HUMAN RIGHTS, DIGNITY, AND ACCESS TO RESOURCES

Fundamental human rights are respected, labor rights are protected, and decent living and working conditions are provided, particularly for vulnerable and at-risk groups

FISHERY CHARACTERISTICS

Ecosystem type: Marine, coastal

Target species: Skipjack tuna and Albacore Tuna

Main gear: Pole and line

Vessel type: Wood-hulled, fibre reinforced plastic <30m

Vessels: 36

Fishers: ~15/boat



*Women on Santa Catarina factory floor
PHOTO: Santa Catarina – Indústria Conserveira, S.A.*

MŌHALA NĀ KONOHIKI

Embracing indigenous Hawaiian monitoring, harvesting, and decision-making practices in community fisheries

Ulu Ching & Kēhau Springer, Conservation International Hawai'i

In Hawai'i, indigenous equivalents to the concept of social responsibility include āina momona (abundance of resources) and mālama 'āina (stewardship). The basis for socially and environmentally responsible practices in Hawai'i are rooted in the spiritual and familial connections between kanaka 'ōiwi, the indigenous people of the Hawaiian archipelago, and the natural environment, including its numerous fisheries.

The reciprocal nature of the indigenous Hawaiian engagement with nature, ensures the actions of individuals benefit the entire system, both human and non-human. Various factors in Hawai'i's socio-political history resulted in current statutory law governing access to fisheries to be modeled after Hawaiian Kingdom law established under the consitutional monarchies of Hawai'i. Current laws protect access to Hawai'i's fisheries for all residents with many Hawaiian families and communities invoking those rights in order to protect their traditional harvest and management practices.

Through CI Hawai'i's Mōhala Nā Konohiki program, we look back to the traditional monitoring, harvesting, and decision-making practices of konohiki (traditional resource managers) in order to elevate traditional customs in modern management contexts and ensure fisheries access and oversight by the indigenous peoples of Hawai'i continues.



PROTECT HUMAN RIGHTS, DIGNITY, AND ACCESS TO RESOURCES

Rights and access to resources are respected and fairly allocated and respectful of collective and indigenous rights

FISHERY CHARACTERISTICS

Ecosystem type: Marine coastal

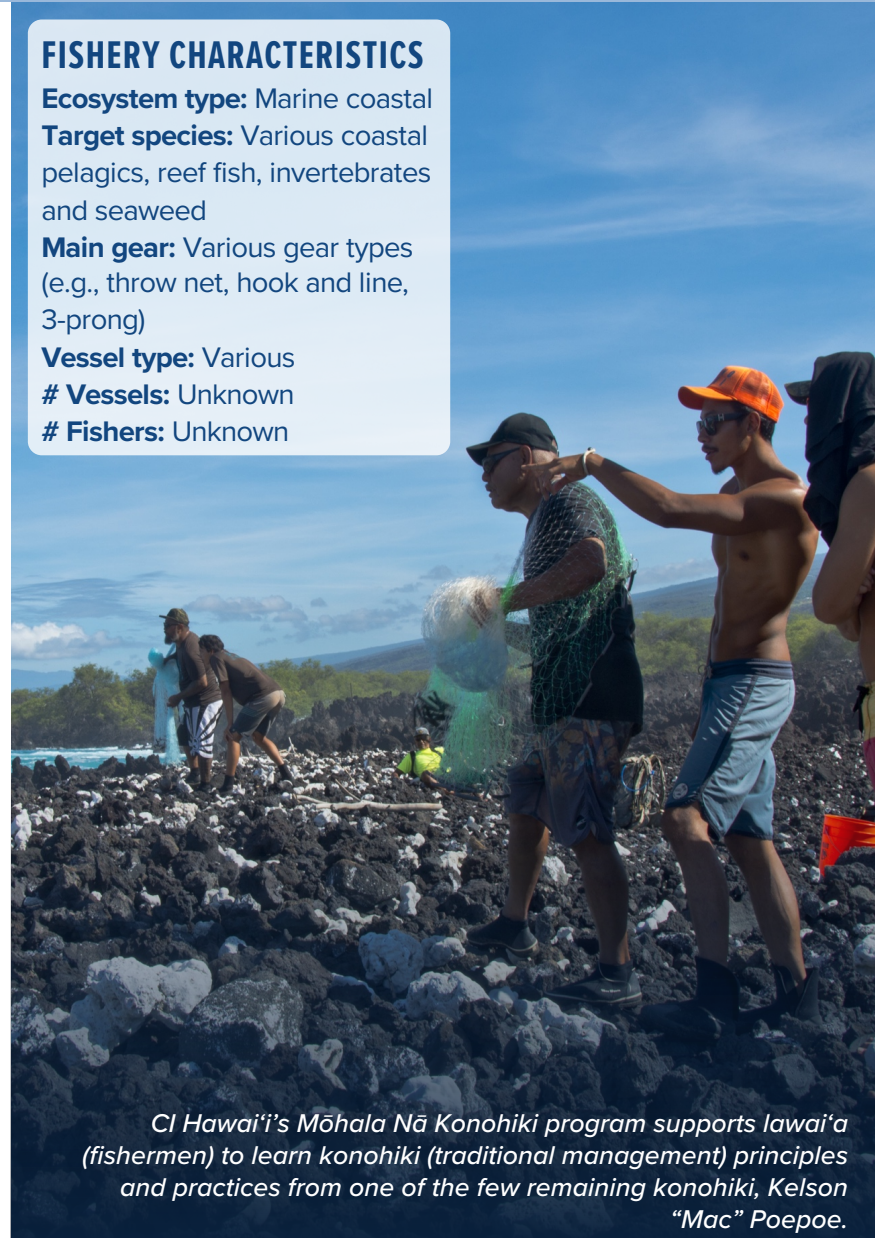
Target species: Various coastal pelagics, reef fish, invertebrates and seaweed

Main gear: Various gear types (e.g., throw net, hook and line, 3-prong)

Vessel type: Various

Vessels: Unknown

Fishers: Unknown



CI Hawai'i's Mōhala Nā Konohiki program supports lawai'a (fishermen) to learn konohiki (traditional management) principles and practices from one of the few remaining konohiki, Kelson "Mac" Poepoe.

SOUTHWEST MADAGASCAR DIVING AND GLEANING OCTOPUS FISHERIES

Dave Parker, Blue Ventures

Southwest Madagascar harbours one of the most extensive coral reef ecosystems in the world. It's also home to the Vezo people—traditional fishers who for centuries have led a seafaring life here. 80% of the population live beneath the Malagasy national poverty level of US\$0.36 per person, per day.

Octopus fishing is a crucial livelihood for the Vezo, particularly women, for whom there are few other income sources. The octopus fishery is a key driver of economic activity in the region as most of the catch is sold to village middlemen and ultimately exported to foreign markets by seafood export companies. However, catches have fallen over the last fifteen years, as population growth and external market demands have dramatically increased fishing here.

In response, periodic short-term closures have been implemented to deliver increases in size and abundance. These have been community-led measures and have delivered short-term increases in catch, value and income. The increased returns motivate fishers to extend and continue management beyond pilot sites, cooperating with neighbouring communities at scale, working together to identify opportunities for increased community management and to recover lost value in catches. Fisher organisations with community representatives are then developed, organised and empowered to negotiate with other fisheries stakeholders to deliver improved management and economic returns to reward fishers' efforts to promote marine sustainability, and increasing value in international markets.



ENSURE EQUALITY AND EQUITABLE OPPORTUNITY TO BENEFIT

Recognition, voice, and respectful engagement for all groups, irrespective of gender, ethnicity, culture, political, or socioeconomic status

FISHERY CHARACTERISTICS

Ecosystem type: Marine, coastal, reef

Target species: Octopus (*Octopus cyanae*)

Main gear: Spear (diving & gleaning)

Vessel type: Wood hulled, Sail & Paddle propelled pirogue <5m

Vessels: 1500

Fishers: 2400



Octopus fisher diving and spearing octopus, with traditional spear (voloso)

WOMEN-LED FISHERFOLK ENTERPRISE

When women become an equal economic partners with men in the community

Kasina Limsamarnphun, Oxfam, Thailand

Catching fish is the man's occupation. Women sort and sell this fish once landed. They work long days on fishing and family-related. Unfortunately, illegal trawler fishing means fish catch is declining. This puts stress on women who manage household accounts and hold the majority of debts. The market system does not give women a choice but to sell to their creditors. Fisherfolk depend on them because they occasionally need small loans to repair boats and fishing gears. The creditors dictate the price sometimes pay up to 30% less than the district market.

With support from Oxfam and Thai Sea Watch Association, the Fisherfolk Enterprise was established to provide an alternative seafood value chain model and expand the enterprise to market in Bangkok. The business lifts the price and pride of the fisherfolk as sustainable fishers. Fisherfolk Enterprise is a 95% women-run operation and involves processing fresh seafood into frozen packages under the sustainability certification of "Blue Brand" which was established by the Thai fisherfolk using similar criteria to the Marine Stewardship Council standard.

Improvements like longer shelf life and modern marketing strategies via social media and roadshows in Bangkok have helped raise the price close to that of top supermarkets in Bangkok. This makes it possible to give 5-20% higher price to the fisherfolk in communities. Women have business mentors from Bangkok to train them on improving productivity, setting up hygienic operation and participating in roadshows, while the marketing strategy is designed by business mentors, led by ChangeFusion. The products are now sold in organic supermarkets and social media channels for door-door delivery. Women now paid enough to potentially clear their debts and importantly are equal economic partners with men in the community.



ENSURE EQUALITY AND EQUITABLE OPPORTUNITY TO BENEFIT

Equitable opportunities to benefit are ensured to all, through the entire supply chain

FISHERY CHARACTERISTICS

Ecosystem type: Marine, coastal

Target species: King mackerel, sea bass, grouper, prawn, crab

Main gear: Cast net

Vessel type: <10gt wooden inboard powered

Vessels: 27,774-40,000

Fishers: ~100,000



ABALOB I CT4FISHERIES SOUTH AFRICAN TRADITIONAL LINE FISHERY

Dr. Serge Raemaekers and Dr. Jackie Sunde, ABALOB I

The traditional line fish sector in South Africa has historically been extremely marginalised. Most fishers operate with little access to cold chain support, the bulk of their catch is sold to middlemen and they are thus price takers. In the past two years, through a bottom-up, co-design process ABALOB I CT4Fisheries has enabled these fishers to use digital technology to disrupt the unequal power relations within the sector and add value. With ABALOB I APP fishers record their catch data, engage in co-management from a position of knowledge and sell their catch using the digital Marketplace. Through the ABALOB I restaurant-supported fishery the fishers are now providing fully traceable, storied seafood directly to the market from 'Hook to Cook.'

Food and nutrition benefits for resource dependent communities include improved quality of fish, increased household income from higher prices and increased sale of undervalued species with a multiplier effect of creating post-harvest livelihood opportunities for women. Lack of adequate data on household and community-level food security remains a challenge however ABALOB I App intentionally builds in the concept of local food security, tracks what portion of the catch is kept for household consumption and what portion is sold on the market.



IMPROVE FOOD, NUTRITION, AND LIVELIHOOD SECURITY

Nutrition and sustenance needs of resource-dependent communities are maintained or improved

FISHERY CHARACTERISTICS

Ecosystem type: Marine coastal

Target species: Range of line-fish species including both reef and migratory species

Main gear: Hook and hand line

Vessel type: 3-4 metre wooden boats and fibre-glass ski boats

Vessels: ~325

Fishers: 1500



Traditional line-fishers in South Africa use digital technology to add value to their catches by offering fully traceable, storied seafood from 'Hook to Cook,' with associated benefits of enhanced fish quality, preserved nutrition, increased household income and opportunities for inclusion of women in post-harvest work

PHOTO: © S. Raemaekers

MALDIVES POLE-AND-LINE SKIPJACK TUNA FISHERIES

International Pole & Line Foundation

The Maldivian pole-and-line (PL) fishery is one of the largest coastal fisheries in the Indian Ocean. This sustainable fishing method has been practiced for centuries; one hook, one line, one fish at a time. This is a way of life upon which the fishers and local community depend.

The fisheries provide a critical means of generating a livelihood, supporting some 30,000 people, or 15% of the Maldivian workforce. Currently, fishers are among some of the highest paid workers in the economy, averaging ~US\$900/month; almost four times the country's minimum wage of around US\$250/month. In addition to providing direct benefits to fishers, the fishery generates significant economic and social benefits for both women and men from processing through distribution and on to the end consumer in the Maldives domestic market and internationally.

National and global recognition of the importance of the Maldives PL fishery (e.g., through being 'green rated' in consumer guides, being Marine Stewardship Council (MSC) certified and Fair Trade certified has made the Maldives tuna fishery a leader in seafood sustainability and a key player in global tuna markets.

Despite strong sustainability credentials, the Maldives PL fishery is competing against highly industrialised fleets for market share and access to resources. The effects of this competition for access to major export markets will mean ripple effects throughout the economy, with the hardest hit being the local fishing communities due to a loss of job opportunities and sharp falls in income to primary fishers who sell their fish to processors.



IMPROVE FOOD, NUTRITION, AND LIVELIHOOD SECURITY

Livelihood opportunities are secured or improved, including fair access to markets and capabilities to maintain income generation

FISHERY CHARACTERISTICS

Ecosystem type: Marine, coastal

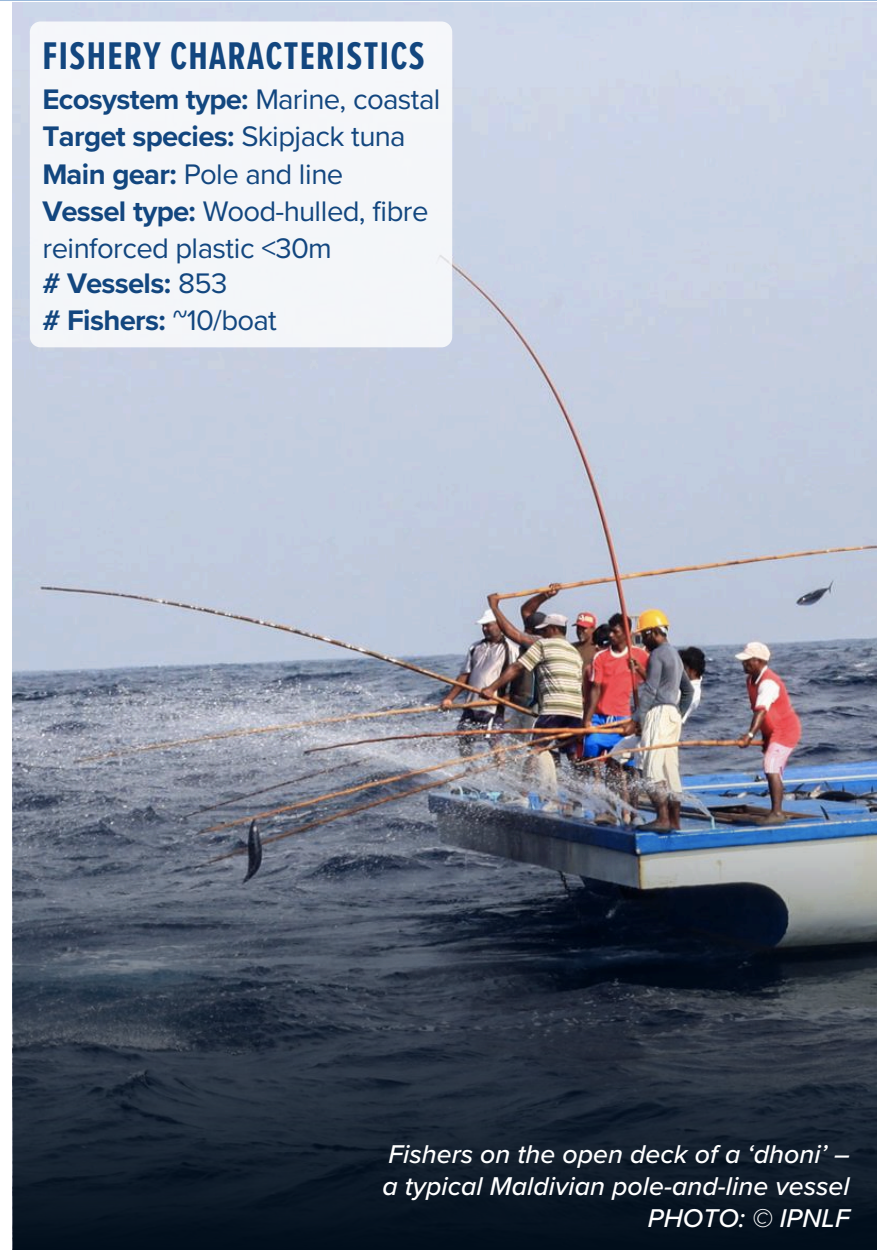
Target species: Skipjack tuna

Main gear: Pole and line

Vessel type: Wood-hulled, fibre reinforced plastic <30m

Vessels: 853

Fishers: ~10/boat



Fishers on the open deck of a 'dhoni' – a typical Maldivian pole-and-line vessel
PHOTO: © IPNLF