



Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous
child labor risks

Mauritius 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

Mauritius is a major processor and exporter of tropical tuna in the Western Indian Ocean, and is one of the world's most important canned tuna exporters, accounting for significant exports of canned tuna to Europe and the US.ⁱ The island nation, located off the east coast of Africa, has a small artisanal and semi-industrial fishery for tuna but processing constitutes most of the country's income from fisheries.ⁱⁱ The tuna processing industry is largely supplied by foreign fleets including vessels from Europe.ⁱⁱⁱ As a whole, the seafood industry contributes to 1.3% of the Mauritian economy and employs around 16,000 people.^{iv} In 2018, nearly 5,000 people were employed in seafood processing in Mauritius, of which 61% were women.^v

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

Mauritius benefits from being a stable and relatively prosperous country, with one of Africa's highest GDPs.^{vi} However, poor economic performance in recent years has driven many citizens to migrate in search of better opportunities and the country has become increasingly reliant on migrant workers to fill labor gaps. The increasing share of foreign workers in the Mauritian labor force, including low-skilled workers from Asia and Madagascar, represents a heightened risk of trafficking and labor exploitation. While Mauritius has regulations in place regarding recruitment of workers, these do not extend to recruitment agents operating in foreign countries and migrant workers are vulnerable to exploitative recruitment practices such as deception and excessive recruitment fees. Mauritius has generally strong protections in place for migrant workers, who benefit from the same rights as Mauritian citizens.^{vii} But, migrant workers employed on a work permit are not entitled to transfer to another employer, barring approval from authorities under exceptional circumstances.^{viii} As a result, migrant workers may avoid making complaints about their employers for fear of losing their job and being deported. The short-term nature of their work means that migrant workers may work excessive hours to maximize their income before returning to their home country and places them in a position of further vulnerability. Evidence of government oversight of recruitment companies and of migrant worker employment sites in migrants in Mauritius goes some way to alleviate these concerns but does not negate them.^{ix} While the Mauritian Government has advanced its efforts to address child labor, forced labor, and human trafficking, progress is hindered by the delay in finalizing a National Action Plan to combat Trafficking in Persons, and enforcement is adversely affected by limited capacity and coordination within and between relevant authorities, and the slow judicial process in Mauritius.

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

Tuna processed in Mauritius is predominantly supplied by foreign vessels from other countries and is therefore linked with varying degrees of human trafficking and forced labor risks in fishing, depending on vessel flags and country of ownership. Among other fleets identified as fishing off Mauritius (although not necessarily for tropical tuna) are the Taiwanese and Thai-owned distant water fleets, both of which have been linked to labor abuses.^{x,xii} While the Thai-owned fleet appears to transship its catch back to ports in Thailand, the landing of Taiwanese catch into Mauritius represents a red flag for businesses sourcing seafood from the country.^{xii,xiii} As migrant workers represent a significant proportion of the labor force in Mauritius' manufacturing and export-oriented sectors, businesses sourcing from Mauritius' tuna processing industry should be aware that risks of human trafficking and forced labor extend beyond the fishing industry and into processing also. The large number of languages spoken in tuna processing facilities by migrant workers who predominantly originate from countries in Asia, combined with the fact that women make up most of the workforce, indicates that tuna processing workers are especially vulnerable to exploitation.^{xiv,xv}

Potential opportunities to engage with the Mauritian tuna industry include: the Ethical Trading Initiative (ETI)'s Mauritian Working Group, which focuses on improving working conditions for migrant Bangladeshi workers; and supporting the Indian Ocean tuna - purse seine Sustainable Indian Ocean Tuna Initiative (SIOTI) fishery improvement project for skipjack, yellowfin, and bigeye tunas, which is working to reduce environmental issues with the aim of achieving MSC certification by 2022.^{xvi,xvii}

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

Country-level indicators

- None found.

Seafood industry-level Indicators

- No evidence was found linking Mauritius' seafood industry directly to forced labor and human trafficking, or to ILO indicators of forced labor.
- However, foreign fleets fishing off Mauritius have been linked by NGO reports and the US Department of State (USDOS)'s Trafficking in Persons report to forced labor and human trafficking.
- No evidence was found linking Mauritius' seafood industry directly to hazardous child labor or to ILO indicators of hazardous child labor.

- However, children are identified as working in fishing and in factories in Mauritius. The US Department of Labor’s 2020 Worst Forms of Child Labor report for Mauritius states that children work in fishing, including diving and casting nets and traps, and in factories, though it does not specifically mention seafood processing.

Processing indicators

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

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

Factors that increase the likelihood

Country-level indicators

- Mauritius has not ratified ILO C188 or Protocol 29.
- An increasing reliance on foreign workers in the workforce.
- Work permits for migrant workers are not transferable to another employer, barring exceptional circumstances.
- The enforcement of forced labor, human trafficking, and hazardous child labor laws is hindered by capacity and coordination issues within the relevant authorities.

Seafood industry-level indicators

- The strength of enforcement of seafood industry-specific regulations and the ability of third-party monitors to access workplaces is unknown.
- Women, who are perceived as more vulnerable workers, comprise 61% of the seafood processing workforce in Mauritius.

Processing indicators

- A significant proportion of the tuna processing workforce are vulnerable migrant workers who may have been subjected to recruitment fees in their home countries and/or may be tied to their employer by visa restrictions.
- Many different languages are spoken by workers employed within tuna processing.
- Mauritius has a significantly higher GDP per capita (current US\$) than those countries identified as sources of migrant workers in tuna processing.

Factors that decrease the likelihood

Country-level indicators

- Mauritius shows progress against Human Development Index indicators for income, health, and education.
- Performs well against the indices for governance practices and systems.
- Has generally strong protections in place for migrant workers.

Seafood industry-level indicators

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

Processing indicators

- The tuna processing sector primarily supplies tuna to the export market.
- Voluntary social certification (e.g., SA 8000) of human and labor rights exist in Mauritius tuna factories.
- Data availability for the Mauritian tuna processing workforce is good.

Processing and Trade

Mauritius undertakes very little tuna fishing itself, with only a small artisanal and semi-industrial fishery for tuna.^{xxiii} In 2017, the Mauritian tuna fleet consisted of two purse seine vessels fishing outside the Mauritian EEZ and 12 longline vessels fishing mostly in the EEZ, operating under the purview of the Indian Ocean Tuna Commission (IOTC).^{xix} Data from 2015 states that the Mauritian artisanal and semi-industrial tuna fishing operations employed a total crew of 360 people, of which the majority worked in the artisanal fishery.^{xx} Their catches supply local and export markets.^{xxi}

Mauritius mainly benefits from its tuna resources by allowing other fishing nations to operate in its waters, by providing port services, and through processing of foreign industrial tuna catches.^{xxii} In 2014, the total income from fishing authorizations was reported to be over €1.7 million, of which 51% was contributed by Taiwanese vessels.^{xxiii} Most tuna fishing carried out in Mauritian waters is done by purse seine and longline vessels from Europe and Asia.^{xxiv} Mauritius has fishing agreements in place with the EU and the Federation of Japan Tuna Fisheries Cooperative Associations allowing EU and Japanese vessels to fish in Mauritius' Exclusive Economic Zone (EEZ) in exchange for payment for fishing rights.^{xxv} The current Fishery Partnership Agreement (FPA) signed by the EU and Mauritius on 21 December 2013 entered into force on 28 January 2014, for a period of 6 years.^{xxvi} Fishing opportunities and the financial contribution provided for by the FPA

are set out in the current Protocol, which covers the period 8 December 2017 – 7 December 2021. Under the Protocol, fishing vessels from Spain, France, Portugal, and Italy, including 40 tuna seiners and 40 longliners, can fish in Mauritian waters. In exchange, Mauritius receives a financial contribution of €575,000 for the development of the fisheries sector, maritime policy, and the ocean economy, as well as payment of fees from ship owners amounting to €65 per Metric ton (Mt) caught for the first 2 years, then €70 per Metric ton after that.^{xxvii}

Alongside Port Victoria in the Seychelles, Port Louis in Mauritius is one of the main landing ports for fishing vessels operating in the region. This is attributed to a stipulation of the Mauritian fishing license, which states that all catches in the Mauritian EEZ must be landed at Port Louis. Among the vessels using the port are foreign longline fleets including the Taiwanese fleet.^{xxviii} Mauritius is also a transshipment hub for tuna, primarily for albacore caught by foreign-flagged longline vessels, and to a much lesser extent for yellowfin, bigeye, and skipjack.^{xxix} Over the period 2013 to 2017, an annual average of 50,216 Mt of tuna and tuna-like species were transhipped at Port Louis.^{xxx}

While some tuna enters the processing and export markets from Mauritius' semi-industrial tuna fishery, it's tuna processing industry is predominantly supplied by foreign industrial fleets operating in the Western Indian Ocean including fleets from Europe.^{xxxi} Processing constitutes most of Mauritius' income from fisheries. In March 2018, 4,987 people were employed in seafood processing in Mauritius, of which 1,931 were men and 3,056 were women.^{xxxii} Tuna processing is the main activity of Mauritius' Seafood Hub and contributes nearly 1.3% of Mauritian GDP.^{xxxiii} The main types of tuna processing activities in Mauritius include canning, cooked loins for canning and pouch, deep frozen loins for sushi and sashimi, and tuna steaks/reconstituted/tuna mince.^{xxxiv} Two tuna canneries with a combined annual production capacity of 105,000 Mt operate in Mauritius.^{xxxv} In 2014, Princes Tuna and Thon des Mascareignes merged their tuna canning operations into one entity trading as Princes Tuna (Mauritius), which is majority owned by Princes.^{xxxvi}

Prepared and preserved tuna accounts for most of Mauritius' fish and seafood preparation exports and more than half of the country's total seafood sector exports.^{xxxvii} Mauritius is one of the world's top ten largest canned tuna exporters. In 2018, Mauritius exported more than 54,000 Mt of canned tuna worth US\$272,977, which accounted for nearly 3.5% of the total value of world canned tuna exports (HS Code 160414).^{xxxviii}

Canned tuna from Mauritius is mainly imported by the EU and the US. According to the Mauritius Port Authority, all seafood companies based in Mauritius operate in accordance with EU standards and are Hazard Analysis and Critical Control Points (HACCP) registered.^{xxxix} In 2018, the UK and Spain imported nearly 50% by value (US\$) of Mauritius' canned tuna exports.^{xl} Mauritius is the third largest exporter of canned tuna to the UK and the sixth largest exporter of canned tuna to the US.^{xli}

Mauritius' canneries are heavily dependent on preferential access to European markets.^{xlii} Mauritius has signed an interim Economic Partnership Agreement (EPA) with the EU, applied since 2012, which provides duty free access to European markets for imports from Mauritius.^{xliii} To benefit from tariff exemptions, exported fish products must meet the rules of origin established in the interim EPA, which distinguish between fish caught in and beyond the territorial waters of the exporting country. Fish caught beyond the territorial waters may only be considered as originating from the beneficiary country (in this case, Mauritius) if the vessel is registered in that country, carries the flag of that country, and meets other ownership criteria.^{xliiv} Therefore, processors exporting to the European markets predominantly source tuna from European and Mauritian purse seiners.^{xliv}

Due Diligence for Tropical Tuna in Mauritius

Important Country-Specific Considerations

- Mauritius is a major processor and exporter of tropical tuna in the Western Indian Ocean and is one of the world’s most important canned tuna exporters, accounting for significant exports of canned tuna to Europe and the US.
- Regulatory progress is hindered by the delay in finalizing a National Action Plan to combat Trafficking in Persons, and enforcement is adversely affected by limited capacity and coordination and a slow judicial process.
- Poor economic performance in recent years has driven many citizens to emigrate, and the country has become increasingly reliant on migrant workers to fill labor gaps, particularly low-skilled workers from Asia and Madagascar.

Suggested Due Diligence Priorities & Questions

Recruitment

While Mauritius has regulations in place regarding recruitment of workers, these do not extend to recruitment agents operating in foreign countries, who may still use deception and excessive recruitment fees to target vulnerable workers.

1. Are workers hired directly and/or through recruitment agents?
2. What procedures are in place to manage recruitment agents, including those in foreign countries? Are there screening and evaluation processes prior to engaging with recruitment agents?
3. Do you know how recruitment agents operate, including whether recruitment fees are charged to the workers (even if they do not supply your own operation directly)?

Migrant Labor

A diverse population of migrant workers, who predominantly originate from countries in Asia, are employed in tuna processing. Work permits for migrant workers are not transferable to another employer, barring exceptional circumstances.

1. Does the fishery employ mostly migrant laborers or ethnic minorities? If so, who controls fish workers' legal documentation?
2. What proportion of fishery employees are foreign to domestic migrants? What countries or parts of the country do the workers come from?
3. If employing migrant workers, what language(s) do they speak? Is the information on worker rights, grievance mechanisms, and health and safety displayed in languages that all workers can understand?

Activity at Sea

Mauritius is also a transshipment hub for tuna, primarily for albacore caught by foreign-flagged longline vessels.

1. Do tuna vessels engage in transshipment at sea? If so, how is it regulated and observed?
2. What links, if any, does the vessel have to the country where it is flagged (e.g., country of ownership or country of operation)?

Processing Activities

Tuna processed in Mauritius is predominantly supplied by foreign vessels linked with varying degrees of human trafficking and forced labor risks.

1. To what extent are corporate policies on forced labor, human trafficking, and hazardous child labor enforced in the supply chain? What verification mechanisms exist to enforce corporate policies on forced labor, human trafficking, and hazardous child labor?
2. Do you know where processing companies are sourcing their tuna inputs? Is there traceability back to the vessel, and do you know what working conditions are like on the vessel?
3. Does the processing company own or control its suppliers? How do processing companies monitor working conditions in suppliers' operations?

Mauritius: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	<p>Human Development Index</p> <p>HDI value (2019): 0.804</p> <p>HDI rank (2019): 66/189 countries and territories</p> <p>Mauritius' HDI value for 2019 places it in the 'very high human development' and positions it at 66 out of 189 countries and territories. Mauritius shows progress against each of the HDI indicators for income, health, and education from 1990 to 2019. However, when Mauritius' HDI value is discounted for inequality, it falls to 0.694, a loss of 13.7% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality very high HDI countries is 10.9% and for Sub-Saharan Africa it is 30.5%.</p>	<p>UNDP Human Development Index (HDI)</p> <p>UNDP Global Human Development Indicators Country Profile: Mauritius</p>
	<p>Poverty headcount ratio at national poverty line (% of population): 10.3% (2017). Data for other years is unavailable.</p> <p>The percentage of the population living below the national poverty lines is considerably less than that of one of Mauritius' closest neighboring island countries, Madagascar, at 70.7% (2012), and lower than the Seychelles, at 25.3% (2018).</p>	<p>World Bank</p>
	<p>Global Hunger Index (2021): Mauritius ranks 54th out of 116 qualifying countries. With a score of 12.2 out of 100, Mauritius suffers from a level of hunger that is 'moderate'.</p> <p>Mauritius scores well in comparison to neighboring island Madagascar, which suffers from an 'alarming' level of hunger with a score of 36.3. The Seychelles are not scored.</p>	<p>Global Hunger Index (GHI)</p>

Indicator	Description	Sources
	<p>Mauritius also performs better than the regional level for which Africa South of the Sahara scores 27.1 in 2021.</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>Country's position in the regional economic power system</p>	<p>Comparing HDI ranking to other countries in the region</p> <p>Mauritius</p> <ul style="list-style-type: none"> HDI Value (2019): 0.804 HDI rank (2019): 66 (very high human development) <p>Neighboring countries:</p> <p>Madagascar HDI Value (2019): 0.528 HDI rank (2019): 164 (low human development)</p> <p>Seychelles HDI Value (2019): 0.796 HDI rank (2019): 67 (high human development)</p> <p>Mauritius ranks closely in the UNDP HDI to the Seychelles and considerably above Madagascar. Mauritius' HDI value for 2019 is above the average of 0.547 for countries in Sub-Saharan Africa, but below the average of 0.898 for countries in the very high human development group.</p>	<p><u>UNDP Human Development Index (HDI)</u></p> <p>UNDP Global Human Development Indicators <u>Country Profile: Mauritius</u></p>
	<p>Comparing its recent economic growth to the general economic growth rates in the region</p> <p>Mauritius GDP Growth (annual %): -14.895 (2020), down from 3.012 (2019)</p> <p>Nearby countries:</p> <p>Seychelles</p>	<p><u>World Bank Databank figures on annual economic growth</u></p>

Indicator	Description	Sources
	<p>GDP Growth (annual %): -10.771 (2020), down from 1.191 (2019)</p> <p>Madagascar GDP Growth (annual %): -7.141 (2020), down from 4.411 (2019)</p>	
	<p>Migration data</p> <p>The Net migration rate (immigrants minus emigrants per 1,000 population) for Mauritius is -1.9 (2015).</p>	<p>IOM Migration Data Portal</p>
	<p>Regional migration trends and patterns</p> <p>Mauritius is a source and destination country for migrants, with most incoming migrants originating from Asia. IOM, 2014</p> <p>Historically, the island of Mauritius was uninhabited until 1638 when the Dutch East India Company began settling there. Periods of colonization since then have shaped the population, which has been composed of immigrants and their descendants, resulting in a plural society. IOM, 2014; IOM, 2016</p> <p>Mauritius is now characterized by a trend of outward migration. Since the mid-2000's, the country has displayed a negative change in population numbers due to migration. IOM, 2016</p> <p>This recent period of migration outflow has been driven by Mauritians seeking opportunities elsewhere in response to the Mauritian economy's poor performance and high unemployment rates among highly educated workers following the global financial crisis of 2007. Primary destinations for those leaving the country included Canada, France, and Australia. IOM, 2016</p>	<p>International Organization for Migration (IOM), 2014, Migration in Mauritius: A Country Profile 2013</p> <p>IOM, 2016, Assessing the Evidence: Opportunities and Challenges of Migration in Building Resilience against Climate Change in the Republic of Mauritius</p> <p>Statistics Mauritius, 2019, Digest of Labour Statistics 2018</p>

Indicator	Description	Sources
	<p>Despite this increased flow of outward migration, Mauritius remains a destination country for migrants also.</p> <p>In addition to Mauritian workers seeking jobs abroad, current labor migration dynamics for Mauritius comprise:</p> <ul style="list-style-type: none"> • people from Rodrigues, an autonomous island of the Republic of Mauritius, settling on mainland Mauritius for employment; • skilled and non-skilled migrant workers who come to work in Mauritius, normally for a period not exceeding three years; and • foreign direct investors, who invest in the economy and may apply for permanent residency. IOM, 2016 <p>Low-skilled workers arrive mostly from China, Bangladesh, India, and Madagascar to work in the construction and manufacturing sectors, while high-skilled workers originating mostly from France, the UK and India, arrive to work in IT and financial services. Based on estimates for 2015, 80% of foreign workers were employed in large scale export-oriented firms. IOM, 2016</p> <p>Notably, the share of foreign workers to the overall labor force increased from 0.25% in 1990 to over 4% in the 2000's. IOM, 2016 In 2018, the total labor force in Mauritius was estimated at 613,200, including 29,400 foreign workers(21,300 males and 8,100 females) who comprised 4.79% of the total labor force. Foreign workers were mainly employed in manufacturing establishments. Statistics Mauritius, 2019</p>	
	<p>Known human trafficking routes</p> <p>The US Department of State's 2021 Trafficking in Persons (TIP) Report identifies Mauritius as a source and destination country for men, women, and children subjected to forced labor and sex trafficking, and a transit</p>	<p>US Department of State (USDOS), 2021 Trafficking in Persons (TIP) Report</p>

Indicator	Description	Sources
	country for Malagasy women subject to forced labor and sex trafficking in the Middle East.	
Governance practices and systems in a country (measured through indexes)	<p>WGI (2020) Percentile rank -</p> <ul style="list-style-type: none"> • Voice and Accountability: 70.53 • Political Stability and Absence of Violence: 78.30 • Government Effectiveness: 76.44 • Regulatory Quality: 84.13 • Rule of Law: 79.81 • Control of Corruption: 67.79 <p>Mauritius ranks in the top quartiles for all indicators except 'Control of Corruption', for which it ranks in the top half, and ranks significantly above the regional average for Sub-Saharan Africa all six indicators.</p> <p>Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.</p>	<p>World Governance Indicators (WGI)</p>
	<p>Corruption Perception Index (2020) -</p> <p>Score: 53/100</p> <p>Rank: 52/180 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. Mauritius' score of 53 places it above average and positions it 52nd out of 180 countries and territories. Mauritius is positioned below the Seychelles, which scores 66, and above Madagascar, which scores 25. Mauritius scores better than the regional average for Sub-Saharan Africa of 32.</p> <p>Note: Scores based on a scale from 0 = Highly Corrupt to 100 = Very Clean.</p>	<p>Transparency International Corruption Perception Index (CPI)</p> <p>CPI 2018 Regional Analyses - Sub-Saharan Africa</p>

Indicator	Description	Sources
	<p>Basel Anti-Money Laundering Index (2021)</p> <p>Rank: 50/110 countries</p> <p>Overall score: 5.32/10</p> <p>Mauritius is ranked among the moderate risk group of countries for money laundering and terrorist financing. It scores similarly to the Seychelles (5.29/10) and higher than Madagascar (7.40/10).</p> <p>Note: Ranking is out of 110 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 (2021) –</p> <p>Rating: 3 (Regular violation of rights)</p> <p>The ITUC Global Rights Index places Mauritius just above the regional average ranking of 3.71 for Africa. Neighboring island Madagascar also ranks 3. The Seychelles is not assessed.</p> <p>Note: Countries are ranked from 1 to 5+, where five plus corresponds to “no guarantee of rights due to the breakdown of the law” and 1 corresponds to “sporadic violations of rights”.</p>	<p>International Trade Union Conference (ITUC) <u>Global Rights Index (GRI)</u></p>
<p>Education and general literacy levels in a country</p>	<p>Adult literacy rates, among the population aged 15 years and older (2018): 91.325%</p> <p>Adult female literacy rate (2018): 89.366%</p> <p>Adult male literacy rate (2018): 93.357%</p> <p>The literacy rate among adults in Mauritius is close to that of the Seychelles and noticeably above that of Madagascar.</p> <ul style="list-style-type: none"> • Madagascar (2018) 76.68% 	<p><u>World Bank Open Data</u></p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> Seychelles (2018) 95.868% 	
	<p>Primary school completion rates, total (% of relevant age group) (2020): 96.377%</p> <p>Primary completion rates, female (% of relevant age group) (2020): 97.4340%</p> <p>Primary completion rates, male (% of relevant age group) (2020): 95.36%</p> <p>The primary school completion rate in Mauritius is considerably higher than that of neighboring country Madagascar and below that of the Seychelles:</p> <ul style="list-style-type: none"> Madagascar (2019) 63.277% Seychelles (2020) 102.68% <p>Note: “There are many reasons why the primary completion rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of primary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of primary education.”</p>	World Bank Open Data
	<p>Lower secondary education completion rates, total (% of relevant age group) (2020): 102.64%</p> <p>Lower secondary completion rates, female (% of relevant age group) (2020): 101.198%</p> <p>Lower secondary completion rates, male (% of relevant age group) (2019): 85.521%</p> <p>The lower secondary education completion rate in in Mauritius is considerably higher than that of neighboring country Madagascar and below that of the Seychelles:</p> <ul style="list-style-type: none"> Madagascar (2019) 35.473% 	World Bank Open Data

Indicator	Description	Sources
	<ul style="list-style-type: none"> • Seychelles (2020) 101.496% <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>School enrolment, tertiary (2020): 44.26% gross</p> <p>School enrolment, tertiary, female (2020): 52.606% gross</p> <p>School enrolment, tertiary, male (2020): 36.105% gross</p> <p>The enrolment rate in tertiary education in Mauritius is above that of both neighboring countries Madagascar and the Seychelles:</p> <ul style="list-style-type: none"> • Madagascar (2020) 5.527% • Seychelles (2020) 14.724% 	<p><u>World Bank Open Data</u></p>
<p>Attitudes towards migrant workers in a country’s population</p>	<p>Migrant Acceptance Index – Mauritius: 5.58/9</p> <p>Mauritius’ score of 5.58 out of 9 is close to that of the average for all countries assessed, with a world score of 5.29/9.</p> <p>Mauritius receives a similar score to that of neighboring island country Madagascar in the Migrant Acceptance Index:</p> <ul style="list-style-type: none"> • Madagascar: 5.24/9 • Seychelles: Not scored <p>Mauritius’ score for the Migrant Acceptance Index is less than that of the regional score for Sub-Saharan Africa, which is 6.47/9.</p>	<p><u>Gallup Migrant Acceptance Index</u></p>

Indicator	Description	Sources
	<p>Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; top possible score is 9.0.</p>	
<p>Legislation and regulation to protect migrant workers</p>	<p>Coverage of legal provisions under the labor laws</p> <p>Mauritius has not signed or ratified several international conventions relating to migrant workers, stateless persons and refugees, such as the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. UN Treaty Body Database</p> <p>Despite this, Mauritius has generally strong protections in place for migrant workers. IOM, 2018</p> <p>Migrant workers benefit from the same rights as Mauritian citizens, as stipulated by law, which require that working conditions for migrant workers, including salary and health and safety, and other conditions of employment such as access to trade unions and medical should not be less favorable than those for Mauritian workers. IOM, 2016</p> <p>Migrant workers are entitled to the national minimum wage, effective since January 2018, and to overtime pay and holiday. In addition, employers are required to provide adequate, free of charge, living accommodation and travel expenses from the site of accommodation to the workplace. Ministry of Justice, Human Rights and Institutional Reforms, 2019</p> <p>Perhaps more concerning, work permits are not transferable to another employer, barring exceptional circumstances. This could result in workers putting up with exploitative conditions for fear of losing work, although migrant workers have the right to make complaints against their employer. IOM, 2018; Ministry of Justice, Human Rights and Institutional Reforms, 2019</p>	<p>UN Human Rights Office of the High Commissioner, 2019, UN Treaty Body Database</p> <p>IOM, 2018, Migration Governance Snapshot: the Republic of Mauritius</p> <p>IOM, 2016, Assessing the Evidence: Opportunities and Challenges of Migration in Building Resilience against Climate Change in the Republic of Mauritius</p> <p>Ministry of Justice, Human Rights and Institutional Reforms, 2019, Know your rights: A guide for migrant workers in Mauritius</p> <p>Government of Mauritius, 2012, Decent Work Country Programme 2012-2014</p>

Indicator	Description	Sources
	<p>Notably, the Mauritian Ministry of Justice, Human Rights and Institutional Reforms published a pamphlet containing a guide to migrant workers’ rights in 2019, which is freely available on the Ministry of Labour, Industrial Relations, Employment and Training’s website. Ministry of Justice, Human Rights and Institutional Reforms, 2019</p> <p>The Government of Mauritius has notably been making efforts to further improve protections for migrant workers. One of the desired outcomes of the Decent Work Country Programme 2012-2014 was a reduction in discrimination against migrant workers, with planned activities that included holding an annual tripartite workshop between 2012 and 2014 with trade unions to identify discriminatory aspects in the law and practice with regard to migrant workers, implementing legislation on lodging accommodation for migrant workers and awareness raising, and training foreign workers on safety at work. Government of Mauritius, 2012</p> <p>According to a draft review of the Decent Work Country Programme in 2015, these activities were achieved to some extent. Trade unions successfully held tripartite workshops on the issue of migrant workers during the programme, accommodation inspections and awareness raising were ongoing, and a small number of foreign workers (425) had received training on safety at work. Government of Mauritius, January 2015</p> <p>In June 2019, the Government of Mauritius announced that it had finalized the Second Generation of the Decent Work Country Programme (2019-2023) with the collaboration of the International Labour Organisation (ILO). Government of Mauritius, June 17 2019</p> <p>Once their contracts are over, migrant workers are urged to leave the country or to seek renewal of their work</p>	<p>Government of Mauritius, January 2015, Mauritius Decent Work Country Programme (2012-2014) Country Programme Review Draft Report</p> <p>Government of Mauritius, June 17 2019, 'Second Generation of the Decent Work Country Programme (2019-2023) finalised'</p>

Indicator	Description	Sources
	<p>permit through their employer, otherwise they will be treated as illegal migrant workers and subject to fines and imprisonment. Upon the expiration or early termination of a work permit, whatever the cause may be, employers are required to provide air travel for the migrant worker to return their home country. IOM, 2016 ; Ministry of Justice, Human Rights and Institutional Reforms, 2019</p> <p>With the exception of manufacturing and construction workers, who are allowed to work in the country for up to eight years, migrant workers are required to leave Mauritius after four years of continuous employment, IOM, 2018</p> <p>As a result, the Government of Mauritius reports in the Decent Work Country Programme 2012-2014, that migrant workers do not always take advantage of the benefits afforded to them. The short-term nature of their work contracts means that migrant workers will often willingly work longer hours to return to their home country with as much saved earnings as possible. Government of Mauritius, 2012</p>	
	<p>Access to social protection, health, and education</p> <p>Medical treatment is provided free of charge in public institutions in Mauritius and the right to health care is guaranteed for everyone, including migrant workers, without discrimination. IOM, 2016 ; Human Rights Council, November 2018 ; Ministry of Justice, Human Rights and Institutional Reforms, 2019</p> <p>Under the National Pensions Act, non-citizens are eligible to join the national social insurance scheme and are entitled to a disability, retirement, or survivor pension. Foreign workers may contribute to the national pensions scheme from the first day of employment, except those</p>	<p>IOM, 2016, Assessing the Evidence: Opportunities and Challenges of Migration in Building Resilience against Climate Change in the Republic of Mauritius</p> <p>Human Rights Council, November 2018, National report submitted in accordance with</p>

Indicator	Description	Sources
	<p>that are employed in export-oriented companies, who can start contributing to the scheme after two years of residence in the country. Foreign workers are also required to contribute to the National Savings Fund, but are entitled to the payment of a lump sum on retirement or when leaving the country IOM, 2018</p> <p>Other benefits include equal access to primary, secondary, and tertiary education for children of non-citizens with a valid work and residence permit. IOM, 2018</p> <p>Permanent residents have unrestricted access to the labor market and their spouses are entitled to work, provided that they hold a valid permit. However, migrant workers on a work and residence permit are not permitted to bring their spouse or other family members to live in Mauritius, unless those family members also apply for a residence permit. IOM, 2018; Ministry of Justice, Human Rights and Institutional Reforms, 2019</p>	<p>paragraph 5 of the annex to Human Rights Council resolution 16/21* Mauritius</p> <p>IOM, 2018, Migration Governance Snapshot: the Republic of Mauritius</p>
	<p>Bilateral MOUs or other agreements specifically designed to protect migrant workers</p> <p>Mauritius is a member country of the World Bank’s Accelerated Program for Economic Integration (APEI), through which it signed an MOU in 2016 with other member countries Malawi, Mozambique, Seychelles, and Zambia to facilitate movement of businesspeople and professionals between APEI countries. IOM, 2018</p> <p>Mauritius also has several labor migration bilateral agreements in place:</p> <ul style="list-style-type: none"> • A Technical Cooperation Agreement with the Republic of Seychelles (1990); • A bilateral labour service cooperation agreement with the People’s Republic of China (January 2005); 	<p>IOM, 2018, Migration Governance Snapshot: the Republic of Mauritius</p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> • Labour Migration Agreement between the Government of Mauritius and the State of Qatar (2014). • Plus, circular migration agreements with France (2008), Italy (2012) and Canada. IOM, 2018	
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	<u>Forced Labour Convention, 1930 (No. 29)</u>
	Convention No. 105 - In Force	<u>Abolition of Forced Labour Convention, 1957 (No. 105)</u>
	Convention No. 138 - In Force	<u>Minimum Age Convention, 1973 (No. 138)</u>
	Convention No. 182 - In Force	<u>Worst Forms of Child Labour Convention, 1999 (No. 182)</u>
	Protocol 29 - Not Ratified	<u>Protocol of 2014 to the Forced Labour Convention, 1930 (P29)</u>

Indicator	Description	Sources
	Palermo Protocol – Acceded in 2003.	<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 Agreement.	<u>The FAO Port State Measures Agreement (PSMA)</u>
	<p>Domestication into national legislation</p> <p>Sex trafficking and labor trafficking of adults and children is criminalized under the Combating of Trafficking in Persons Act of 2009, which prescribes penalties of up to 15 years’ imprisonment. Under the amended Child Protection Act of 2005, penalties of up to 30 years’ imprisonment are prescribed for child trafficking offences. USDOS TIP Report 2021</p> <p>The minimum age for work is 16 years and the minimum age for hazardous work is 18 years, as laid out in the Employment Rights Act. Hazardous work is identified in the Occupational Safety and Health Act. USDOL, 2018</p> <p>Penalties for employing a child include a fine up to 10,000 rupees (US\$293) and up to one years’ imprisonment. USDOS, 2019</p>	<p>US Department of State (USDOS), 2021 Trafficking in Persons (TIP) Report</p> <p>US Department of Labor (USDOL), 2018 Child Labor and Forced Labor Reports</p> <p>USDOS, 2019, 2018 Country Reports on Human Rights Practices: Mauritius</p>

Indicator	Description	Sources
Regulation of recruitment	<p>Country’s government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents</p> <p>Mauritius has regulations in place regarding private recruitment agencies. The Recruitment of Workers Act of 1993 states that recruiters are required to apply for and hold a license to operate (unless recruitment is done directly by the employers). A public record of approved recruitment agents operating in Mauritius is maintained by the Ministry of Labour, Industrial Relations, Employment and Training. Licenses may be revoked if the licensee breaks any condition of the license. Persons that fail to comply with the Act may be subject to a fine up to Mauritian Rs.50,000 and to imprisonment of up to five years. Notably, the Act also states that recruitment expenses are to be borne by the employer or the licensed agent. Recruitment fees for workers are limited to a charge of up to Mauritian Rs.100 per worker for registration and a commission of no more than 10% on the first month’s earnings after being placed in employment.</p>	<p>Global Migration Data Portal, 2017, Migration Governance Profile: The Republic of Mauritius</p> <p>The Recruitment of Workers Act of 1993</p> <p>Ministry of Justice, Human Rights and Institutional Reforms, 2019, Know your rights: A guide for migrant workers in Mauritius</p>
Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions	<p>Reliable evidence indicates that Mauritius has advanced its efforts to enforce anti-trafficking, forced labor, and child labor laws but is not always effective in doing so. Although there have been positive indications of progress in enforcement in the past year, concerns continue to be highlighted by observing authorities about the capacity of relevant agencies to perform, limited coordination between the police and prosecution, and the slow judicial process in Mauritius.</p> <p>The USDOS 2021 TIP Report assigns Mauritius a Tier 2 TIP ranking, stating, “The Government of Mauritius does not fully meet the minimum standards for the elimination of trafficking; however, it is making significant efforts to do so. The government demonstrated overall increasing</p>	<p>US Department of State (USDOS), 2021 Trafficking in Persons (TIP) Report</p>

Indicator	Description	Sources
	<p>efforts compared to the previous reporting period considering the impact of the COVID-19 pandemic on its anti-trafficking capacity; therefore, Mauritius remained on Tier 2.” Mauritius has remained a Tier 2 since the 2019 TIP report. USDOS TIP Report 2021 (p. 386)</p> <p>Among the efforts made by the Government of Mauritius, the TIP report highlights that it delicensed several labor recruitment agencies and referred them for criminal investigation, and increased labor inspections of migrant worker employment sites. USDOS TIP Report 2019</p> <p>The 2021 report states that Mauritius has made some efforts to improve their effectiveness in eliminating trafficking, some of the major efforts included a national campaign to raise awareness, and an effort to screen the vulnerable populations for potential victims. However, they are lacking in several key areas, including a lack of victim care causing issues such as holding victims in Mauritius until investigations could be completed. The Inter-Ministerial Committee for Trafficking in Persons has been inactive for two years. USDOS 2021 TIP Report</p> <p>However, problems remain in the enforcement process. Coordination between law enforcement and prosecution increased during the reporting period but still needed improvement. Furthermore, the slow judicial process, which in some cases took years, discouraged victims from pursuing legal redress. USDOS TIP Report 2019</p> <p>A National Action Plan to combat Trafficking in Persons is reportedly being drafted, but the 2019 TIP report indicates that this has yet to be finalized. USDOS TIP Report 2019</p>	

Indicator	Description	Sources
	<p>With regards to child labor, evidence suggests that enforcement is improving, with Mauritius notably obtaining its first prosecution for child trafficking under the Combating Trafficking in Persons Act in 2017, resulting in a conviction in 2018. In 2020, Mauritius passed several Bills that will help eliminate child labor, especially sexual labor dealing with children. But as with trafficking and forced labor, there remains issues within the relevant authorities that hinder effective enforcement. The USDOL states that there are gaps within the authority of the Ministry of Labor, Industrial Relations, Employment, and Training (MOLIRE), the organization responsible for enforcing all labor laws, which may hinder enforcement of child labor laws. Specifically, the USDOL refers to the Ministry’s lack of authority to assess penalties. USDOL Worst Forms of Child Labor Report 2020</p> <p>Enforcement of child labor laws is further hindered by insufficient inspections and capacity and coordination issues between the relevant authorities. The number of labor inspections in the informal sector, where child labor is typically more likely to occur, is reported to be insufficient. In addition, the USDOL states “Research revealed that criminal law enforcement agencies lacked staff, transportation, and other resources to properly enforce criminal laws related to the worst forms of child labor.” Meanwhile, there is said to be limited coordination between the police and the Office of the Director of Public Prosecutions, with negative implications for investigating and prosecuting child trafficking cases. USDOL Worst Forms of Child Labor Report 2018</p>	<p>USDOL, 2018 <u>Child Labor and Forced Labor Reports</u></p> <p>USDOL, 2020 <u>Worst Forms of Child Labor</u></p>
	<p>Global Slavery Index (2018):</p> <ul style="list-style-type: none"> • Estimated number of people living in modern slavery: 1,000 • Prevalence Index Rank: 161/167 	<p>Global Slavery Index’s <u>overall ratings</u></p>

Indicator	Description	Sources
	<ul style="list-style-type: none"> • Vulnerability to Modern Slavery: 21.19/100 • Government Response Rating: CCC <p>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 largely provided by IOs/NGOs with international funding, with limited government funding or in-kind support.”</p> <p>Global Slavery Index 2018 Methodology</p> <p>Note: The GSI ranks government responses from AAA (very comprehensive response) to D (very inadequate), and a higher rating on the GSI is assumed to mean lower risk by the SSRT.</p>	<p>Global Slavery Index 2018 Country Data for Mauritius</p> <p>Global Slavery Index 2018 Methodology</p>
	<p>Documentation from national labor inspection and other law enforcement agencies</p> <p>Mauritius’ 2018 report to the Human Rights Council states the number of cases of trafficking in persons reported to the police was seven in 2017, down from 13 in 2016. The report states that a draft National Action Plan to combat Trafficking in Persons is in preparation, and highlights the establishment of an inter-Ministerial Committee, set up under the Chairmanship of the Attorney-General, to respond to issues related to human trafficking, including child trafficking and forced labor.</p>	<p>Human Rights Council, November 2018, National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21* Mauritius</p>

Indicator	Description	Sources
	<p>Comments adopted by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) highlight the need for Mauritius to amend the Equal Opportunity Act, 2008 to ensure consistency on the prohibited grounds of discrimination, and to extend the protection from discrimination to domestic workers and workers in enterprises with less than ten employees on a full-time basis. Furthermore, the Committee urges the Government to take proactive measures to address employment discrimination based on race, color, and ethnic and social origin.</p>	<p>Direct Request (CEACR) - adopted 2020, published 109th ILC session (2021): Discrimination Convention No.111</p> <p>Observation (CEACR) - adopted 2020, published 109th ILC session (2021): Discrimination Convention No. 111</p>
<p>Evidence of forced labor, human trafficking, and hazardous child labor in the country</p>	<p>There is evidence of human trafficking and forced labor in Mauritius' manufacturing and construction industries. Children are employed in the worst forms of child labor, including in commercial sexual exploitation. Children also work in a range of potentially hazardous occupations including farming, fishing, and construction.</p>	<p>USDOS, 2021 Trafficking in Persons (TIP) Report</p> <p>USDOL, 2020 Child Labor and Forced Labor Reports</p>

Table 1: Mauritius - Country-level indicators

Mauritius: Seafood industry-level indicators

Indicator	Description	Sources
<p>Direct evidence of forced labor, human trafficking, and hazardous child labor</p>	<p>There is no direct evidence linking the seafood industry in Mauritius to forced labor or human trafficking.</p> <p>The US Department of State (USDOS)'s 2021 Trafficking in Persons report does not explicitly link the seafood industry in Mauritius to forced labor or human trafficking. However, the report states that:</p> <ul style="list-style-type: none"> • “Mauritius’ manufacturing and construction sectors employ approximately 45,000 foreign migrant workers from Bangladesh, India, Sri Lanka, Nepal, China, and Madagascar, some of whom traffickers subject to forced labor. North Korean nationals working in Mauritius may have been forced to work by the North Korean government.” USDOS TIP Report 2021 (p. 388) <p>This evidence suggests that there is a heightened risk of forced labor and human trafficking in the seafood processing industry, which comprises a part of Mauritius’ manufacturing sector.</p> <p>However, serious labor abuses including cases of forced labor and trafficking of fishing vessel workers have been documented on vessels operating in or near Mauritian waters that, in some cases, may supply fish into Mauritius’ seafood industry:^{xlvi}</p> <ul style="list-style-type: none"> • The US Department of State (USDOS)'s 2021 Trafficking in Persons report states “Senior vessel crew on board Chinese, Korean, Vanuatuan, Taiwan, Thai, Malaysian, Italian, and Philipppians-flagged and/or owned fishing vessels operating in Indonesian, Thai, Sri Lankan, Mauritian, and Indian 	<p>USDOS, 2021 Trafficking in Persons (TIP) Report</p> <p>Environmental Justice Foundation (EJF), 2018, Human trafficking in Taiwan’s fisheries sector</p> <p>Greenpeace, 2016, Turn the Tide: Human Rights Abuses and Illegal Fishing in Thailand’s Overseas Fishing Industry</p> <p>USDOL, 2020 Child Labor and Forced Labor Reports</p> <p>Statistics Mauritius, 2019, Digest of Labour Statistics 2018</p> <p>International Labour Organization, No date, ‘Fishing and Aquaculture’. Accessed on 11 October 2019</p>

Indicator	Description	Sources
	<p>waters subject Indonesian men to forced labor.” USDOS TIP Report 2021 (p. 293)</p> <ul style="list-style-type: none"> • The Taiwanese distant water fleet, which fishes primarily for tuna, operates in the Indian Ocean among other regions and has been reported to land its catch into Mauritius. Workers in the fleet are described as “some of the most inherently vulnerable workers in the industrial world to trafficking.” EJF, 2018 <p>The 2016 Greenpeace report, ‘Turn the Tide’ documents serious abuses of workers from Southeast Asian countries, including Cambodia, on Thai fishing vessels operating in Indian Ocean waters between Mauritius and the Seychelles. The report details an investigation into alleged IUU fishing and human rights abuses including forced labor on board Thai distant water fishing vessels operating on the Saya de Malha bank in the Indian Ocean in 2016. The Saya de Malha bank is administered by Mauritius and the Seychelles but, according to Greenpeace, fishing in the area is “essentially unregulated”, and Thailand does not have a fisheries cooperation agreement with Mauritius or the Seychelles. However, the report indicates that the Thai fishing vessels, which included tuna gillnetters, used Thai reefer vessels to return the catch to ports in Thailand. Greenpeace, 2016</p> <p>There is no direct evidence of hazardous child labor in Mauritius’ seafood industry. But the US Department of Labor (USDOL)’s 2020 Findings on the Worst Forms of Child Labor for Mauritius states that children are identified as working in fishing, including diving and casting nets and traps, and in factories. However, the USDOL report does not specify the nature or scale of the fishing industry or the types of factories within which children work, citing</p>	<p>The Occupational Safety and Health Act 2005</p>

Indicator	Description	Sources
	<p>unpublished communications from the US Embassy in Port Louis.</p> <p>Further information has not been identified. The Government of Mauritius makes limited information available on child labor. Data on the labor force provided by Statistics Mauritius pertains only to the resident population aged 16 years and over.</p> <p>Fishing is considered a potentially hazardous occupation by the International Labour Organization, however fishing and associated activities are not expressly prohibited for young persons by section 8 of Mauritius’ Occupational Safety and Health Act 2005. While the Act does not explicitly reference the seafood sector (but does prohibit work in forestry and construction), it prohibits young people from being employed in “any work which is harmful to the health and safety of that person.”</p>	
<p>ILO indicators of forced labor and ILO R190 definition of hazardous child labor</p>	<p>While not specific to the seafood industry, the US Department of State (USDOS)’s 2021 Trafficking in Persons report states that employers in Mauritius “routinely retain migrant workers’ passports to prevent them from changing jobs”. USDOS TIP Report 2021 (p. 388)</p> <p>As a single indicator of forced labor, the retention of identify documents does not imply that forced labor is present but suggest that there may be a heightened risk of it.</p>	<p>USDOS, 2021 Trafficking in Persons (TIP) Report</p>
<p>Fishing, aquaculture and processing</p>	<p>Fisher related regulations and policies include:</p> <ul style="list-style-type: none"> • The Banks Fishermen and Frigo-workers Remuneration Regulations, 2016 • The Fishermen Investment Trust Act, 2006. 	<p>The Banks Fishermen and Frigo-workers Remuneration Regulations, 2016</p>

Indicator	Description	Sources
regulations and policies	<ul style="list-style-type: none"> • The Fishermen Welfare Fund Act, 2000. <p>The 2018 Global Slavery Index (GSI) for fishing:</p> <ul style="list-style-type: none"> • National Fisheries Policy (catch outside EEZ, distant water fishing, and subsidies) <ul style="list-style-type: none"> ○ Medium Risk • Wealth and Institutional Capacity (GDP per capita, value landed per fisher, and unreported landings) <ul style="list-style-type: none"> ○ Medium Risk 	The Fishermen Investment Trust Act, 2006 The Fishermen Welfare Fund Act, 2000 Global Slavery Index (GSI) 2018 - Fishing
Enforcement and implementation of industry-specific regulations and policies	Unknown.	
Access to workplaces for third-party monitors (trade union representatives, on-board observers, etc.)	Unknown.	
Worker access to a functional grievance mechanism	Unknown.	
Access to join a trade union	There do not appear to be any legal impediments for fishers or seafood processing workers to form and join unions. Workers in all sectors are allowed by law to organize. No evidence of violations related to the seafood industry were found, but now outdated evidence from 2010 describes the vulnerability of migrant workers to	USDOS, 2019, Country report on human rights practices: Mauritius

Indicator	Description	Sources
	<p>trade union rights’ violations and hostility to unions from employers in the export processing zones. The latest USDOS report on human rights practices in Mauritius indicates that some employers in export-oriented enterprises continue to make it difficult for workers to organize.</p>	<p>International Trade Union Conference (ITUC) Survey of Violation of Trade Union Rights</p>
<p>Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor</p>	<p>Princes Tuna is a significant employer of workers (over 4,000) in tuna processing in Mauritius. As an employer of migrant workers, the company faces risks including forced labor, human trafficking and other exploitative practices such as excessive recruitment fees. However, Princes Tuna has taken notable steps to prevent human rights abuses in its processing facilities. Princes, July 2019</p> <p>The Princes Group has published an Ethical Trade and Human Rights Policy on its website, which sets out its basic principles for human rights, outlines monitoring of its suppliers through risk assessment onsite evaluations and ethical audits, and steps taken in case of non-compliance. Princes Group, August 2018</p> <p>Princes Group also publishes a Modern Slavery Statement on its website, which further describes its due diligence efforts for its own production sites and its suppliers’ operations and outlines remedial steps in cases of non-compliance by suppliers. Princes Group, 2019</p> <p>Princes Tuna Mauritius (PTM) operates two tuna processing facilities in Mauritius, the Riche Terra facility, and the Marine Road facility. In 2003, the Riche Terre tuna processing facility, owned by PTM, became the first global supplier of canned tuna to attain the SA8000 certification for social accountability and the facility has held the SA8000 certification since then. The company’s second processing facility Marine Road, which produces tuna loins for export to canneries and pouches for foodservice and</p>	<p>Princes, July 2019, Princes Tuna Sustainability & Ethical Approach, Presentation, 3 July 2019 Seafood Ethics CLG meeting</p> <p>Princes Group, August 2018, Ethical Trade and Human Rights Policy</p> <p>Princes Group, 2019, Modern Slavery Statement 2019</p> <p>Princes Group, November 2018, Business Report 2018/19</p> <p>Ethical Trading Initiative (ETI). 24 November 2017, ‘How Princes recruits migrant workers in its Mauritius supply chain’</p>

Indicator	Description	Sources
	<p>industrial customers, also obtained SA8000 certification in December 2017 after being acquired in 2015. Both facilities hold MSC Chain of Custody certification and are members of SEDEX and the Business Social Compliance Initiative (BSCI). As a full member of the Ethical Trading Initiative (ETI), Princes has adopted the ETI’s Base Code of labor standards. Princes Group, November 2018; ETI, 24 November 2017</p> <p>Furthermore, Princes has invested into ethical recruitment practices for its Mauritian facilities. In an effort to address bad recruitment practices including the use of recruitment fees for migrant workers recruited to work in its facilities, Princes works with only one recruitment agency in Bangladesh, with which it aims to maintain a long-term working relationship, and <u>it</u> makes its hiring decisions directly rather than through the agency. Additionally, Princes reports trying to educate Bangladeshi workers about their rights and responsibilities and the recruitment process and that they should not have to pay for any cost towards the recruitment process. ETI, 24 November 2017</p> <p>In its 2018 Business Report, the company states:</p> <ul style="list-style-type: none"> • “Princes Tuna (Mauritius) Limited continues to support the Leadership Group for Responsible Recruitment and the Employer Pays Principle where no worker should have to pay for a job. We are continuing to support the development of a common framework for improving worker protection addressing risks debt bondage linked to the recruitment of migrant workers” Princes Group, November 2018 (p. 43) <p>Princes also report on efforts to address eliminate forced labor, human trafficking, and hazardous child labor in its wider supply chain. To reduce risks of IUU fishing and</p>	

Indicator	Description	Sources
	exploitative labor practices, Princes prohibits at sea transshipment. It also undertakes an annual risk assessment of its supply chain and has a Vessel Ethical Code in place, which it communicates to its suppliers. In addition, the company reports undertaking in-depth audits of part of the fishing supply chain. Princes, July 2019	

Table 2: Mauritius - Seafood industry-level indicators

Mauritius: Processing indicators

Indicator	Description	Sources
<p>Direct evidence of forced labor, human trafficking, and hazardous child labor</p>	<p>No evidence was found directly linking forced labor, human trafficking, or hazardous child labor to the tuna processing sector in Mauritius.</p> <ul style="list-style-type: none"> • Mauritius is not included in the US List of Goods Produced by Child Labor or Forced Labor. • Tuna processing or seafood processing more generally is not identified in the 2020 Findings on the Worst Forms of Child Labor. <p>The US Department of Labor (USDOL)'s 2020 Findings on the Worst Forms of Child Labor for identifies children working in factories in Mauritius but does not link the work to specific sectors or indicate the types of work performed. Therefore, it cannot be concluded that children work in seafood processing.</p>	<p>USDOL, 2018 List of Goods Produced by Child Labor or Forced Labor</p> <p>USDOL, 2020 Child Labor and Forced Labor Reports</p>
<p>ILO indicators of forced labor and ILO R190 definition of hazardous child labor</p>	<p>Evidence of the use of recruitment fees for some tuna processing workers indicates that bad labor practices may be occurring. In a case study published by tuna processor Princes through the Ethical Trading Initiative, the company reported that it had identified an isolated number of cases among migrant workers where people seeking recruitment had paid for a third party to take them to the recruitment agency.</p> <p>In a 2019 presentation from Princes, the company reported identifying migrant workers being charged up to US\$1,500 in recruitment fees to secure employment in Mauritius.</p> <p>The use of recruitment fees can lead to situations of debt bondage, an indicator of forced labor.</p>	<p>Ethical Trading Initiative (ETI). 24 November 2017, 'How Princes recruits migrant workers in its Mauritius supply chain'</p> <p>Princes, July 2019, Princes Tuna Sustainability & Ethical Approach, Presentation, 3 July 2019 Seafood Ethics CLG meeting</p>

Processing Characteristics	<p>Processing stage</p> <p>Both primary and secondary processing of tuna is undertaken in Mauritius, with tuna processed into a variety of products including canned tuna, cooked loins for canning and pouch, deep frozen loins for sushi and sashimi, and tuna steaks/reconstituted/tuna mince.</p>	<p>Government of Mauritius, No date, Mauritius National Export Strategy: Fisheries and Aquaculture Sector 2017-2012 [Accessed on 10 October 2019]</p>
	<p>Consolidation and vertical integration</p> <p>Unknown.</p>	
	<p>Domestic versus export</p> <p>Tuna processing and canning in Mauritius is mainly export oriented, as exemplified by Princes Tuna Mauritius, which reports that around 70% of its tuna cannery produce goes to the UK, with the remaining 30% exported elsewhere in Europe.</p>	<p>Social Accountability International (SAI), September 2013, SA8000 Spotlight: Interview with Princes Tuna Mauritius</p>
Workforce Characteristics	<p>Skilled versus low-skilled</p> <p>Information regarding skill level for workers in the whole tuna processing value chain in Mauritius is unavailable but evidence suggests that workers are likely to be low-skilled.</p> <p>The eligibility criteria for a Mauritian work permit for foreign workers states that “Foreign workers should possess the skills, qualifications and experience required for the job applied for”. Ministry of Labour, Industrial Relations, Employment and Training, June 2016</p> <p>But reportedly, the skills required for work in tuna processing can be learned on the job and do not usually require special training. Government of Mauritius, No date</p>	<p>Ministry of Labour, Industrial Relations, Employment and Training, June 2016, Guidelines for work permit application</p> <p>Government of Mauritius, No date, Mauritius National Export Strategy: Fisheries and Aquaculture Sector 2017-2012 [Accessed on 10 October 2019]</p>

	<p>Furthermore, there is some evidence, albeit now outdated, which indicates that many workers are likely to be unskilled or at least uneducated; Princes Tuna Mauritius reported in 2013 that many of its workers are illiterate. SAI, September 2013</p> <p>Among the source countries identified for migrant workers employed in tuna processing in Mauritius are Bangladesh and India, from where predominantly low-skilled migrant workers are said to be recruited. IOM, 2016</p>	<p>Social Accountability International (SAI), September 2013, SA8000 Spotlight: Interview with Princes Tuna Mauritius</p> <p>Ethical Trading Initiative (ETI), 24 November 2017, 'How Princes recruits migrant workers in its Mauritius supply chain'</p> <p>IOM, 2016, Assessing the Evidence: Opportunities and Challenges of Migration in Building Resilience against Climate Change in the Republic of Mauritius</p>
	<p>The proportion of women in the workforce</p> <p>Women make up most of the seafood processing workforce in Mauritius; in March 2018, a reported 61% of workers in seafood processing were women. (See Table 2.6) Statistics Mauritius, 2019</p> <p>Princes Tuna reports that 65% of all employees at Princes Tuna Mauritius are women. Princes, July 2019</p>	<p>Statistics Mauritius, 2019, Digest of Labour Statistics 2018</p> <p>Princes, July 2019, Princes Tuna Sustainability & Ethical Approach, Presentation, 3 July 2019 Seafood Ethics CLG meeting</p>
	<p>The proportion of migrant versus local workers</p>	<p>Social Accountability International (SAI), September 2013,</p>

	<p>Tuna canning is a labor-intensive process SAI, September 2013</p> <p>The difficult factory work environment and the overqualification of young local workers deters them from joining the tuna processing industry. As a result, migrant workers play an important role in the tuna processing workforce in Mauritius. Government of Mauritius, No date</p> <p>According to a 2017 report by IDDRI, a large proportion of the labor force employed in Mauritian canneries are foreign workers. IDDRI, June 2017</p> <p>Around a quarter of employees hired by tuna processing company Princes Tuna Mauritius are from Bangladesh. Many of Princes’ Bangladeshi employees work in Mauritius for four to eight years before returning to Bangladesh. ETI, 24 November 2017</p>	<p>SA8000 Spotlight: Interview with Princes Tuna Mauritius</p> <p>Government of Mauritius, No date, Mauritius National Export Strategy: Fisheries and Aquaculture Sector 2017-2012 [Accessed on 10 October 2019]</p> <p>Institut du développement durable et des relations internationales (IDDRI), June 2017, Indian Ocean tuna fisheries: between development opportunities and sustainability issues.</p> <p>Ethical Trading Initiative (ETI), 24 November 2017, ‘How Princes recruits migrant workers in its Mauritius supply chain’</p>
	<p>The proportion of minority or indigenous workers</p> <p>Unknown.</p>	

	<p>The proportion of temporary and contract versus permanent workers</p> <p>Unknown.</p>	
	<p>Workers' origins</p> <p>Source countries for migrant workers employed in tuna processing in Mauritius include Bangladesh, India, and Nepal.</p>	<p>Ethical Trading Initiative (ETI), 24 November 2017, 'How Princes recruits migrant workers in its Mauritius supply chain'</p> <p>Social Accountability International (SAI), September 2013, SA8000 Spotlight: Interview with Princes Tuna Mauritius</p>
	<p>Migrant worker language (vs. dominant language in the industry)</p> <p>In a 2013 interview, Princes Tuna Mauritius stated that over 18 languages were spoken in the company's tuna canning facility in Port Louis, with the most common language spoken being Hindi. SAI, September 2013</p> <p>In contrast, the main languages spoken in Mauritius are English, Mauritian Creole and French. IOM, 2014</p>	<p>Social Accountability International (SAI), September 2013, SA8000 Spotlight: Interview with Princes Tuna Mauritius</p> <p>International Organization for Migration (IOM), 2014, Migration in Mauritius: A Country Profile 2013</p>
	<p>GDP per capita of processing country and main worker source country</p>	<p>World Bank</p>

	<p>Comparing GDP per capita (current US\$) of Mauritius to the main migrant worker source countries:</p> <p>Mauritius (2018): 11,238.69</p> <ul style="list-style-type: none"> • Bangladesh (2018): 1,698.2623 • India (2018): 2,015.59 • Nepal (2018): 1,025.798 <p>Mauritius has a significantly higher GDP per capita (current US\$) than those countries identified as sources of migrant workers in tuna processing.</p>	
	<p>Legal presence (regularity) of migrant workers</p> <p>Unknown.</p>	
	<p>The ability of migrant workers to change jobs</p> <p>The ability of migrant workers to change jobs is dependent upon their immigration status and is established by law. Permanent residents have unrestricted access to the labor market, but migrant workers employed using a work permit are not permitted to transfer to another employer, barring exceptional circumstances.</p>	<p>IOM, 2018, Migration Governance Snapshot: the Republic of Mauritius</p> <p>Ministry of Justice, Human Rights and Institutional Reforms, 2019, Know your rights: A guide for migrant workers in Mauritius</p>
Recruitment and Contracts	<p>Use of contractors and recruitment agents</p> <p>While there is evidence of recruitment agents being used to help fill positions in tuna processing in Mauritius, it is unclear whether the practice is widespread across the industry. Information from Princes Tuna Mauritius, a major employer in the tuna processing sector, indicates that the use of recruitment agents is carefully managed by the company.</p>	<p>Ethical Trading Initiative (ETI). 24 November 2017, 'How Princes recruits migrant workers in its Mauritius supply chain'</p>

	<p>Compensation method</p> <p>There is no evidence for the use of piece-rate pay in the tuna processing industry. According to national statistics:</p> <p>The average wages per hour in 2018 in seafood processing are:</p> <ul style="list-style-type: none"> • Fish cleaner = 48.72 Rs • Machine operator = 68.13 Rs <p>The average earnings (incl. wages plus overtime and bonuses etc.) per hour in 2018 in seafood processing are:</p> <ul style="list-style-type: none"> • Fish cleaner = 49.94 Rs • Machine operator = 73.25 Rs <p>The average hours worked per week excluding overtime in 2018 are:</p> <ul style="list-style-type: none"> • Fish cleaner = 42.42 • Machine operator = 43.86 <p>The average hours worked per week including overtime in 2018 are:</p> <ul style="list-style-type: none"> • Fish cleaner = 44.78 • Machine operator = 52.07 <p>From quarterly Survey of Employment, Earnings and Hours of work.</p> <p>Table 3.2 Statistics Mauritius, 2019</p> <p>In comparison, the National Minimum Wage Regulations 2017 establish a national minimum wage of 8,140 Rs per month. National Minimum Wage Regulations 2017 This indicates that seafood processing workers earn more than the monthly national minimum wage on average. Notably, compliance with the national minimum wage, which was only established in 2017, was estimated at just 10.9% for the country in June 2018 although the highest rates of non-</p>	<p>Statistics Mauritius, 2019, Digest of Labour Statistics 2018</p> <p>National Minimum Wage Regulations 2017</p> <p>Report on the Impact of the Introduction of the National Minimum Wage 31/01/19</p>
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	compliance were linked to sectors unrelated to the seafood industry.	
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Table 3: Mauritius - Processing indicators

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