

# Is Certification Driving Social Change and Improvement in aquaculture?

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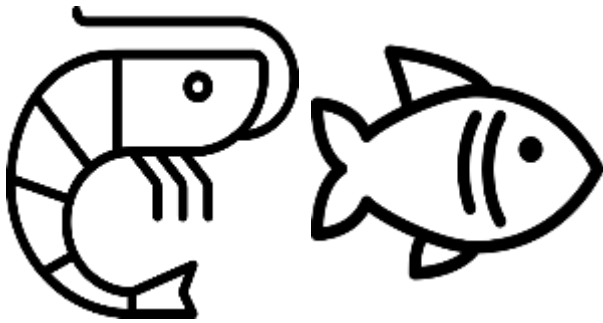


# Background and methodology of the assessment



# Employment in the aquaculture sector

## Fish farming



>19 million people of which 14% women<sup>1</sup>

## Post-harvest



>7 million people<sup>2</sup> of which 63% women<sup>3</sup>

Can private voluntary standards contribute to address social and labour issues?

## Aim of the assessment

- Understand how BAP social and labour standards are applied and how they impact practices among producers, and processors
- Generate learning on how social change happens in aquaculture



Photo: F. Kruijssen, 2011



# Methodology



Photo: F. Kruijssen, 2010

- Analysis of audit data 2017/2018, and 2009/2010 (shrimp)
- Qualitative, theory-based approach based on a theory of change
- Qualitative fieldwork in 3 selected countries based on in-depth interviews, focus groups (Chile, Indonesia, Vietnam)
- For each facility 3 types of respondents where applicable: management, workers, communities
- Interviews with auditors

# Results



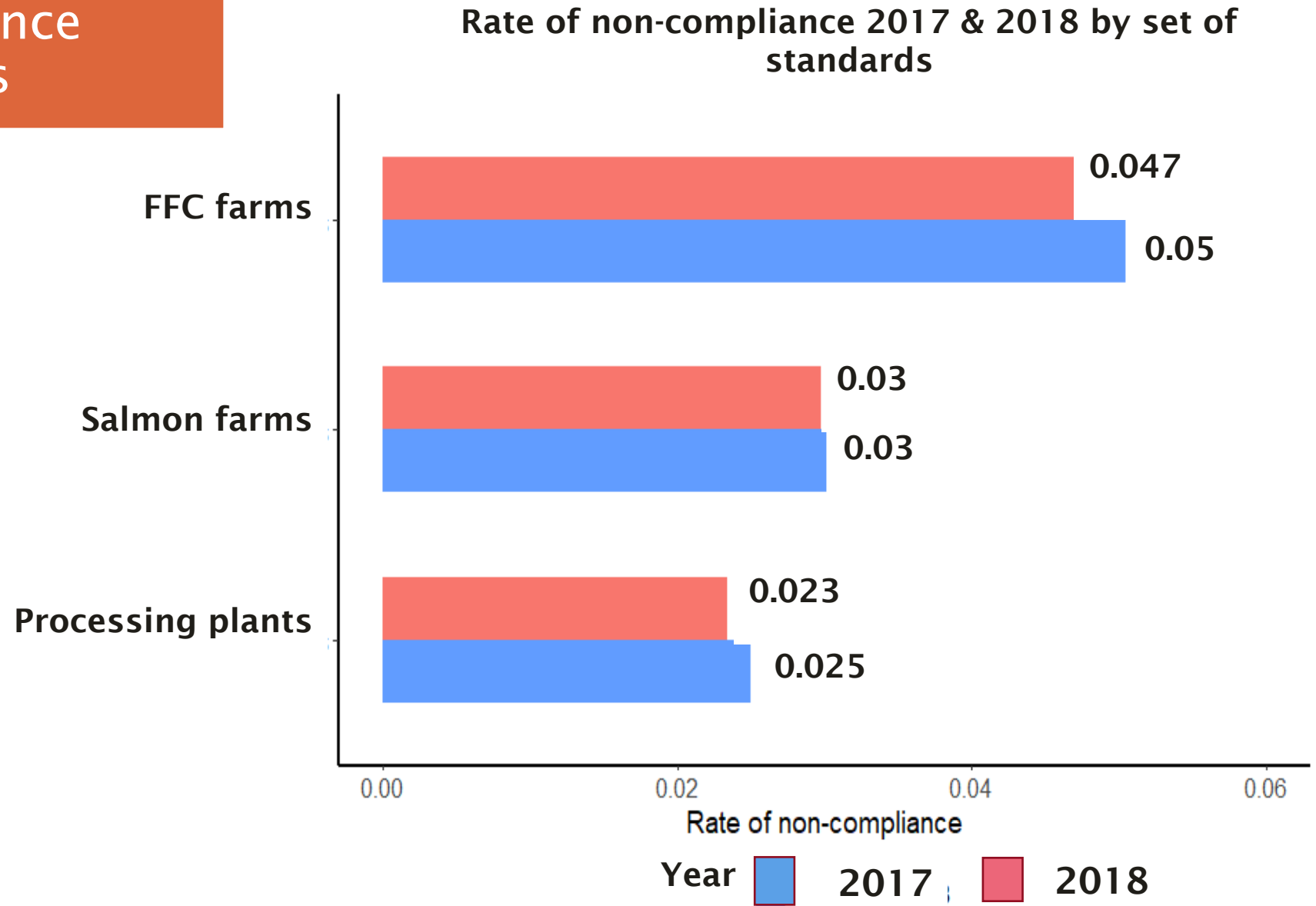
# Patterns of compliance across standards

## Social & labour standards:

Plants: 61 clauses  
FFC: 39 clauses  
Salmon: 38 clauses

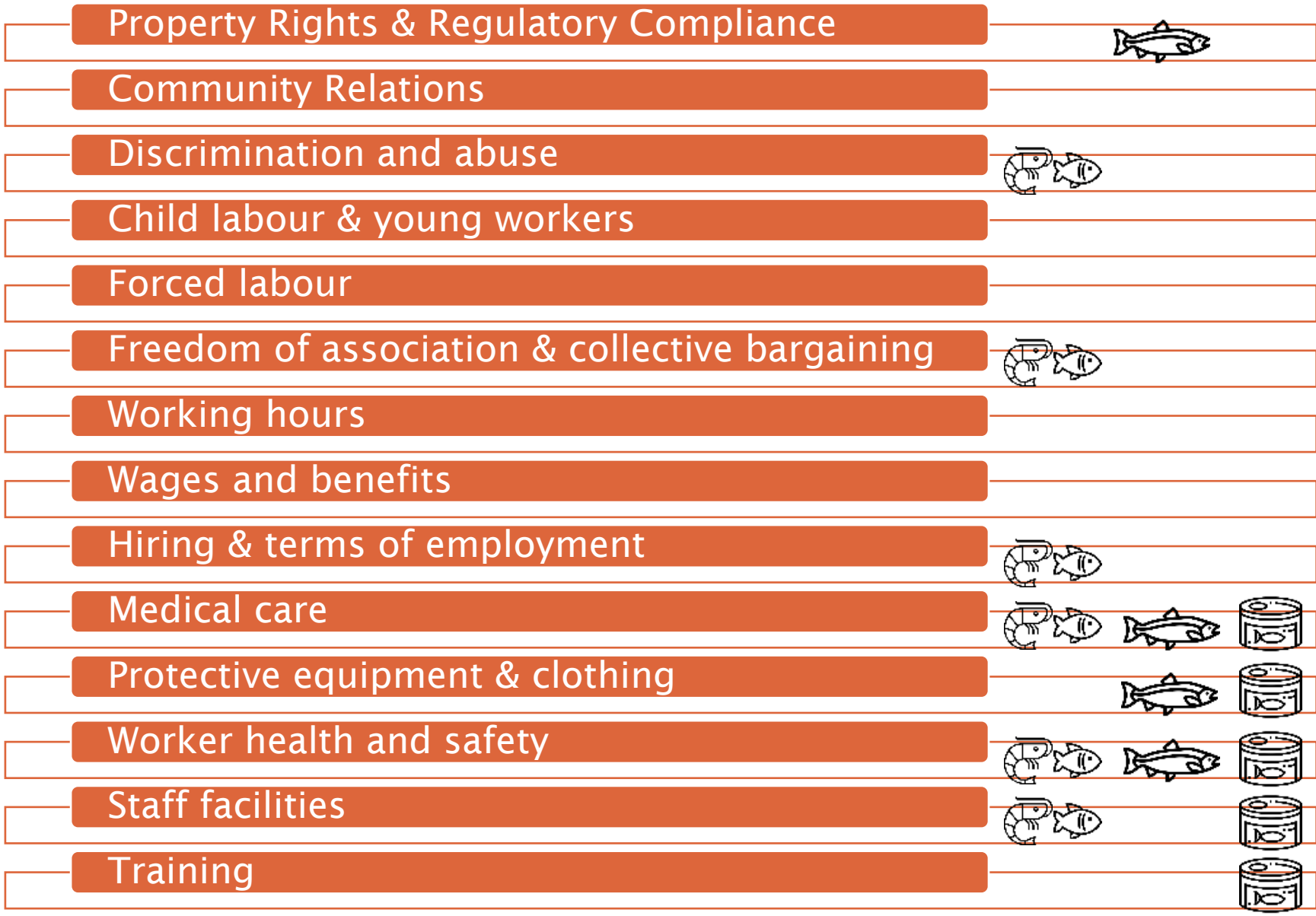
Rate of non-compliance =  $\frac{\text{\# of clauses with non-compliance}}{\text{total \# of clauses audited}}$

Clause Category



Patterns of compliance across standards

**Shows average non-compliance 2017-2018 >3%**



Finfish & crustacean farms



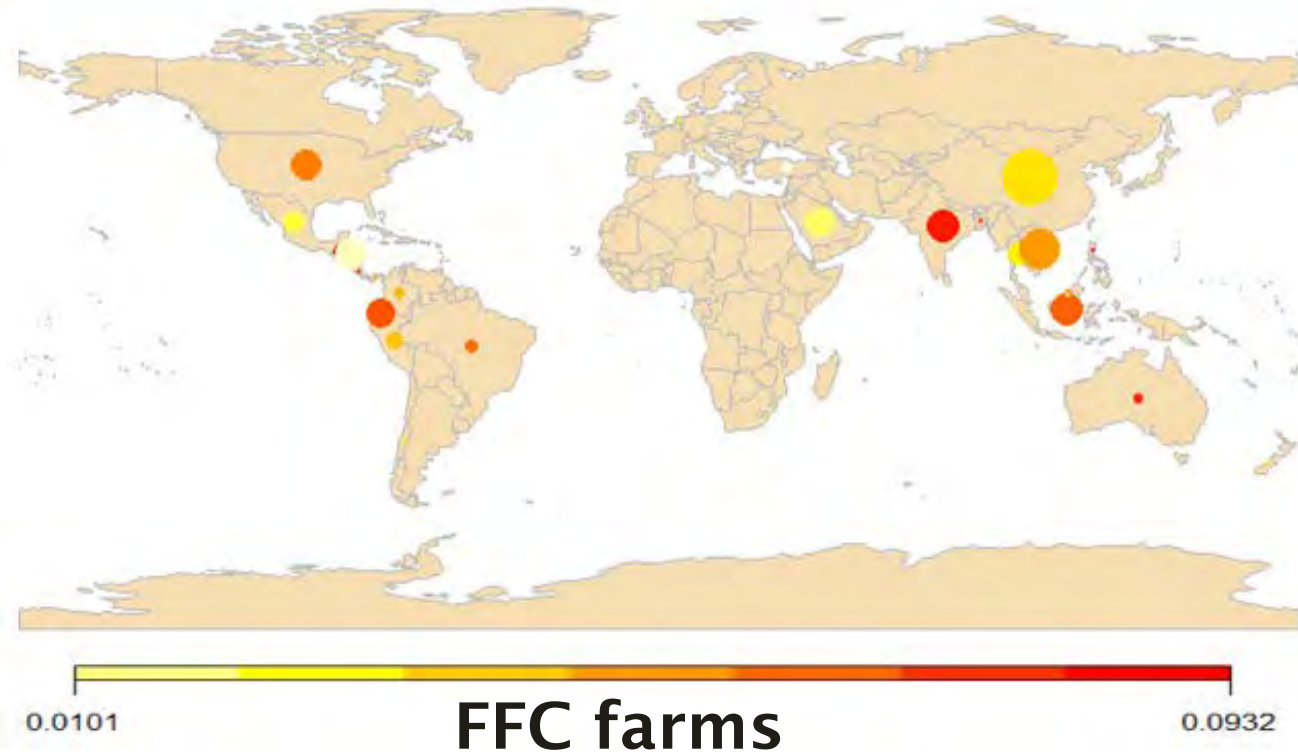
Salmon farms



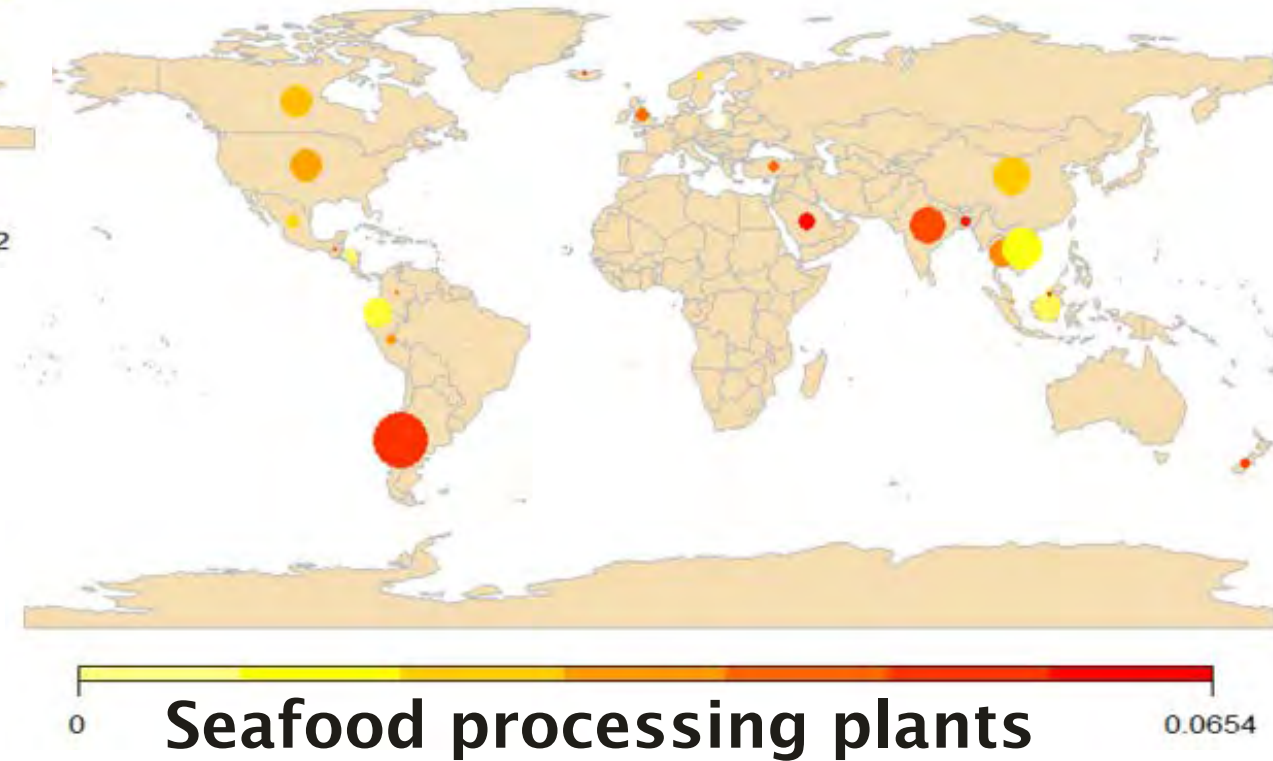
Processing plants



## Regional patterns of compliance



Rate of non-compliance across countries, size of bubbles reflects total certified volume



## Regional patterns of compliance

Rate of non-compliance by country' income category for all standards combined

Clause_category	Higher Income	Upper Middle Income	Lower Middle Income
Property Rights and Regulatory Compliance	5%	5%	2%
Community Relations	0%	1%	4%
Wages and benefits	1%	2%	1%
Working hours	2%	1%	1%
Staff facilities	2%	5%	9%
Protective clothing	4%	1%	3%
Medical care	3%	7%	6%
Forced labour	0%	1%	1%
Child labour & young workers	1%	1%	1%
Worker health and safety	8%	5%	8%
Hiring & terms of employment	1%	2%	5%
Discrimination and abuse	1%	2%	10%
Freedom of association and collective bargaining	1%	1%	3%
Regulatory management	1%	1%	0%
Training	3%	5%	3%

Source: Analysis of BAP audit data on social and labour standards 2017-2018.

# Rate of non-compliance of shrimp farms 2009/2010 and 2017/2018

## Temporal patterns of compliance

2009-2010		2017-2018	
<b>Average rate of non-compliance</b>	<b>0.56</b>	<b>Average rate of non-compliance</b>	<b>0.05</b>
Top 5 clauses	NC	Top 5 clauses	NC
3.7: Meals provided are wholesome and commensurate with local eating customs	0.99	3.18: Risk assessment to minimize any workplace hazards.	0.17
3.11: Protective gear provided to employees	0.98	3.27: All employees receive training on health, hygiene and safety.	0.16
3.8: Basic medical care is provided	0.97	3.23: Employee housing meets local and national standards.	0.16
3.4: Employee housing meets local and national standards	0.94	3.21: Equal opportunity w.r.t. recruitment, compensation, etc.	0.15
3.5: Safe drinking water is readily available to employees	0.94	3.15: Used labor services inform about worker rights and conditions.	0.11

Source: Analysis of BAP audit data on social and labour standards 2017-2018.

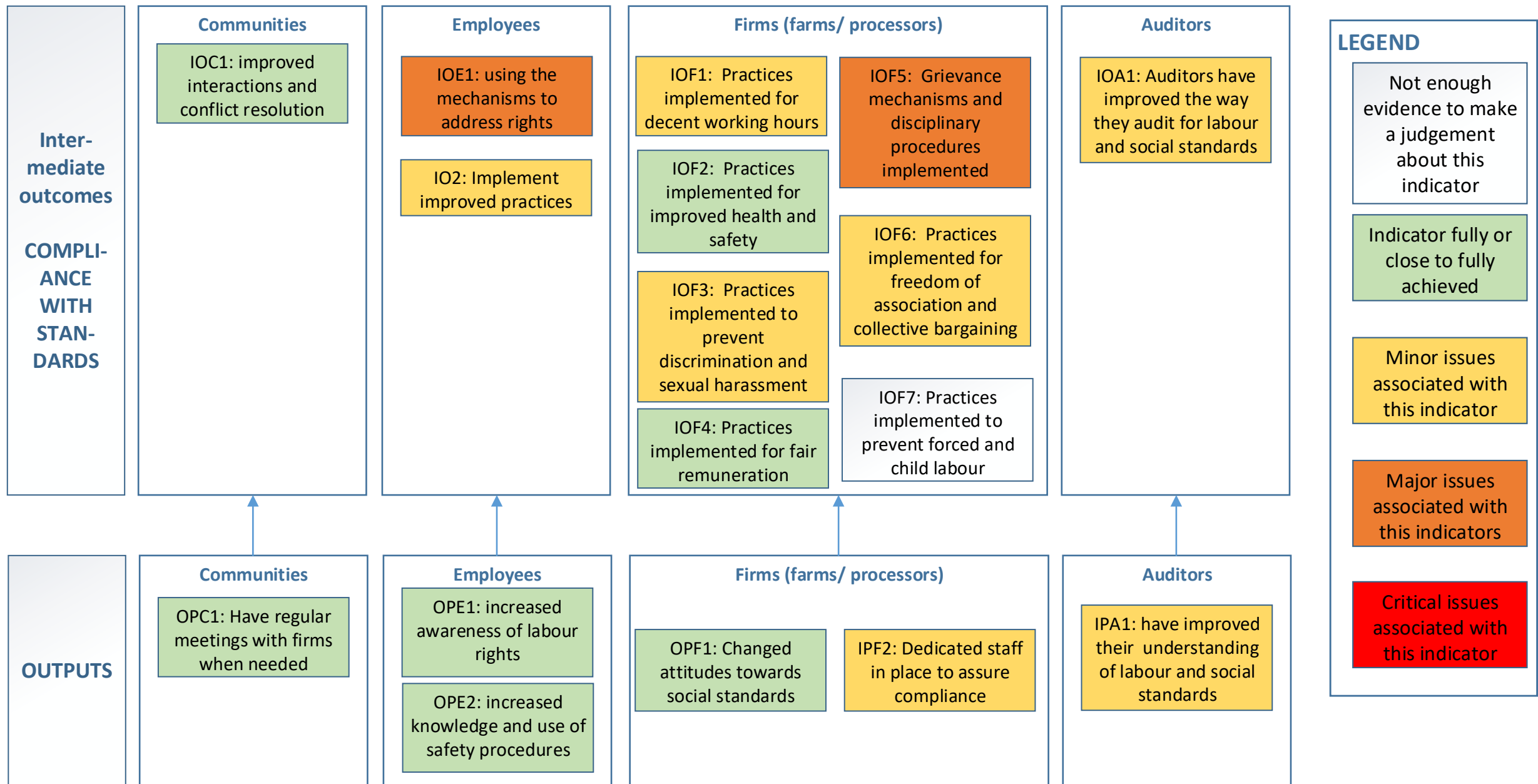
# Ease of compliance

- Compliance facilitated by
  - national rules and laws
  - other standards
  - the clear instructions provided by BAP
- Certification voluntary: certified farms and plants often more advanced
- Some specific challenges:
  - Chile farms: community relations (time)
  - Indonesia farms: compliance became easier over time as understanding increased
  - Vietnam: changes in contracts, and reduction of shifts.

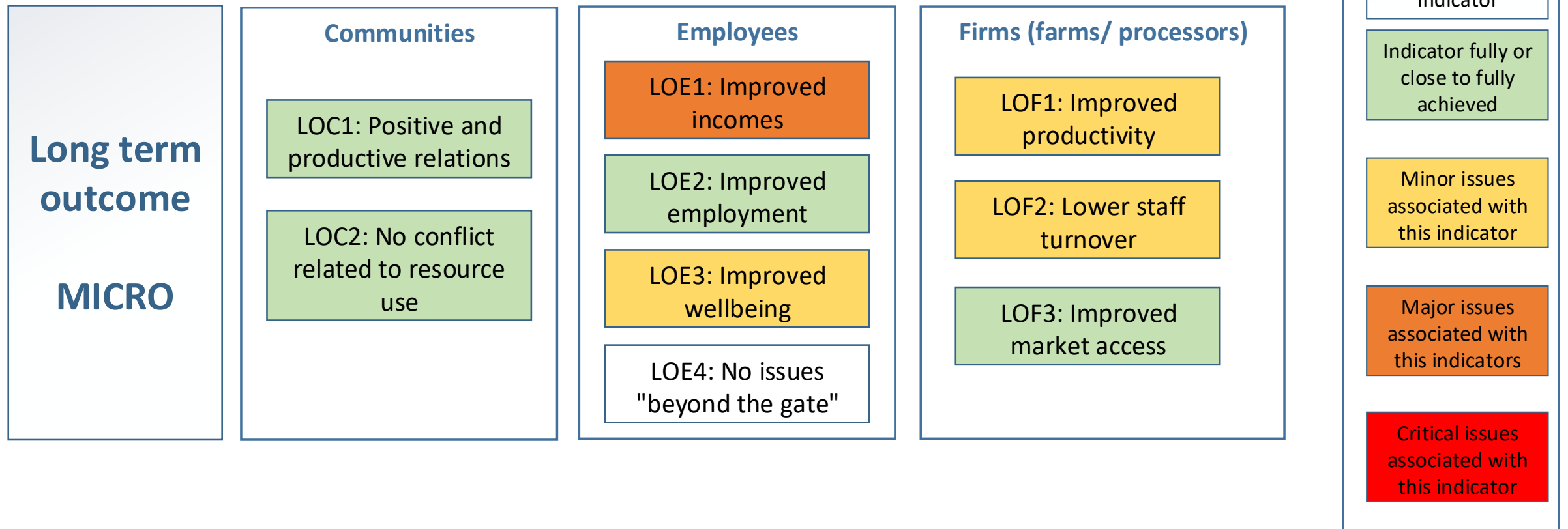
Scoring of statements related to perceptions of the BAP social and labour standards by management

	Score range	Farm	Plant
<b>Social and labour practices are continuously monitored and adjusted in the company</b>	1. Fully disagree 3. Neither agree nor disagree 5. Fully agree	4.0	3.8
<b>Initially, to meet the BAP social and labour standards the company made</b>	1. no changes 2. minor changes 3. major changes	2.6	2.5





# Outputs and intermediate outcomes



# Conclusions

- Ease of compliance reasonable
- Certified companies likely already 'advanced'
- Improvements related to social & labour practices
- Impacts context dependent
- Market access facilitated
- Difficult to clearly show impact on bottom line
- Integrated package with other standards beneficial

# Conclusions

- Behavior change not fully achieved by certification
- Minimum wage vs. living wage
- Certification as a continuous improvement tool
- Part of a larger toolkit for social change
- Spillover to non-certified firms is limited





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