

IMHR 2018

THE INTERNATIONAL
MARITIME HUMAN
RIGHTS CONFERENCE

FISHMONGERS' HALL, LONDON

29 OCTOBER 2018

MARITIME **BUSINESS** AND HUMAN RIGHTS



EVENT GUIDE

www.mar-rights.com

How would you reduce risks in shipping?

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Calling all thinkers, creators and inventors. Up for a challenge? We're looking for the next innovative ideas to improve safety in shipping – from people to port. Simply enter our 'Investing In A Safer Tomorrow' competition and share your brainwaves. There's a \$50,000 prize pot for the talented winners.

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WELCOME



On behalf of the trustees, welcome to our second International Maritime Human Rights conference. This year's conference would not have been made possible without the generosity of the Fishmongers' Company, who have provided us with this stunning venue.

Our conference this year is very much designed to provide organisations operating in the maritime sector with the knowledge and tools to implement the UN Guiding Principles on Business and Human Rights.

We have designed the conference around four key sessions which each address areas that are of interest to both the merchant and fisheries sectors. These sessions are designed to allow for debate and we do encourage audience participation and comment during the Q&A!

We hope you find today engaging and that you will come away with a better understand of what can, and needs to, be done to ensure that human rights apply equally at sea as they do on land.

Amanda Hastings

Conference Organiser and Trustee, Human Rights at Sea



HUMAN RIGHTS AT SEA



THE HISTORY AND WORK OF THE FISHMONGERS' COMPANY



history

The Fishmongers' Company is one of the Twelve Great Livery Companies of the City of London, and is among the most ancient of the City Guilds. Its first Charter was granted by Edward I around 1272, and it has enjoyed an unbroken existence since then. The Company has had a long-standing involvement in fish and fisheries management in the UK, stretching back to its founding purpose of controlling fish trade within the City of London.

current fish and fisheries work

Today, the Company's overall aim is to promote a healthy, prosperous and sustainable fish and fisheries sector for the long-term benefit of the United Kingdom. Over the years, this work has evolved to meet a succession of new challenges facing those who manage, catch, buy and sell, and consume fish.

The Company's current fisheries strategy is aimed at developing and enhancing its reputation as an independent institution, valued and respected for its contribution to the UK fishing sector. It achieves this by:

- Bringing together government departments and organisations, the private sector, the third sector, academia and the public in both open debates and confidential discussions about key issues and significant developments in the fish and fisheries sector.
- Either independently or, in partnership with others, supporting and enabling projects that address the key issues facing the fish and fisheries sector.
- Supporting and sponsoring the achievement of functional skills and academic qualifications that enable individuals to develop successful careers in fish and fisheries related sectors.

The strategy has four, principal programmes (mainly focused on UK issues):

- Freshwater fish, fisheries and catchment management
- Marine fish, fisheries and environmental management
- Sustainable and innovative development of aquaculture
- Supporting and developing a sustainable fish trade

These programmes are all supported by generic themes including:

- Education and communications initiatives
- Working with research and academic establishments to support an evidenced-based approach
- Development of international links

As well as managing a series of projects within these programmes, the Company's Fish and Fisheries team, as part of its public-facing activities, manages Fish on Friday (www.fishonfriday.org.uk) a website designed to make an enduring, responsible and positive difference to the way in which we view fish and the fishing industry. The Company has also recently established the Master Fishmonger Standard (www.masterfishmonger.co.uk) a certification programme which aims to reward and celebrate professional excellence in the fishmonger trade. The Company continues to play an integral role in the development of the Seafood School at Billingsgate (www.seafoodtraining.org).

KEYNOTE SPEAKER: NUSRAT GHANI MP



biography

Nusrat Ghani MP was appointed Parliamentary Under Secretary of State at the Department for Transport and Assistant Government Whip on 9 January 2018. She was elected Conservative MP for Wealden in 2015.

Education

Nusrat was the first woman in her family to be formally educated. She attended state comprehensive school before studying at Birmingham City University (BA Government and Politics) and Leeds University (MA International Relations).

political career

Nusrat was appointed Parliamentary Private Secretary to the Home Office in 2017. She also served as the Chair of the Prime Minister's Apprenticeship Diversity Network.

Select Committee membership:

- Committee on Arms Export Controls (*October 2017 to January 2018*)
- Speaker's Committee on the Electoral Commission (*September 2017 to January 2018*)
- Foreign Affairs Committee (*September 2017 to January 2018*)
- Armed Forces Bill Committee (*October 2015 to November 2015*)
- Home Affairs Committee (*July 2015 to May 2017*)

career outside politics

Before beginning her career in politics, Nusrat was employed by the charities Age UK and Breakthrough Breast Cancer, and later for the BBC World Service.

IMHR supported by:



LIFEBOAT

A FILM BY SKYE FITZGERALD "LIFEBOAT" A SPIN FILM PRODUCTION IN ASSOCIATION WITH RYOT
EDITED BY DAN SADOWSKY DIRECTOR OF PHOTOGRAPHY KENNY ALLEN PRODUCED BY BRYN MOUSER & SKYE FITZGERALD EXECUTIVE PRODUCER DAVID DARG
EXECUTIVE PRODUCER GARRETT JAMES WRITER ZACH TAUBER EXECUTIVE PRODUCER STEPHANIE MATSUBA EXECUTIVE PRODUCER WINNY SHEN
EXECUTIVE PRODUCER WILLIAM CAMPBELL EDITOR JON G. CASTLE

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RYOT SPIN FILM

SPEAKER PROFILES



parosha chandran | one pump court

Parosha Chandran is a human rights barrister based at One Pump Court in London, a specialist in modern slavery law and a world-leading expert on the law relating to human trafficking for the UN, Council of Europe and OSCE. She represents adult and child victims of modern slavery and human trafficking and has set critical legal trafficking precedents in the asylum, slavery, criminal non-punishment, civil and public law contexts. She has contributed to key international legal guidance on trafficking, provides judicial training and has advised on legislation including the Modern Slavery Act 2015. She has received many honours for her work including the Trafficking in Persons Hero Award 2015 from John Kerry in Washington DC for her work in developing the rule of law on trafficking in the UK and abroad and for her “unparalleled achievements in providing legal services to survivors of modern slavery”. She is Senior Legal Advisor to Parliament’s Modern Slavery Project which supports Commonwealth States in improving their trafficking and modern slavery laws. She is the General Editor of the leading textbook, “Human Trafficking Handbook: Recognising Trafficking and Modern-Day Slavery in the UK” (LexisNexis, 2011). In 2018 she received the distinction of being appointed the first Professor of Modern Slavery Law at King’s College London.



lysbeth ford | gangmasters & labour abuse authority

Lys is a retired police officer, having served in both the Metropolitan and Kent police forces. All her service has been as a detective within Major and Serious Crime and Murder Squads.

She joined the Gangmasters Licensing authority 8 years ago and is the Partnership Development Manager for the Gangmaster & Labour Abuse Authority. She is currently writing and delivering the training for the GLAA Academy in partnership with Derby University ‘Investigating Modern Slavery course’

Lys facilitates the training at the ILO (international Labour organisation) in Turin on forced labour and human trafficking each year.



anna jakobsen | ernst & young

Anna is a Senior Manager in EY’s sustainable business practice and has been advising clients on sustainability issues for over 15 years. She has a Master of Laws, LL.M, with specialist knowledge of International Human Rights Law and is the EMEA lead for EY’s human rights services. She has led multiple engagements related to the UK Modern Slavery Act for clients in a variety of sectors. These projects have included designing policies and processes, undertaking risk assessments, developing due diligence measures, designing training programmes, and drafting / reviewing MSA statements.

Prior to joining Ernst & Young, Anna worked for the Swedish Permanent Mission to the UN in New York and the Council of the European Union in Brussels.

She has also worked for several not-for-profit organisations in Sweden, the Netherlands and the UK, including Amnesty International, focusing on the business and human rights agenda.

SPEAKER PROFILES



phil bloomer | business & human rights resource centre

Phil Bloomer is the Executive Director of Business & Human Rights Resource Centre, a digital action platform in eight languages that empowers human rights advocates in business, government, and civil society; tracks the human rights performance of over 7,000 companies around the world; and seeks corporate accountability for around 400 allegations of abuse each year. Programmes are refocused on the promotion of labour rights – from preventing modern slavery and trafficking, to advocating for a living wage; responsible use of natural resources, with emphasis on energy and a just transition to zero carbon economies; and the protection of civic freedoms and human rights defenders.

Phil is a director of the Corporate Human Rights Benchmark (CHRB) that works with investors, and ranks the largest companies in high risk sectors regarding their human rights policy, practice and performance. The CHRB will integrate with the World Benchmarking Alliance in the next two years. Phil also helps lead the Business Network for the Protection of Civic Freedoms and Human Rights Defenders.

Phil was previously the Director of Campaigns and Policy at Oxfam, where he led global campaigns on climate justice, trade and investment for development, access to medicines, universal primary education, and major humanitarian crises. Previously, Phil worked for 11 years in Central America and Colombia working on human rights, especially indigenous rights, and broader economic justice.



eleanor farrow | eyewitness to atrocities

Eleanor Farrow is the Project Coordinator for the eyeWitness to Atrocities initiative at the International Bar Association. Eleanor engages with a worldwide network of human rights monitors documenting human rights violations with photo, video and audio recordings. She has worked in Africa, Eastern Europe and South East Asia. Eleanor has an LLB in UK Law, and an LLM in International Human Rights Law and Practice. Her publications include 'eyeWitness to Atrocities: Verifying Images with Metadata' in Digital Investigative Journalism Palgrave MacMillan Nov 2018. Eleanor's research interests include human rights fact-finding, transitional justice, international criminal law, verification tools, human rights and technology.



silvia mera | mekong club

Silvia Mera is Program Director at the Mekong Club, where she coordinates and supervises anti-trafficking projects and a 32-member strong association of businesses. Silvia works with multinational corporations from several sectors, advising them on their anti-trafficking policies and practices. She is also involved in regional activities with partners such as the UN, and delivers training and presentations on the topic both in Asia and overseas. From 2010 to 2015, Silvia worked in business development and supply chain management in Europe and Asia.

Silvia holds a Honours Master's Degree in International Relations from LUISS University (Rome), and Post-Grad Diplomas in International Trading and Corporate Social Responsibility.

SPEAKER PROFILES



dr. violeta moreno-lax | [queen mary university/SAROBMED](#)

Dr Violeta Moreno-Lax is Senior Lecturer (Associate Professor) in Law, Founder of the Immigration Law programme, and co-Director and co-founder of the Centre for European and International Legal Affairs (CEILA) at Queen Mary University of London. She is also Visiting Professor at the College of Europe, Legal Adviser for the Global Legal Action Network (GLAN), and Coordinator of the Search and Rescue Observatory for the Mediterranean (SAROBMED). She also holds the positions of Senior Fellow of the Centre of European Law of King's College London, Co-Chair of The Refugee Law Observatory, and Steering Committee member of the Migration Law Network. She has previously been a Lecturer in Law at the Universities of Liverpool and Oxford and held visiting positions at the Max Planck Institute for Comparative Public Law and International Law, The Hague Academy of International Law, and the Universities of Macquarie, New South Wales, Oxford, and Nijmegen.

She has published widely in the areas of international and European refugee and migration law, including her recent monograph: *Accessing Asylum in Europe* (Oxford University Press, 2017), and regularly consults for the EU institutions and other organisations active in the field, her latest work in this regard is the *European Added Value Assessment accompanying the European Parliament's Legislative Own-Initiative Report (Rapp. Lopez Aguilar) on Humanitarian Visas - Legal Aspects* (Brussels, 2018) www.europarl.europa.eu/cmsdata/150782/eprs-study-humanitarian-visas.pdf



oscar pejuelo | [SAROBMED](#)

Oscar Pajuelo is a lawyer who graduated from the Pontifical Catholic University of Peru and holds an LLM in Immigration Law by Queen Mary University of London.

During his professional experience, Oscar worked for several years in the Global Immigration Department of PwC, specialising in corporate and immigration matters. He has also specialised in refugee law, environmental displacement and the law of the sea. While studying at Queen Mary University of London, he was a Legal Intern with the European Council on Refugees (ECRE) and the United Nations Office on Drugs and Crime (UNODC). Currently he works as assistant project coordinator for SAROBMED (Search and Rescue Observatory for the Mediterranean).



nikolas evangelides | [pew charitable trusts](#)

Nikolas Evangelides is a Senior Associate with The Pew Charitable Trusts' Ending Illegal Fishing Project, working on EU engagement and Brussels-based NGO partnerships.

A European Union and international relations expert by training, Nikolas' most recent roles include working as an Associate for the Ministry of Foreign Affairs of the Republic of Cyprus, where he found himself, amongst other roles, assigned as the desk officer for North Africa, as well as for the League of Arab States and on the Arab Spring. He then served as a Political, Press and Information Attaché with the European Union's delegation for the Pacific, covering 14 island countries and territories, before moving to the European Union's Delegation to New Zealand, where he served as the Political Officer and also held the EU-NZ Pacific Partnership dossier.

Nikolas has a degree in International and European Studies from the Panteion University of Social and Political Sciences in Athens, Greece, and a Master's degree in International Relations (Middle East) from Durham University in the UK.

MORNING PROGRAMME

8.15am - 9.00am	REGISTRATION & BREAKFAST
9.00am - 9.05am	CONFERENCE OPENING: Andrew Wallace (The Fishmongers' Company)
9.05am - 9.20am	KEYNOTE SPEECH Nusrat Ghani MP, Parliamentary Under Secretary of State for Transport
9.20am - 9.30am	INTRODUCTION: 'Setting The Scene - The Relationship Between Business And Human Rights In The Maritime Sector'
9.30am - 11.00am	SESSION 1: PROOFING YOUR SUPPLY CHAIN AGAINST MODERN SLAVERY Speaker: Parosha Chandran (<i>1 Pump Court</i>) Supply Chain Slavery: A Discussion on International Cases and Consequences Speaker: Lysbeth Ford (<i>Gangmasters & Labour Abuse Authority</i>) Investigation and Enforcement of the MSA Speaker: Anna Jakobsen (Ernst & Young) The Business Case For Human Rights And Modern Slavery Beyond Compliance Speaker: Phil Bloomer (<i>Business Human Rights Resource Centre</i>) Eliminating Modern Slavery - Learning from Best Practice and Benchmarks 10 min presentations followed by discussion/ Q&A
11.00am - 11.30am	COFFEE BREAK & NETWORKING
11.30am - 12.30pm	SESSION 2: TECHNOLOGY AND HUMAN RIGHTS Speaker: Eleanor Farrow (<i>eyeWitness to Atrocities</i>) An Introduction to the eyeWitness App Speaker: Silvia Mera (<i>Mekong Club</i>) Apprise - Victim Identification App Speaker: Dr. Violeta Moreno- Lax (<i>Queen Mary University</i>) and Oscar Pejuelo (SAROBMED) SAROBMED: The Search and Rescue Observatory for the Mediterranean 10 min presentations followed by discussion/ Q&A
12.00pm - 1.00pm	LUNCH & NETWORKING

AFTERNOON PROGRAMME

1.00pm - 2.30pm

**SESSION 3:
SAFER SHIPS, SAFER CREW**

Speaker: Nikolas Evangelides (*Pew Charitable Trusts*)
The Cape Town Agreement

Speaker: Robert Greenwood (*NFFO*)
Work in Fishing

Speaker: Jonathan Hall (*RSPB*)
**Ensuring Good Practice on Foreign Fleets
in the UK Overseas Territories**

10 min presentations followed by discussion/ Q&A

2.30pm - 3.00pm

COFFEE BREAK & NETWORKING

3.00pm - 4.15pm

**SESSION 4:
CREW ENGAGEMENT: TOOLS AND INITIATIVES TO
CREATE A BETTER WORKING ENVIRONMENT**

Speaker: Sandra Welch (*Sailors' Society*)
Investing In People Through Wellness At Sea

Speaker: Petar Modev (*UK P&I*)
Crew Matters! (A Former Seafarer's Perspective)

Speaker: David Hammond (*Human Rights at Sea*)
**Thinking Outside The Box
- Resources To Help Your Crew Understand Their Rights**

10 min presentations followed by discussion/ Q&A

4.15pm - 4.30pm

CLOSE

From 5.30pm

**DRINKS RECEPTION
AT THOMAS MILLER,
90 FENCHURCH STREET, EC3M 4ST**

Film Screening: LIFEBOAT

An award winning documentary by Skye Fitzgerald
about the refugee/migrant crisis in the Mediterranean

SPEAKER PROFILES



robert greenwood | nffo

Robert Greenwood has been involved in the Fishing Industry since 1995 and started off working on small fishing vessels in the English Channel. He became a Seafish Approved Instructor in 1999. In 2014 Robert was appointed as the National Federation of Fishermans Organisations (NFFO) Safety and Training Officer, a role that involves representing the English, Welsh and Northern Irish fishermen at national and international levels.

Robert is also a member of the UK ILO C188 working group, which involves adapting the UK laws affected by the scope of the Work in Fishing Convention - a task that is closely linked to the work of human labour rights of workers at sea. Above all Robert works to improve safety and working standards across the industry, to promote the lifestyle and produce that the fishing industry provides.

The newly formed Fishermen's Welfare Alliance that seeks to take a holistic approach to tackling issues in the whole fish supply chain was an idea that Robert put to the other UK fishing federations in November 2017/ The FWA is now a recognised alliance in the industry and is making great progress in supporting meaningful compliance with the UK's Modern Slavery Act and the upcoming ILO C188.

Dedication to improving safety and welfare on vessels is evidenced by Roberts work on the SafetyFolder website, a free to use website written and designed by Robert to help owners to manage their vessels and meet legal obligations. This website has turned in to largest service of its type in the world. Recognition of his hard work came in 2016 when Robert won the Fishing News Fishing Safety Award.



jonathon hall | rspb

Jonathan Hall is Head of UK Overseas Territories at the RSPB. He has worked with these small island jurisdictions, with a specialism in marine conservation and sustainable fisheries, for nine years. He is a leading member of the six-NGO Great British Oceans coalition, and previously worked at the Marine Stewardship Council and the British Ecological Society.



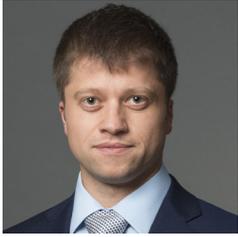
sandra welch | sailors' society

Sandra Welch is the Deputy CEO of the Sailors' Society. She previously occupied a variety of senior roles, including Assistant Projects Secretary for The Salvation Army's community development projects in Southern Africa, Director of Personnel and more recently as International Editor-in-Chief and Editor of three international periodicals.

She joined the Sailors' Society when the charity was expanding and innovating its welfare programme by improving the way in which it served seafarers through the use of digital media to provide continuity of care. The Society continues to branch out into new areas to help where there is no provision for those who make their living at sea, growing the number of ports in which it operates, and deepening and developing existing and new community projects.

Sandra will be participating in session 4 of the conference, speaking on 'Crew engagement: tools and initiatives to create a better working environment'.

SPEAKER PROFILES



petar modev | uk p&i

Petar Modev joined Thomas Miller as Loss Prevention Executive in 2014. He currently coordinates the Condition Survey scheme for the UK P&I Club and provides technical and loss prevention advice to Members. He is an ex-mariner and had previously worked at sea, up to the rank of Chief Officer, for more than eight years. His main areas of expertise are tanker and offshore operations.



david hammond | human rights at sea

David Hammond founded Human Rights at Sea in 2014 with his life savings and was the CEO until September 2017 when he stepped back to be a Trustee. He is responsible for the inception, development and ongoing evolution of the concept of 'human rights at sea' and is an advocate of human rights protections for all those working and engaged in the maritime environment.

A former military seafarer and Commando Officer, naval helicopter pilot and the first barrister in the history of the British Royal Marines, David has worked for and alongside UK Government departments, UN and EU entities around the world in leading legal, teaching and development roles specialising in complex environments. He has spoken in the European Parliament, advised UK Parliamentary Committee members on modern slavery, and delivered multiple maritime human rights films and publications including the first review of the UNGPs in the maritime sector in 2015.

Today, David is the Executive Director of a leading child rights Foundation based in Geneva working globally to progressively eliminate child labour in tobacco-growing communities, though retains a very keen interest in the work of the charity.

LIFEBOAT.

A short film about the rescue of migrants & refugees in the Mediterranean.

Volunteers from a German non-profit risk the waves of the Mediterranean to pluck refugees from sinking rafts pushing off from Libya in the middle of the night.

LIFEBOAT puts a human face on one of the world's greatest contemporary, global crises and provides a spark of hope surrounding how civil society can intervene in the refugee crisis in a meaningful way.





HUMAN RIGHTS AT SEA

IMPLEMENTING THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS IN THE MARITIME SECTOR

- WHAT A BUSINESS NEEDS TO KNOW

KEY QUESTIONS TO ASK:

- Do we understand what the UNGPs are and why their integration and implementation will benefit our business?
- Do we have the relevant professional expertise to advise our senior management team and Board correctly?
- Do we have a policy commitment to implementing the UNGPs?
- Do we have a set of core corporate principles and values that uphold the UNGPs and specifically the second pillar of 'Respect' as a matter of agreed company policy?
- Do we have internal implementing guidelines across the business for the UNGPs and reflecting core values of transparency, accountability and effective remedy?
- Do we have a developed internal compliance system to educate about, pro-actively identify and limit any potential human rights abuses?
- Do we have a reporting mechanism and system for the publication of 'lessons identified' and 'lessons learned' which can be shared both internally and externally?
- Do we have an implementation policy for awareness about, and the correct use of Human Rights Impact Assessments (HRIAs)?
- Do we have a policy commitment to implementing HRIAs?
- Do we integrate HRIAs in to all our commercial contracts as part of our standard terms and conditions for new and existing business within our supply chain?
- Do we have an established policy and process to effectively assess human rights impacts, for example through human rights due diligence procedures, including company risk assessments, HRIAs, or integrated assessments?
- Do we have employees trained in human rights and what they mean for the business, our delivery and our market function?
- Do we have a company stakeholder engagement plan and are both internal and external stakeholders consulted on our human rights policies and procedures?
- Do we have an operational level and effective independently reviewed grievance mechanism in place where our employees and other affected stakeholders can lodge grievances?
- Do we have independent and qualified external assessors to undertake periodic reviews and health-checks of our UNGP implementation reporting to the senior management team and Board?

CHALLENGING ABUSE AT SEA

SUPPORTING ORGANISATIONS



John Ellerman
Foundation



Safety at Sea

Insights from IHS Markit



MDD Consulting



duffeldesign

Design by www.duffeldesign.co.uk

KEEP IN CONTACT



We welcome any questions, comments or suggestions. Please send your feedback to:
Human Rights at Sea, VBS Langstone Technology Park, Langstone Road, Havant. PO9 1SA. UK



Email: enquiries@humanrightsatsea.org



www.humanrightsatsea.org



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HMS Victory to mark Sailors' Society's 200th anniversary in 2018.

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THE
NATIONAL
MUSEUM





NOTES

NOTES



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RESPECT
RESPONSIBILITY
AND REMEDY
IN THE
MARITIME
ENVIRONMENT

IMHR 2018
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