



HUMANITY
UNITED



Request for Proposals:

Regional Landscape Analysis – Seafood Supply Chains in SE Asia + Taiwan and India

MAY 2019

Summary

Humanity United and the Freedom Fund are seeking a research institution to conduct a regional landscape analysis of major seafood producing countries in Southeast Asia (with particular interest in Indonesia, Vietnam, Philippines, Myanmar, Cambodia, Laos, Malaysia) + Taiwan and India. The analysis should include an assessment of government regulation and business practices, a survey of the civil society and union landscape, a context analysis for Thailand, as well as an assessment of the strength of various regional coordinating mechanisms or other likely partnerships able to facilitate agreements on basic minimum standards for workers in the seafood sector, regionally. The purpose of the research is to inform the next phase of Humanity United's and the Freedom Fund's strategies to reduce forced labour and human trafficking in seafood supply chains.

Background to Humanity United and the Freedom Fund

Humanity United is a foundation dedicated to bringing new approaches to global problems that have long been considered intractable. We build, lead, and support efforts to change the systems that contribute to problems like human trafficking, mass atrocities, and violent conflict.

The Freedom Fund identifies and invests in the most effective frontline efforts to end human trafficking. It selects key geographic areas – 'hotspot' projects – known to have high rates of trafficking, and where interventions are most likely to be impactful.

Since 2015, Humanity United and the Freedom Fund have been jointly supporting a portfolio of grants aimed at preventing and responding to forced labour in the Thai seafood industry. Together, our aim is to create a robust enabling environment to allow corporations, government officials, and migrant workers themselves to work in parallel to eradicate forced labour from the Thai fishing industry.

The \$6.5bn seafood industry in Thailand, with an estimated 650,000 workers, has made great strides to institute better regulation and improved business practices over the past five years. While much remains to be done, particularly to ensure and embed good implementation of reforms, we also recognise that similar problems exist in the seafood sectors of neighbouring countries. We are therefore keen to explore an expansion of our Thailand strategy across the region to avoid simply displacing the problems in seafood supply chains to neighbouring countries, as well as to create a level playing field for Thailand.

Purpose and key evaluation questions

Objective

The purpose of the research is to conduct a landscape analysis of the seafood industry in Indonesia, Vietnam, Philippines, Myanmar, Cambodia, Laos, Malaysia, Taiwan, and India. The research is multi-pronged. In the first phase, there are three primary objectives: the first objective is to evaluate the incidence of forced labour/human trafficking in seafood supply chains in the countries of interest to determine need and if new country-based strategies could be catalytic and effective. Secondly, the analysis should include an assessment of regional coordinating mechanisms, their effectiveness, and the possibility of engaging these to promote cooperation and create minimum basic standards for seafood across the region. Thirdly, the final objective is to conduct a brief assessment of the country context and geopolitics in Thailand, identifying key enablers/inhibitors of change. **We envision Phase I research to be largely desk-based, but analysis should be informed by key informant interviews for each section, mainly by phone.**

In the second phase, we would identify up to three countries for deeper analysis, mapping out opportunities/challenges for leveraging change and engaging key stakeholders there. **This phase will include some field work to allow for deeper engagement with constituents in the selected countries.**

Target audience

- **Primary:** Humanity United and the Freedom Fund
- **Possible secondary:** Government, industry, and civil society stakeholders in seafood supply chains in countries of interest.

NB: An external summary of this evaluation may be published, but the main report is for internal analysis and decisionmaking.

Key evaluation questions

Focus: Indonesia, Vietnam, Philippines, Myanmar, Cambodia, Laos, Malaysia, Taiwan, and India

Phase I

1. Preliminary Country Profiles:

Assess and rank in terms of risk, the countries with the highest risk/prevalence of forced labour/human trafficking in the fishing and seafood industry and illegal, unreported and unregulated (IUU) fishing. The analysis should include, at minimum, the following per country for each of the seafood processing and fishing industries:

- a. Estimated size of the workforce in terms of both local and migrant labour;
- b. Estimated population of workers i) affected by or ii) vulnerable to forced labour/human trafficking (using ILO definitions);
- c. Degree/severity of overfishing (e.g. % decline in fish stocks over past x years).

Assess and rank in terms of best to worst, the countries most likely to take action to address forced labour/human trafficking and IUU in the fishing and seafood sector. The analysis should include, at minimum, the following per country:

- a. An overview of the size of the seafood industry both in terms of dollar amounts and as percentage of GDP; include a country-by-country breakdown of market share to major importing countries (US, EU, China, Japan, etc.);
- b. A brief analysis of country dynamics with each of the major importing countries and whether this is likely to influence country action in relation to labour issues, with special attention to China's outsized influence on the global market;

- c. A brief analysis of other political/social/economic factors which indicate the country is likely to either take action or resist reform, including preliminary overview of governance structure/legal frameworks, primary seafood companies operating in country, and preliminary analysis of strength of civil society. Previous response by country governments and businesses to EU yellow/red cards and US TIP report rankings is also an important component of this analysis.

2. Regional Analysis:

Assess which regional¹ and international bodies/groups - if any - have the best potential for creating global or regional change to address forced labour/human trafficking and IUU fishing in fishing/seafood through setting minimum standards, equalizing standards, or through other means. Government entities, multi-laterals, and industry-led groups should all be part of the assessment. This analysis should include:

- a) How body/group operates, structure, members/key stakeholders (government, civil society, unions, business), without recreating ILO's work;
- b) Strengths and weaknesses of each body/group, including whether participating members have the authority to institute change (government, civil society, unions, business), sound structure, etc.;
- c) Analysis of group's outcomes – how have these groups, in the past, been most effectively engaged (via government, civil society, unions, and businesses) to enact meaningful reforms and push towards change?

3. Thailand Context:

Analyse country context in Thailand, including political and cultural factors, and assess:

- a) Which factors created the biggest impetus or levers for change? What were the critical dependencies – which pathways/factors were absolutely necessary for change?
- b) Which factors acted as the biggest barriers to change?
- c) What are the regional geopolitics and/or industry perceptions that will help or hinder “Thailand as model of change” vs. “cautionary tale”?

Consultation with HU/FF

At the conclusion of this phase, the assessment would be paused to review the findings and analysis from Phase I, before moving on to Phase II. The outcomes of Phase I are anticipated to inform country selection for analysis in Phase II. The consultant would share a written report from Phase I with HU/FF and selection criteria for narrowing target countries for Phase II. This will be followed by a phone consultation to describe findings and agree to next steps; key questions for Phase II may be revisited at this time. Countries will be chosen, in part, according to the size of the industry, apparent depth of issues with human trafficking/forced labour, and susceptibility to change, along with HU's/FF's potential value-add to effect change in these contexts. The intent of this exploration is to see where/if it might be possible to catalyse systemic impact by creating an “encircling effect” or tipping point amongst the biggest seafood-producing companies in the region.

Phase II

4. Full Country Profiles

Map out the following for each of the 3 countries identified after Phase I:

- a) Brief context of country, including summary of strengths and gaps in the legal and regulatory framework, as well as likelihood to be influenced by foreign government action/diplomatic actions (e.g. EU carding process, US TIP report), media/investigations, or civil society advocacy in relation to seafood/fishery reform. This analysis should be informed by key informant interviews, as well as evidence of past action/response to public or diplomatic pressures.

¹ The ILO has conducted a fairly comprehensive analysis of some of the regional mechanisms (but not all); this assessment should build on this; https://www.ilo.org/jakarta/whatwedo/publications/WCMS_627181/lang--en/index.htm

- b) Keeping in mind geopolitical context, what are the most important opportunities most likely to lead to systemic change? What are the biggest challenges/gaps identified by key stakeholders which may limit achievement of systemic change? What are the assets in each country that support an enabling environment for change? Which factors create the biggest impetus or levers for change? What are the critical dependencies – which pathways/factors are absolutely necessary for change?
- c) Identify top stakeholders, and explain why they are important, for each of the areas below:
 - are in government and are important to creating change and have demonstrated will/action – or, on the reverse, have demonstrated resistance to change;
 - are not in government, and are important to pushing change at the national level and regional level (international and local civil society, trade unions, others);
 - organise and provide services to workers affected by exploitation in the industry;
 - are business or industry leaders that have demonstrated change or have demonstrated resistance to change.
- d) What are the ways in which this country has engaged with or been influenced by regional or international mechanisms to address forced labour/human trafficking in the seafood sector?
- e) Who are the other donors operating in this country? This should include a high-level overview of each funder's strategic objectives, tactics (including that deployed beyond financial capital – e.g. convening stakeholders, capacity building, direct lobbying of governments, etc.), duration of strategy, and annual funding levels.

Conclusion and Recommendations

In consideration of findings from Phase I and Phase II, make recommendations for HU/FF's future work to address forced labour in seafood and fishing, in the following areas:

- a) If HU/FF had to prioritise one large body of work moving forward, considering the background of HU/FF experience in Thailand and our location in the US/UK, provide recommendations for strategies/interventions to best accelerate progress to address forced labour/human trafficking in the region, considering the following:
 - o Regional/international advocacy and support to regional mechanisms only;
 - o Comprehensive country programs only (including international/regional advocacy, but focused on realising change in the specific countries identified);
 - o Combination of both regional/international advocacy and in-country programs.

Note that these recommendations are only meant to be general takeaways and impressions from the data/analysis gathered over the course of this assessment; these findings are meant to inform HU/FF's strategy, not construct it.

Research methodology and budget

Humanity United and the Freedom Fund invite researchers to propose methods that are fit for purpose to achieve the objectives of the evaluation. It is expected that Phase I will be primarily desk-based work, that will include at the very least a document review and key informant interviews by phone in the countries of interest. Phase II will also include primary field work in the countries of interest.

Humanity United and the Freedom Fund will cover all costs associated with the completion of this assessment, with budget to be determined on the basis of the methodology adopted.

Project deliverables and high-level timeline

The main output of this research will be an internally-facing report with an executive summary and a set of recommendations, comprising the Phase I report (country and regional profiles, plus Thailand analysis) and

Phase II (full country profiles) report. An external summary report of no more than 15 pages may be distilled for publication, with agreement of consultant and HU/FF.

Secondary outputs will include:

- A research plan/methodology including a full, costed, and detailed work plan. The plan will include an approach for key informant interviews and a plan for coding, triangulation, and analysis of data.
- Research instruments in English and in relevant languages.
- A responsible data management and analysis plan, including information on data storage.
- A complete bibliography of resources.
- Other supporting documentation, as agreed and determined.

The timing of the research will be dependent on Humanity United's and the Freedom Fund's ability to identify the right research partners and agree the methodology, but we anticipate a contract to be signed by July 2019, with the draft research estimated to be provided in November 2019 (Phase I) and February 2020 (Phase II).

Working backwards from the above dates, the anticipated schedule of major deliverables is:

Main deliverables	Proposed timeline
For Phase I: full research design, including methodology, data collection plan, responsible data management plan, preliminary list of resources/KIIs, and draft interview guides	July - August 2019
Phase I: Desk-based research and key informant interviews	August - Oct. 2019
Presentation of key findings for internal review and discussion, leading to country selection	November 2019
For Phase II: full research design, including methodology, data collection plan, preliminary list of resources/KIIs, and draft interview guides	November 2019
Phase II: Field work in countries of interest	Dec. - Jan. 2019
Draft report, and summary report (if applicable), ready for internal review and feedback	February 2019
Final full report, and summary report (if applicable) provided	March 2020

Note that we are open to an alternate timeline, to be put forward by consultant in proposal.

Proposal format and timeline

Interested parties should prepare a proposal of no more than 10-12 pages (excluding annexes). Proposals should contain the following sections:

- 1 Profile of organisation(s) and principal investigator(s), with demonstrated experience in sector and region
- 2 A description of how the work will be executed, including suggested methodological approaches including suggestions regarding: (i) stakeholder mapping and selection strategy for key informant interviews, (ii) approach for developing interview guides, qualitative data collection and analysis, (iii) trade-offs and limitations, and (iv) potential secondary data sources to draw from to inform Phase I.
- 3 Operational and ethical considerations, including description of a behavioural science approach/techniques to minimise bias, as well as techniques for asking sensitive questions about labour practices in a culturally responsive way.

Annex

- 4 Team structure and role of key project team members.

- 5 High-level workplan for completing milestones and deliverables.
- 6 Preliminary bibliography of resources for desk-based study and initial list of stakeholders for KIIs.
- 7 Proposed budget in USD, including billing rates and LOE anticipated by role.
- 8 CVs of proposed evaluation team member(s)
- 9 Contact information for three client references.
- 10 Up to three examples of reports from previous work that demonstrates qualifications or relevant subject matter expertise.

The final research plan/methodology will be developed by the evaluator, in consultation with Humanity United and the Freedom Fund. The evaluator is expected to facilitate this process.

The proposal must be written in English and submitted electronically in Microsoft Office or PDF format.

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| 9 May 2019 | Release of RFP. |
| By 17 May 2019 | Request for clarification sent to Ame Sagiv (asagiv@humanityunited.org) and Sarah Mount (smount@freedomfund.org) |
| By 31 May 2019 | Final proposals due by 3pm Pacific Time .
Please submit all documents to Ame Sagiv and Sarah Mount via email. |
| By 21 June 2019 | Follow up discussions with short listed candidates completed. |
| By 28 June 2019 | Research team is selected. |
| By early July 2019 | Contract is signed. |

Requirements/Qualifications

- Expertise in seafood supply chains
- Experience with migrant labour issues in Southeast Asia
- Ability to work across the region with established partners, or capacity to subcontract and manage an experienced team who can operate in relevant countries
- Experience conducting landscape assessments
- Demonstrated experience conducting qualitative research and evaluations, preferably on forced labour, human trafficking, and migration-related projects
- Demonstrated experience conducting data collection in sensitive contexts
- Experience in desk research and fieldwork
- Knowledge in relevant literature and landscape of potential key informants/stakeholders (see annex #6, above)

Annex 1

Thailand Hotspot Strategy

[please see attached – note that an updated version will be available in June]

Tackling forced labour in the Thai seafood industry

Thailand is the third largest exporter of seafood in the world, with exports valued at over \$7 billion annually. But the profitable industry supplying Americans and Europeans with cheap seafood comes at a high cost to both the environment and to hundreds of thousands of migrant workers. Overfishing has depleted resources, pushing vessels further offshore and increasing the likelihood of illegal fishing. According to the Thailand Department of Fisheries, fish stocks in the Gulf of Thailand have decreased more than 90% in 50 years.

The increased effort for reduced catch as a result of overfishing drives up costs, incentivising the use of forced labour. Most forced labour victims migrate voluntarily from neighbouring countries such as Myanmar and Cambodia in search of employment. Labour brokers recruit from vulnerable communities, promising jobs in the construction, manufacturing, or agriculture industries. Migrants often incur debt from brokers, costs ostensibly associated with transportation and securing employment. This 'debt' is transferred by brokers to owners of seafood processing factories or fishing boats, resulting in bonded labour.

Research conducted by the Raks Thai Foundation indicates that up to 200,000 migrants working on fishing vessels are prone to exploitation, and even more are susceptible to unethical labour practices in the seafood processing sector. According to the UN, more than 130,000 migrant workers from Myanmar are victims of forced labour in Samut Sakhon, Thailand's leading seafood processing region. A 2009 survey of Cambodian long-haul fishermen found nearly all those surveyed reported beatings to the head and body, inhumane working hours, and sleep and nutritional deprivation. Over half had witnessed the murder of a crew member by the boat's captain.

MAP OF THAILAND



A boat worker secures a Thai fishing vessel to its moorings at a port in Khura Buri, Southern Thailand.
© Environmental Justice Foundation.

"We had no choice. There was nowhere to flee; we were surrounded by the sea. After we arrived back to the shore, we were locked inside the room guarded by their men; there were too many of them. So the workers had to take one trip after another, without having a choice. There were many workers living under the same conditions."

—Khin Zaw Win

Environmental Justice Foundation , 2013

The Freedom Fund and Humanity United Strategy

Tackling forced labour in the Thai seafood industry will require a combination of top-down and bottom-up approaches. The Thai government's lack of effective action to regulate the seafood industry is more a question of will than capacity, and so approaches that can help to build that will are needed. Likewise, more must be done to support serious private sector reform. At the grassroots level, exploitation is unlikely to stop until migrant workers have the assistance they need to defend their rights and demand better working conditions.

The Freedom Fund and Humanity United will support efforts at each of these different levels:



Migrants from Myanmar sort fish at a port in Southern Thailand.
© Environmental Justice Foundation.

Program Goal and Objectives

Goal: *To reduce the prevalence of forced labour among migrant workers in the Thai seafood industry.*

Objectives	Approaches	Desired Outcomes
1. Incentivise and support the private sector to improve transparency and adopt ethical labour practices.	<ul style="list-style-type: none"> Research and media investigations to publicise both ethical and unethical practices Development of tools to support responsible supply chain management Convening of US and European brands to share information and align advocacy toward Thai government 	Western companies are motivated to take action to address forced labour in their supply chains; new tools are developed to improve seafood industry transparency; increased transparency enables more effective public and private monitoring; companies work together to influence Thai government to reform industry.
2. Strengthen civil society organisations to monitor the situation on the ground and to empower migrant workers.	<ul style="list-style-type: none"> Case monitoring and documentation Shelter and legal aid for victims Information and awareness-raising Capacity-building and coordination Advocacy to Thai government 	Migrant workers can access the support they need to avoid or escape from forced labour; traffickers are deterred as more migrants pursue civil and criminal justice; migrant workers organise to protect their rights to decent work; CSOs collect quality case monitoring data that informs seafood industry reform efforts.
3. Increase pressure on the Thai government to reform the regulatory framework, uphold migrant rights, and challenge the impunity of traffickers.	<ul style="list-style-type: none"> Research and media investigations documenting migrant abuses and regulatory failures Advocacy by international and national NGOs to Thai government Advocacy to the US and EU governments to bring international diplomatic pressure to bear through trade negotiations and TIP report 	Thai government is incentivised to take action, leading to improvements in regulatory framework, more effective inspections at sea, successful prosecution of high-level traffickers or business owners, and greater rights and freedoms for migrants.

The Freedom Fund is a new philanthropic initiative designed to bring much-needed financial resources and strategic focus to the fight against modern slavery. With an expert team and global perspective, the Freedom Fund aims to raise \$100 million for smart anti-slavery investments in the countries and sectors where it is most needed.

Humanity United is a foundation dedicated to bringing new approaches to global problems that have long been considered intractable. We build, lead, and support efforts to change the systems that contribute to problems like human trafficking, mass atrocities, and violent conflict. HU is part of The Omidyar Group, a diverse collection of organizations, each guided by its own approach, but united by a common desire to catalyze social impact.