



HUMAN RIGHTS AT SEA



# HRAS

## HUMAN RIGHTS AT SEA ANNUAL REPORT

YEAR FOUR | GLOBAL DELIVERY OF MARITIME HUMAN RIGHTS

CHALLENGING ABUSE AT SEA





“The problems of the world cannot possibly be solved by sceptics or cynics, whose horizons are limited by the obvious realities. We need men who can dream of things that never were, and ask why not.”

President Kennedy’s address  
to the Irish Parliament  
June 1963





# HUMAN RIGHTS AT SEA



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# FOREWORD

## CEO REPORT | David Hammond



I write this having stepped down as CEO in September of this reporting period to become a Trustee and take up another senior third sector executive role in Geneva, Switzerland.

The decision was tough on many levels, mainly for reasons of being the Founder and due to the charity and its work having been directed and driven by myself, alongside close Trustee, partner and intern support, to achieve what it has to date. That said, any CEO must also know when change is needed to allow for development, growth and new blood, and that time had come.

When I look back over the past four years of our impact achieved with a budget which leaves most people querying "How?", and the high rate of independent publication, media, social media and case study delivery which we rightly pride ourselves on, I believe that we have significantly succeeded against our mission and our charitable objectives.

Without a doubt those four words "Human Rights at Sea" are now firmly embedded in the maritime lexicon not to mention academic research, publications and the topic is fast becoming a key focus area for maritime conferences, especially in the sustainability and corporate social responsibility space. We must not become complacent though.

In this report you will read some of the key highlights of our impact alongside close partners and of our successes, which small as they are, collectively have continued to drive the 'Human Rights at Sea' narrative globally. Nonetheless, the Report cannot cover all that we have achieved and so the remainder can be found on our new website which has a comprehensive search function.

As the charity matures and evolves, the continuous process of improvement, refinement and increased professional delivery against our core values and the constant drive to maintain our independence free of bias within and from any part of the maritime sector, remains a main focus. Our value and strength is being able to 'tell it how it is' and publish the factual narrative.

Finally, I would like to specifically thank our beneficiaries, donors, the Trustees, our dedicated interns, our commercial, civil society, third sector, legal and academic partners, and the public at large for their continued and valued support.



David Hammond  
CEO (Retired September 2017) Founder & Trustee

## TRUSTEE REPORT | Fiona Laurence



Looking back over the fourth year of the charity's existence it has been a year of change, consolidation and continual delivery of our mission to challenge abuse at sea. Whilst David Hammond stepped down as CEO, the charity continues to benefit from his drive and vision through his ongoing contribution and as a Trustee. On behalf of the Trustees, I would like to thank him for all his dedication and hard work.

The last year has seen the publication of many case studies, covering topics as diverse as the Human Impact of Denial of Crew Wages to Seafarers, the case of a Ukrainian Seafarer lost at sea and various instances of seafarer abuse on board ship. We have published many articles and reports including a report on the Northern Ireland Fisheries Non-EEA crew, including an anti-slavery & trafficking review.

At a time when mental issues are becoming more widely discussed in the mainstream media, we are particularly proud to have been able to have our leaflet 'Seafarer Mental Health Trauma' made available in the Tagalog language. We hope in future to be able to publish other materials in a variety of languages to reflect the worldwide community who are affected by human rights at sea.

This year has also seen the further development of our relationship with Bristol University where a group of law students are leading on a new Flag State project. A more detailed report on this collaboration and many other aspects of our achievements over the last year are set out in the report.

We are very much looking forward to our second International Maritime Human Rights Conference in October 2018 which will explore and address abuses in the global maritime supply chain, the development of maritime business and human rights, and investigate human rights protections and available remedies for abuses.

Finally, our accountants, Knox Cropper, have conducted an independent examination providing us with a clean bill of financial and operating health, and our detailed accounts have been submitted to the Charity Commission.



# STRUCTURE, GOVERNANCE & MANAGEMENT

## TRUSTEES



**TRUSTEES** Top row left to right: Ian Millen, Amanda Hastings, Matthew Cox, Lower row left to right: Prof. Steven Haines, Capt. Jessica Tyson, Rachel Sexton

## ORGANISATION STRUCTURE





# CORE VALUES



## OUR MISSION

To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.

## OUR VISION

To become a leading independent maritime human rights platform.

## OUR CHARITABLE OBJECTIVES

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) for seafarers, fishermen and others involved in working at sea throughout the world by all or any of the following means:

1. Increasing global awareness of the explicit requirement for protection of, respect for and provision of effective remedies for human rights abuses at sea through international advocacy, the publishing of case studies and where applicable, the provision of teaching materials.
2. Contributing to the international development of effective, enforceable and accountable remedies for human rights abuses at sea.
3. Investigating and monitoring abuses of Human Rights at Sea.
4. Developing the UN Guiding Principles for Business and Human Rights in the maritime environment.
5. Commenting on and supporting proposed national and international human rights legislation, policies and best practice, where applicable.

**HRAS** 

**6,820** Tweets

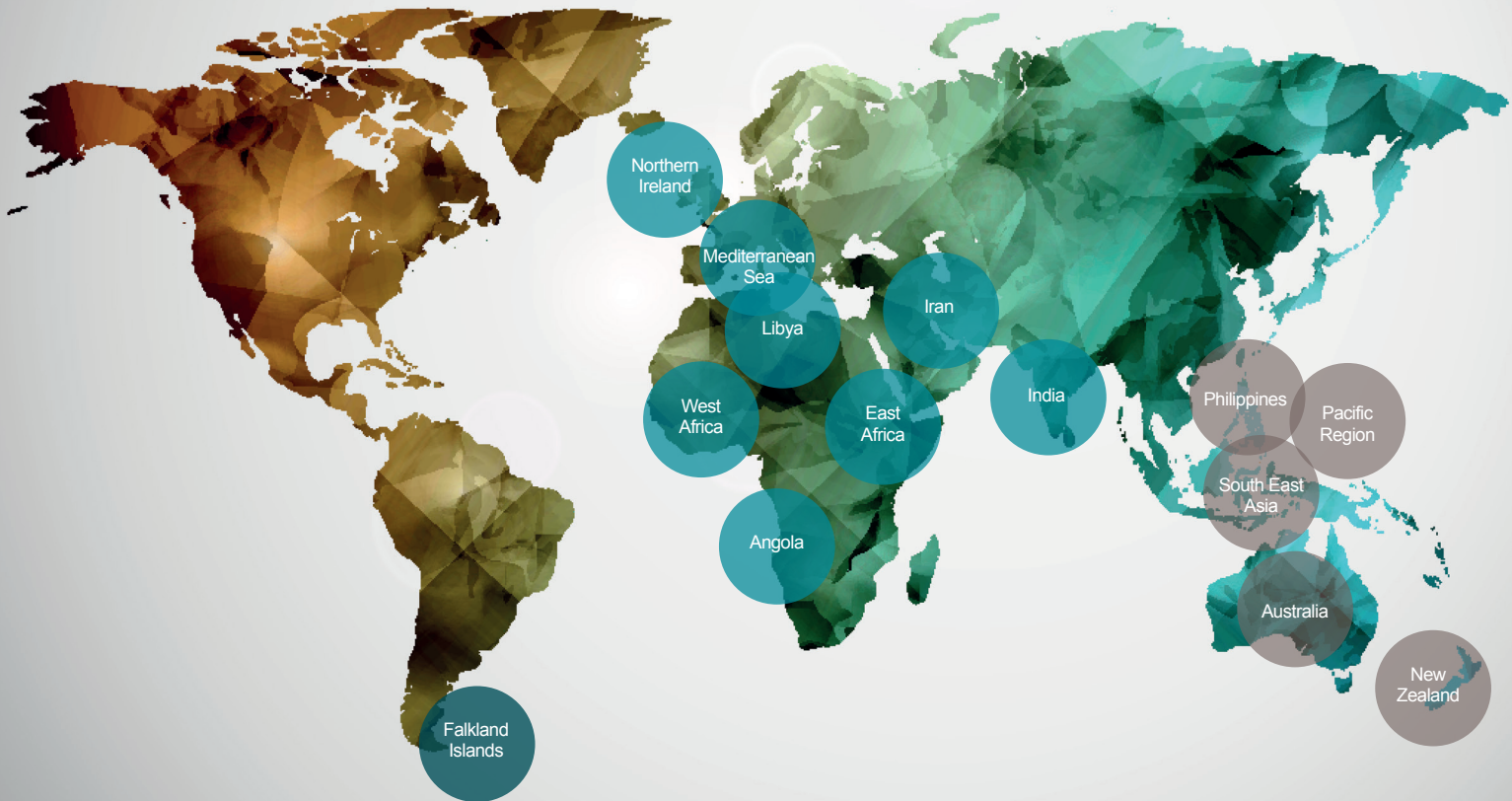
**20.5k** Followers



# OUR GLOBAL IMPACT TO DATE



## GLOBAL REACH OF HRAS INTERNATIONAL PROJECTS



## INDEPENDENT RESEARCH, INVESTIGATION AND ADVOCACY FOR MARITIME HUMAN RIGHTS

### OUR SUPPORTERS



John Ellerman  
Foundation



# TIMELINE OF DELIVERY OF HRAS

## KEY HIGHLIGHTS | MAY 2017 - MAY 2018

### JUNE 2017

- 6 June Lloyds List OP-ED: Putting Human Rights at Sea on the agenda
- 9 June HRAS Interview No. 27 ITF Jason Lam Interview
- 9 June **Case study & Investigation:** Human Impact of Denial of Crew Wages to Seafarers
- 14 June HRAS Intern Melanie Goldkiewicz becomes an Erasmus+ Ambassador
- 15 June **Case study & Investigation:** Breach of Seafarers Human Rights while under criminal investigation in Angola
- 24 June HRAS participates at Jean Monnet Centre of Excellence for Migrants' Rights in the Mediterranean
- 28 June **Case study & Investigation:** Missing Ukrainian seafarer lost at sea Oleksandr Chernyshenko
- 30 June New Advisors to Non-executive Board Mr. David Hill of ANIPPO & Jas Uppal of Justice Upheld

### AUGUST 2017

- 1 August **Publication:** Human Rights at Sea Year Three Impact infographic published
- 3 August HRAS Interview No. 28: NGO Confronts Abortion Rights at Sea



- 10 August Year 4 Corporate Profile Document published

### OCTOBER 2017



- 9 October **Conference:** Attendance at 'Modern Slavery in the Shipping Industry' conference held by the Clewer Initiative and Gangmasters & Labour Abuse Authority, Portsmouth Cathedral
- 12 October New Chennai 6 Family Impact Statement published on 4th anniversary
- 25 October IMO responds to HRAS Commentary concerning seafarer abandonment
- 26 October **Publication:** Northern Ireland Fisheries Non-EEA crew anti-slavery & trafficking report

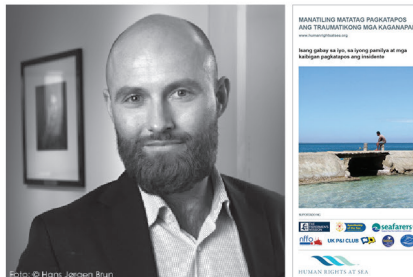
### 2017

### JULY 2017

- 4 July **Case Study & Investigation:** New case of seafarer abuse exposed MT Ocean Pride IMO 8520989 Panama Flagged
- 6 July Article: Planned EU NGO Code of Conduct threatens life-saving search and rescue operations
- 11 July European MEPs uphold Human Rights at Sea SAR publication
- 13 July **Case Study & Investigation:** New case of seafarer abuse exposed on UAE flagged vessel MT IBA IMO 9438200 UAE Flagged
- 20 July New Trustees Join charity. Miss Amanda Hastings & Mr. Ian Millen
- 20 July HRAS supports NGO guidance materials against Far Right activists
- 22 July MV Liberty Prudencia crew repatriated
- 24 July HRAS supports UK response to the implementation of ILO 188 (2007) 'Work in Fishing Convention'
- 24 July Trustee engagement: UK P&I Club: Search and rescue operations in the Mediterranean
- 28 July **Film:** New Educational Film Series: An introduction to Human Rights
- 29 July **Publication:** New Infographic: An introduction to Human Rights at Sea

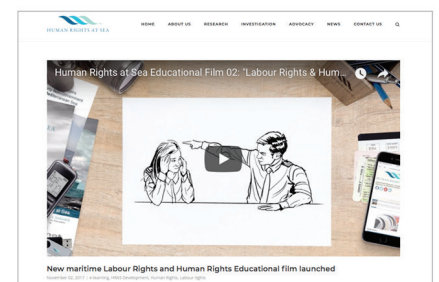
### SEPTEMBER 2017

- 5 September **Film:** Chennai 6 Awareness Film & Family Impact Statement Released (HRAS sponsored)
- 14 September David Hammond retires as CEO of Human Rights at Sea
- 16 September HRAS Interview No. 30: Jostein Hole Kobbeltvedt Executive Director Rafto Foundation for Human Rights



- 20 September **Publication:** Seafarer Mental Health Trauma leaflet available in Tagalog language
- 25 September HRAS Intern graduates with a Distinction from Université catholique de Louvain
- 27 September **Publication:** Human Rights at Sea publishes Third Annual Report

### NOVEMBER 2017



- 2 November **Film:** New maritime Labour Rights and Human Rights Educational film launched
- 27 November News: MV Seaman Guard Crew Acquitted by Indian Court







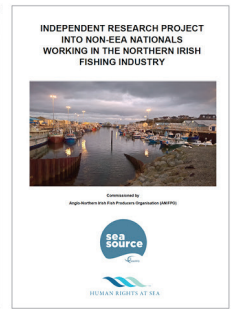
## DECEMBER 2017

- 4 December **Publication:** REPORT: Fisheries abuses and related observer deaths in the Pacific region
- 10 December Human Rights Day Statement: [www.humanrightsatsea.org/2017/12/10/trustees-statement-human-rights-day-2017/](http://www.humanrightsatsea.org/2017/12/10/trustees-statement-human-rights-day-2017/)

## FEBRUARY 2018



- 2 February Meeting between the Fishing Industry and National Crime Agency on Eliminating Slavery
- 9 February Bristol University law students led on new Flag State project
- 12 February Dr. Sofia Galani presents 'human rights at sea' at the Bath Royal Scientific and Literary Institution
- 15 February Human Rights at Sea intern Hajar Hejazi publishes on the Sanchi collision incident in Iranian Press



## APRIL 2018

- 10 April Op-Ed by F R Chowdhury: International Shipping: Changing Patterns and Phases; good or bad?
- 18 April HRAS Supports the 23rd HR & Crew Management Summit

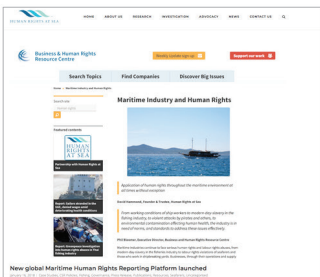
Ongoing development of IMHR 2018

Ongoing delivery from not-for-profit consultancy Human Rights at Sea International Ltd [www.hراسi.org](http://www.hراسi.org)

2018/END OF YEAR 4

Ongoing support to Fishermen's Welfare Alliance (UK) via NFFO

## JANUARY 2018



- 16 January **Platform:** New Global Maritime Human Rights Reporting Platform launched
- 26 January **Publication:** Family Impact Statement on the case of a missing Ukrainian seafarer, Mr. Koval Oleg Igorevich

## MARCH 2018

- 5 March HRAS was an inaugural partner in the Fishermen's Welfare Alliance - First Meeting
- 7 March **Conference:** Pew Charitable Trust Safety, Labour and IUU workshop at the North Atlantic Seafood Forum (NASF) in Bergen
- 19 March **Conference:** HRAS launches second International Maritime Human Rights Conference (IMHR) 2018 on 'Maritime Business and Human Rights'



## MAY 2018

- 18 May Dr Sofia Galani on Piracy: the Human Rights and (wrongs); Interview for the Navigate Response



HUMAN RIGHTS AT SEA



## A REPORT FROM OUR PARTNERS

# NGO SHIPBREAKING PLATFORM



This year, a precedent-setting court decision found a shipping company criminally liable for ignoring due diligence and scrapping end-of-life ships in the substandard shipbreaking yards on South Asian beaches. This event followed the announcement by the world's largest sovereign wealth fund to exclude companies that send their ships to be broken on tidal flats from their portfolio. These are just two milestones of 2018 in the mission to bring shipbreaking off the beaches and onto safe and contained platforms for true sustainable ship recycling.

Business as usual belies the currents of change in the world of shipbreaking. On the surface, Platform's data show ship owners continue to scrap ships at dangerous and polluting yards on South Asian beaches. Platform members in India, Pakistan, and Bangladesh report that at least 33 workers were killed and many others seriously injured in the shipbreaking yards in 2017. Yet, recent events also signal new realities. On the financial side, banks now set requirements for shipping companies they finance to recycle responsibly. On the legal end, in addition to the criminal indictment of Seatrade, Zodiac Maritime settled a claim for negligence for injuring a Bangladeshi worker. Another investigation confronts Maersk's illegal export of a vessel from the UK to Bangladesh. Members and staff of the NGO Shipbreaking Platform have played a role in these milestones for corporate responsibility and accountability, meeting and presenting cases to corporate leaders, arguing in the courts and testifying as expert witnesses.

Solutions and incentives will increasingly attract good companies. The German container line Hapag-Lloyd has already committed its ships off the beach and announced that it will only use facilities approved by the EU, which will prohibit the breaking of ships on beaches for EU-flagged vessels. To support compliance with EU legislation, the Platform will keep advocating a financial incentive that encourages ship owners to keep their EU flag and not avoid regulation by sailing under a foreign registry. Recognizing the importance of the Platform's research, NATO invited our Secretariat last year to present our unique insights on flags of convenience, a concern carrying enormous security implications for shipping as a whole. The day will come, reluctantly or not, that shipping companies will move to higher ground. And so, in what may be the most recent sign of a tipping point, the actors with the greatest at stake in maintaining the beaching method - the cash buyers and the beaching yards - have begun to desperately lash out with law suits and physical threats to silence and intimidate Platform's members and Secretariat.

Good news is that solutions for ship recycling infrastructure are ready and waiting. Dry docks contain pollution and provide safe working conditions. Ship owners are already required to dry dock their ships for regular controls, making final dry docking for recycling entirely conceivable. Closing infrastructure gaps with the shipbuilding sector is further worth exploring for potential knock-on innovations in green ship building. One forward thinking company and a partnering dry dock is all it takes to show how it can be done.



**Ingvild Jenssen** is Director and Founder of the NGO Shipbreaking Platform. She has been the Platform's spokesperson and represented the coalition in negotiations and advocacy work at the United Nations and European level since 2005. She holds a MSc in Political Science from the University of Oslo. Prior to joining the Platform, Ingvild was part of ARENA, a leading research program on European policies, where she contributed to the CIDEL project and held courses in political theory for graduate students.



**Francesca Carlsson** is Corporate Liaison and Policy Advisor at the NGO Shipbreaking Platform. She has been working with the Platform since 2013, focusing on legal and policy work. Her previous professional experiences include working for the Legal Service of the European Commission and as a researcher and policy analyst for a Brussels-based environmental consultancy. Francesca completed her LLB in Law and her LLM in International Law with distinction from University College London. In 2016, she obtained an LLM in Maritime Law from the University of Oslo.



**Nicola Mulinaris** is Communication and Policy Officer at the NGO Shipbreaking Platform. He has been working with the Platform since 2014, focusing on legal and policy work, as well as on communications. He previously worked for a Brussels-based waste federation. Nicola holds a LLB and a LLM in Law from the University of Udine. In 2014, he graduated the LLM in International Economics and Business Law from the University of Groningen.



## A REPORT FROM OUR PARTNERS

# THE FISHERMEN'S MISSION



## FISHING IN FOCUS | REPORT

"The twelve months to July 2018 have seen strong focus on fishing, both in the UK and internationally. Ratification of ILO188, Work in Fishing Convention and the framing of the associated UK legislation, Brexit and a greater understanding of Modern Slavery Legislation have brought a new awareness of the spectrum of issues affecting crew welfare and wellbeing.

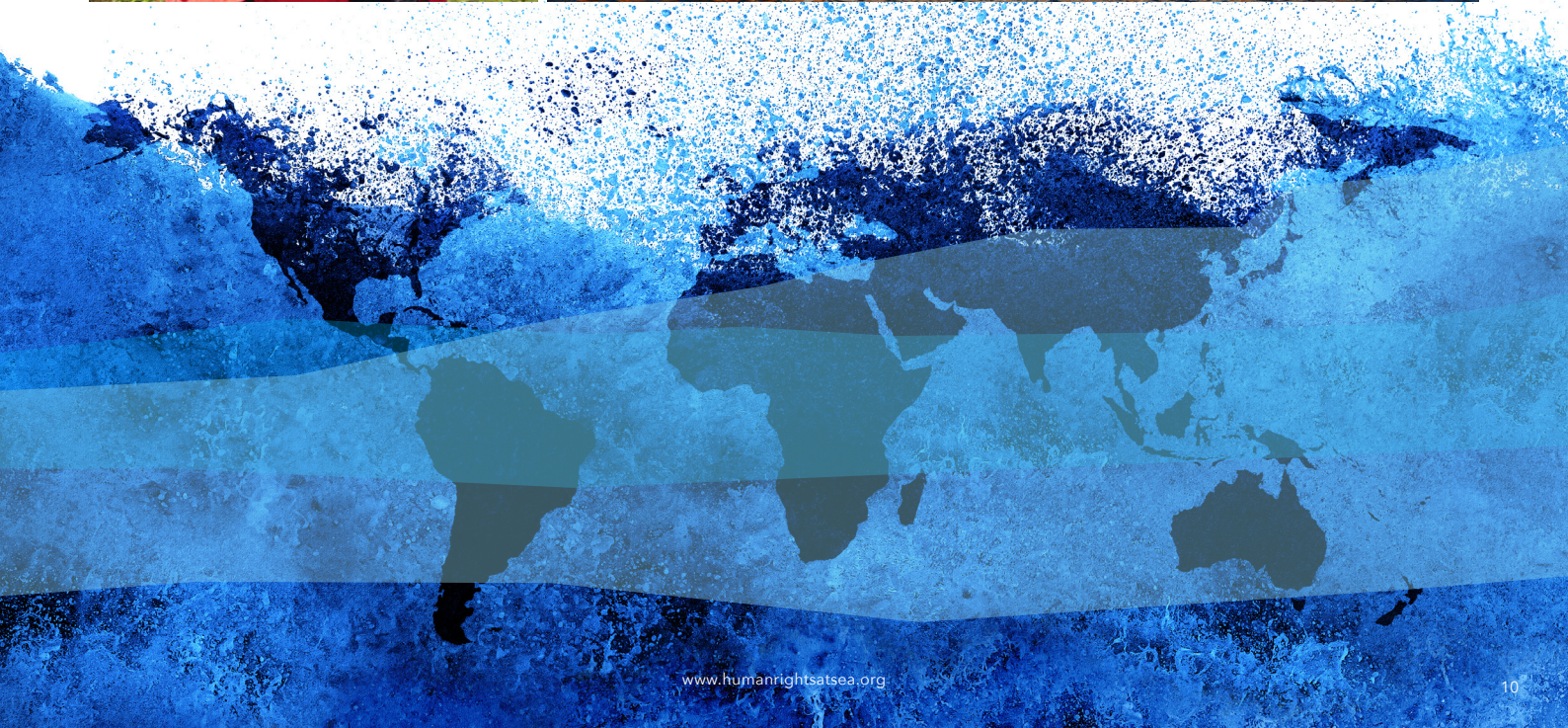
For the Fishermen's Mission these developments are welcome recognition of our advocacy of such issues over the long term that has been strengthened through our relationship with HRAS on several fronts. Exploitation of fishing crew across the globe is often reflected in issues facing migrant crew working in the UK industry and HRAS international research and case studies have proved invaluable in highlighting areas for our attention. Fishermen's Mission staff work hard to develop close relationships with all crew, not only so we can provide help where it is needed, but also to inform crews of the terms and conditions they should expect.

The Fishermen's Mission has a place alongside HRAS on several working groups on fishermen's welfare, where our shared knowledge and passion have influenced actions to tackle abuses across supply chains, including crew recruitment and engagement.

At the waterfront, Fishermen's Mission staff know that where there is evidence of potential or actual abuses of basic human rights they can always seek HRAS advice (and possibly active case work) to address problems.

With awareness of crewing welfare issues in fishing better than at any time in history, the trick now for the Fishermen's Mission and HRAS is to turn good intent into concrete improvements for all crew working in fishing."

**David Dickens**, Commodore CBE RN, Chief Executive, The Fishermen's Mission





## A REPORT FROM MATTHEW COX (TRUSTEE)

# THE FISHERMEN'S WELFARE ALLIANCE



During March and April HRAS was asked to attend the launching of a new organisation, The Fishermen's Welfare Alliance.

This group has been launched through an initiative by the National Federation of Fishermen's Organisations (NFFO) and by the Scottish Fishermen's Federation (SFF) and as such all 4 of the UK's administrative territories, England, Northern Ireland, Scotland and Wales are represented in this group. The purpose of the organisation is to prepare the fishing Industry for the introduction of ILO C188, The Work in Fishing Convention, a transformative piece of legislation that will, for the first time bring in to legislation measures to improve the living and working conditions of fishermen.

The legislation will make major changes to fishermen such as each fisherman will be required to have a work agreement; fishermen will be required to undergo periodic medicals to ensure that they are fit to work, minimum standards for accommodation, recreational spaces and medical facilities on board will be set and perhaps most importantly of all, there will be minimum standards under which non European crews will be employed, paid and returned home once their fishing trip has been completed.

With its expert knowledge and through its proven contribution to the welfare of fishermen in the UK, Human Rights at Sea has been at the fore-front of this initiative together with other NGO's and major commercial interests who all have an interest in seeing fishermen's welfare improving.

HRAS has already been actively engaged in assisting fishing companies to improve their own employment practices with a very successful operation conducted on behalf of fishing organisations in Northern Ireland, another with the English company North Atlantic and more interest already being expressed by other fishing companies. With this level of activity some members of the Fishermen's Welfare Alliance have started to discuss HRAS as an NGO with the credibility, integrity and drive to further assist the fishing industry to bring about these important changes that the industry faces.

It is anticipated that the Marine Coastguard Agency (MCA) will look to introduce this legislation at the end of 2018 and therefore HRAS together with the rest of the Fishing Industry are going to have to work hard together to ensure that fishermen make the transition seamlessly.



## A REPORT FROM AMANDA HASTINGS (TRUSTEE)

# NORTH ATLANTIC SEAFOOD FORUM

NORTH  
ATLANTIC  
SEAFOOD  
FORUM

## PEW CHARITABLE TRUST'S SAFETY, LABOUR AND IUU WORKSHOP

In March 2018, the Pew Charitable Trust invited Human Rights at Sea to participate in their Safety, Labour and IUU workshop at the North Atlantic Seafood Forum (NASF) in Bergen. Trustee Amanda Hastings attended on behalf of the charity and shares her thoughts below.

On the 7 March 2018, I attended the NASF conference in Bergen to speak and participate on the panel of the first "Safety, Labour and Illegal Fishing in the seafood supply chain" workshop to feature at the NASF. The NASF is the world's largest annual seafood conference and 2018 marked its 13th year.

The Charity had been asked to participate by the Pew Charitable Trust, who had organised this ground breaking workshop, and to speak about the work HRAS had undertaken in this area and our thoughts on the practical implementation of policies to address the issues on board of fishing vessels.

The event gave us the opportunity to discuss the Pacific Study published in December 2017 which we completed in conjunction with NGO Pacific Dialogue. The study investigated claims of human rights abuses in the Pacific Region fisheries sector and the deaths of fisheries observers in the region.

We went on to highlight three key policies that the fisheries industry could adopt to target the issues raised within the workshop and our Pacific Study. These included (1) accepting that there may be gaps in the systems companies currently have in place and to consider external audits; (2) imposing more scrutiny on the crewing agencies used to ensure that there are no debt-slavery practices and that money being paid to the crew is reaching them; and (3) promoting the use of independent fisheries observers within the industry, ensuring that they have access to two-way communication devices and personal locators.

Given that this was the first workshop of its kind at the NASF, and that other sessions were running alongside it, it was good to see a broad spectrum of attendees from across the industry and various governments. We look forward to working to the opportunity of working with Pew in future.





## A REPORT FROM OUR PARTNERS

# BRISTOL UNIVERSITY HUMAN RIGHTS CLINIC

The University of Bristol Human Rights Implementation Centre and The University of Bristol Human Rights Law Clinic in partnership with Human Rights at Sea

## FLAG STATES & HUMAN RIGHTS | JOINT PROJECT



'This year we have been delighted to partner with the organisation 'Human Rights at Sea' as one of the projects upon which our students in our Human Rights Law Clinic worked. The Human Rights Law Clinic enables students, both undergraduate and postgraduate, to team with an external organisation and practitioners, to carry out research for them which will be of benefit in their work. It provides the students with real-life practical application of their developing legal knowledge and gives them an opportunity to enhance their legal research and analytical skills. The students benefit enormously from the work and have found it stimulating and enjoyable'

**Professor Rachel Murray**, Director, Human Rights Implementation Centre,  
University of Bristol Law School



The University of Bristol's Human Rights Implementation Centre offers a unique opportunity for Law School students to conduct applied research in collaboration with valued partners through its Human Rights Law Clinic. The nature of the Clinic attracts action-oriented students seeking to gain practical experience and apply their talents towards the advancement of human rights beyond the classroom.

In the Centre's second year working with Human Rights at Sea, the Flag State Research Project was established to explore how 3 key flag States meet their international human rights obligation aboard vessels registered under their flag. The project sought to ask questions expected to yield valuable new answers related to the monitoring, reporting and enforcement mechanisms employed by flag States today. The student research team was comprised of 10 members and was supervised by Dr Sofia Galani. Though some information on flag State practice in relation to their human rights obligations is publicly available, building a complete and accurate picture required the research team to critically assess their findings and look beneath the surface of what is presented. The project examined each flag State's: 1) treaty-based human rights obligations; 2) monitoring and reporting mechanisms; and 3) ship registry, with the relevant data compiled in a project database. Since availability and access to information on key mechanisms and indicators of compliance was found to be limited, filling those information gaps would require direct dialogue with relevant stakeholders. To that end, the project team sent a standardized letter and questionnaire to the International Maritime Organisation representative of each flag State, which did not yield any response. Nevertheless, the project's findings and conclusions have been condensed in a final report entitled Flag States and Human Rights: A study on flag State practice in monitoring, reporting and enforcing human rights obligations aboard vessels.

It is hoped that the research project's database and conclusions may ultimately provide some basis for a general framework with the purpose of assessing the degree to which flag States are compliant with their human rights obligations aboard vessels flying their flags. Informed by such research, perhaps further steps can be taken by civil society and the international community to better protect human rights at sea.

The University of Bristol research team experienced a challenging yet rewarding journey working with an organisation at the forefront of its field, allowing each student to deepen their understanding of contemporary maritime human rights issues and contribute to the underdeveloped body of knowledge on flag State practice. Together with Human Rights at Sea, the Human Rights Law Clinic of the University of Bristol and its students hope to maintain an enduring and productive partnership in support of more effective human rights implementation at sea.

## A REPORT FROM OUR PARTNERS CONT/D

# BRISTOL UNIVERSITY HUMAN RIGHTS CLINIC

The University of Bristol Human Rights Implementation Centre and The University of Bristol Human Rights Law Clinic in partnership with Human Rights at Sea

## FLAG STATES & HUMAN RIGHTS | PROJECT TEAM



### **ANTHONY MORELLI (TEAM LEADER)**

Anthony is a Canadian in the LLM International Law and International Relations programme at the University of Bristol. Following studies in Economics he lived in Japan and went on to work for the Canadian federal public service in Major Crown Projects and at Global Affairs Canada. The opportunity to lead a talented group of students in partnership Human Right at Sea represents a unique way to promote human rights and gain practical experience in pursuit of a career in international diplomacy.

### **AMELIA BEROT-BURNS**

Amelia is a Canadian national currently enrolled in the International Law LLM at the University of Bristol. She did her undergraduate degree at the University of McGill where she focused on geology and political science. Her area of interest is the intersection of human rights and the global resource extraction sector. Through working with Human Rights at Sea she hopes to gain experience in legal research so as to create policy for the Canadian federal government in the future.

### **ANTHONY DILLON**

Anthony is a Hong Kong national completing the LLM International Law programme at the University of Bristol, where he undertakes study in Maritime Security and International Human Rights Law. He believes the opportunity to work closely with Human Rights at Sea will offer an invaluable insight into the intricacies of promoting and protecting human rights.

### **ADRIÀ FERRER-MONFORT**

Adrià holds both a Bachelor's degree in Law and Criminology from University of Valencia and a Master's Degree in Crime Analysis and Prevention from the Universidad Miguel Hernández of Elche. He is currently undertaking the LLM in International Law at University of Bristol. His areas of interest are human rights and crime prevention. He is member of the group of researchers of the Human Rights Law Clinic that works with Human Rights at Sea.

### **ADAM HARDCASTLE**

Adam is a 3rd year Law LLB Student from Essex. He has a keen interest in International and Human Rights Law and working with the Human Rights Law Clinic and Human Rights at Sea provides an exciting opportunity to develop his skills with a unique project involving both these fields. He aspires to travel and practise law abroad in the future and work with an NGO or another form of international body.

### **STAVROULA KREMMYDIOTOU**

Stavroula studied Law in Greece and is currently a student in the University of Bristol attending the International Law LLM programme. As part of the Human Rights Law Clinic working with Human Rights at Sea, she hopes to gain experience by observing the application of human rights in practice and to contribute to the projects at hand.

### **LUCIE LAFFONT**

Lucie is a French national studying the LLM in Human Rights Law at the University of Bristol, having already completed a Master's degree in European Union Law at the University of Strasbourg. She has undertaken research concerning the dialogue between the UK Supreme Court and the European Court of Human Rights. After an internship in Prague in an NGO, she wanted to further her experience in promoting human rights. The Human Rights at Sea project is an amazing opportunity to gain a better insight into a legal career in Human Rights.

### **PAOLA ROSATELLI**

Paola is an Italian national currently undertaking the LLM International Law and International Relations programme at the University of Bristol. Before moving to the UK, she did her undergraduate in Political Science and International Relations in Rome. This exciting project represents for her the invaluable chance to put into practice what she is currently learning in the field of international human rights, while also providing her with precious experience to bring into her future career as an international lawyer.

### **PHOEBE SPEY**

Phoebe is currently in her second year of the LLM International Law. Previous to this, she studied Business and Law, and discovered an interest for International Law, especially Law of the Sea. Having already completed modules in Maritime Security and Law of the Sea last year, this fantastic opportunity of working alongside Human Rights at Sea is going to be an exciting challenge and a great way to start her legal career.

### **CHARLOTTE WOODLAND**

Charlotte is currently on the Law and Globalisation LLM course, having previously completed her undergraduate law degree at the University of Oxford. Charlotte's previous human rights experience has focused on the protection of human rights in the situation of cyber operations, and so she is excited to look into the substantially different context of HRAS's



## A REPORT FROM OUR PARTNERS

# MISSING SEAFARERS & FISHERMEN REPORTING PROGRAMME

The Missing Seafarers & Fishers Reporting Programme is a flagship programme delivered to the international and maritime communities by Human Rights at Sea. It has evolved from the original concept of only reporting on missing seafarers, to now explicitly including reports of missing fishers. It is a privately funded programme delivered through the generosity of international donors having been conceived in September 2013. It relies upon voluntary support to run and deliver on behalf of families who have lost loved ones at sea.



### THE VISION

The Vision is to become the focal international database for recording missing seafarers and fishers.

### THE AIM

The Aim of the Programme through the use of the Missing Seafarer and Fisher Register ("the Register") is to build an accurate international database detailing the status of seafarers and fishers missing at sea on a global basis.

[www.missingseafarers.org](http://www.missingseafarers.org)



## A REPORT FROM OUR PARTNERS

# SAFETY AT SEA EDITOR'S REPORT ON HRAS

## DAVID HAMMOND ON THE FUTURE OF HUMAN RIGHTS AT SEA | INTERVIEW

By Tanya Blake - 10 November 2017

[www.fairplay.ihs.com/safety-regulation/article/4293756/david-hammond-discusses-the-future-of-human-rights-at-sea](http://www.fairplay.ihs.com/safety-regulation/article/4293756/david-hammond-discusses-the-future-of-human-rights-at-sea)

Sat eating lunch with David Hammond in Holborn, London, just weeks before he will be retiring from his role of chief executive at the charity Human Rights at Sea (HRAS), he shows no signs of slowing down. Later that day he has a series of meetings before heading back down to his base in Havant - he decided to give up a pricey London office to put as much money as possible back into the charity - where he will most likely continue working into the night.

Hammond officially founded Human Rights at Sea on 3 April 2014 using his life savings, "which I'll never see back", and has not taken a wage in his role as chief executive, working non-stop, seven days a week, often waking at 3 am. When I ask when he finds time to sleep, he wryly repeats a lesson learnt from his time spent as a Royal Marines officer: "You sleep when it's necessary."

Hammond was drawn into international human rights during his time working as an English barrister with the Royal Marines before going to Quadrant Chambers in 2012 and 9 Bedford Row in 2013. He also served as UK counsel to the Libyan National Council for Civil Liberties and Human Rights. However, it was a fateful question from a client about the "landscape was for human rights at sea" that ultimately led to the creation of the charity. "I typed 'human rights at sea' into Google and in 2014 there was no platform. We had labour rights, human rights, women's rights, but human rights at sea: nothing."

This should come as a shock, and did for Hammond, when you consider the integral role that shipping plays in the world economy, transporting more than 90% of the world's goods by sea, and the hundreds of thousands of seafarers - not to mention migrants and

## A REPORT FROM OUR PARTNERS

# SAFETY AT SEA EDITOR'S REPORT Cont/d

fisherman - that travel around the world by sea each year. "I bought the website Human Rights at Sea that night and started what I thought would be a fairly small initiative," he says. "But in May 2015 it became a registered charity in England and Wales and from there it just exploded."

Hammond had no idea of the enormity of problems and abuses that the charity would end up highlighting, as well as defining what constituted abuse and where it was taking place across the entire industry and maritime environment. "At the top of the list was, and still is, flag state impunity, currently followed by greater education for everybody - CEOs, managing directors, and down the chain. It is not just in the first world of shipping, the Maersks and the DNV GLs, that we look at, but into the dark corners, the second and third world."

In setting up the charity Hammond undertook an in-depth gap analysis of other maritime charities and found a number of key focus areas, including missing seafarers, deprivation of liberty at sea, mental health and trauma guidance, gender, LGBTI, and abandonment. They took a "scatter-gun approach" to those areas, aiming to see which areas would stick; little did they know they would all stick.

This has led to the charity working on a number of initiatives, including seafarer abandonment case studies, and has seen it collaborate with international non-governmental organisations (NGOs) in advocating against illegal, unreported, and unregulated fishing in Thailand, fundraising for the making of a film by a young team from 6th International Films about migrant abuses called The Dead Sea, the launch of eight maritime publications, including a first maritime review of the 2011 UN Guiding Principles on Business and Human Rights, and on delivering the first 'Diversity and inclusion' e-learning course for seafarers through a partnership with Marlins. In September 2016, the charity held the inaugural International Maritime Human Rights conference in London, featuring speakers from around the world.

Moving forward, Hammond says the new chief executive will help to refine the output of the charity, focusing on a second International Maritime Human Rights conference to be held in October 2018, as well as driving the charity's educational material and publications. HRAS will continue to release a series of 20 educational films, the first of which, launched in July 2017, aimed to make seafarers aware of the protection they are entitled to under national and international law, while the second, launched in November 2017, looks into how labour rights fit into human rights.

Transcribing the charity's educational videos and materials into multiple languages will be big project going forward. In 2017, HRAS produced its 'Remaining Resilient after Traumatic Events' leaflet into the Tagalog language, and hopes to also produce it in Russian and Chinese.

The road to this point hasn't always been an easy one and Hammond is vocal in his criticism of the maritime charity sector and how it reacted to the "disruptive new kid on the block". Hammond says he went into the maritime charity arena with an open door policy and hoped to collaborate with other more established organisations. Instead, he claims politics and a competitive environment got in the way.

"The reality is that if people stopped being precious about their own little empires and saw the bigger picture and worked collegiately and collectively it would be much more effective." He adds, "There has been a lot of bad behaviour behind the scenes towards us. You would expect the childlike behaviour of playground politics to have been left behind at junior school. Frankly, people have got to get over themselves and their egos and actually look at common delivery points."

Support was found elsewhere in the likes of Seafarers UK, along with other welfare organisations such as the Mission to Seafarers, Apostleship of the Sea, the Sailor's Society, and the UK Fisherman's Mission. Hammond admits that part of his stepping down as Chief Executive is to distance himself as the only face of the charity in a bid to increase engagement with organisations that might see "David Hammond as Marmite". However, the aims of the charity remain the same.

At four years old HRAS is no longer the young upstart on the block and has a wide-reaching internet presence, with more than 20,000 Twitter followers. Furthermore, HRAS is working in partnership with the University of Bristol Law School on a series of projects, case preparations, and educational material. "We are starting to get lot of enquiries from PhD students doing their thesis on human rights at sea," says Hammond.

Raising the visibility and awareness of human rights abuses in the maritime world to wider society is clearly beginning to work. As Hammond puts it, "The conversation about what human rights at sea is, is growing." It is a conversation that shipowners are also becoming a part of, and Hammond says they often discretely come to the charity for pro bono advice. HRAS has set up a publicly traded company that now charges for such advice. Its funds then get reinvested in the charity.

Now, settling into his role as Executive Director of the independent Swiss Foundation for Eliminating Child Labour in Tobacco Growing, based in Geneva, Hammond stresses that being at the "centre of decision-making for NGOs" puts him in a much stronger position to assist HRAS and it continues to be a vocation for him. "It took William Wilberforce his entire life to address the slavery issue. I see advocating for human rights at sea as a lifetime's work."

Contact Tanya Blake or follow on twitter @Tanya\_Blake

# Safety at Sea



## HRAS INDEPENDENT RESEARCH PROJECT

# NON EEA NATIONALS WORKING IN THE NORTHERN IRISH FISHING INDUSTRY

## ANIFPO | INDEPENDENT RESEARCH PROJECT

On the 26th October 2017, Human Rights at Sea issued its first independent research report into the Northern Ireland Fisheries sector concerning employment of non-EEA crew, including investigations which were linked to on-going internal investigations, and a wider drive to highlight the issue of slavery and trafficking across all UK industry sectors.

Globally, there is significant evidence in the public domain that slavery and trafficking occur in the fishing industry world-wide.

In relation to the UK fishing industry, the inaugural research commissioned by Anglo North Irish Fisheries Producer Organisation (ANIFPO) and carried out by Human Rights at Sea through its consultancy company, Human Rights at Sea International Ltd (HRASi), found that there was little-to-no evidence of slavery and trafficking in the Northern Ireland fishing industry at first instance.



### SIGNIFICANT RESEARCH

The significance of this independent research was that it was the first time in the UK that a fisheries Producer's Organisation (PO) voluntarily requested a complete review of its work relating to the employment of Non-EEA crews against a background of slavery and trafficking investigations by UK constabulary forces.

### RECOMMENDATIONS

#### THE REPORT MADE A NUMBER OF RECOMMENDATIONS. THESE INCLUDED:

- Voluntarily drafting of a 'Transparency in Supply Chains' statement in accordance with section 54 of the Modern Slavery Act 2015. Although not a statutory duty for ANIFPO/Sea-Source duty level of earnings, such a statement is considered best practice given the nature of the industry and would form part of the organisation's broader CSR policy.
- Sharing the report's findings with other stakeholders to improve awareness in the industry and maximise supply chain transparency.
- Conduct further research of the other two fishing harbours in NI, Ardglass and Portavogie, in respect of the non-EEA nationals who work there. There is a need to quantify and qualify this piece of research and further analysis of non-EEA nationals' working conditions is considered essential for establishing a baseline picture. A multi-stakeholder approach to this initiative may be best suited in this instance.

The facts showed that in the case of ANIFPO there was significant care and attention paid to the PO's corporate social responsibility policies and mechanisms in the employment of their Non-EEA crews, and it highlighted a new level of transparency by a core member of the UK fishing industry.

## HRAS INDEPENDENT RESEARCH PROJECT

# NON EEA NATIONALS WORKING IN THE NORTHERN IRISH FISHING INDUSTRY Cont/d

## ANIFPO | INDEPENDENT RESEARCH PROJECT

Alan McCulla OBE, CEO, Sea-Source/ANIFPO Ltd, Kilkeel, Northern Ireland commented that:

“The recruitment of experienced and qualified non-EEA fishermen is critical to the fishing industry in Northern Ireland. The welfare of all our crew is of paramount importance to the Anglo-North Irish Fish Producers Organisation (ANIFPO). With all of this in mind we have been very fortunate indeed to work with Human Rights at Sea (HRAS) to ensure compliance with statutory regulations, as well as extending practical help when needed. HRAS is a highly professional charity, one that has not only been unafraid to challenge us, but guide us through the process of drafting our Transparency in the Supply Chain Statement”



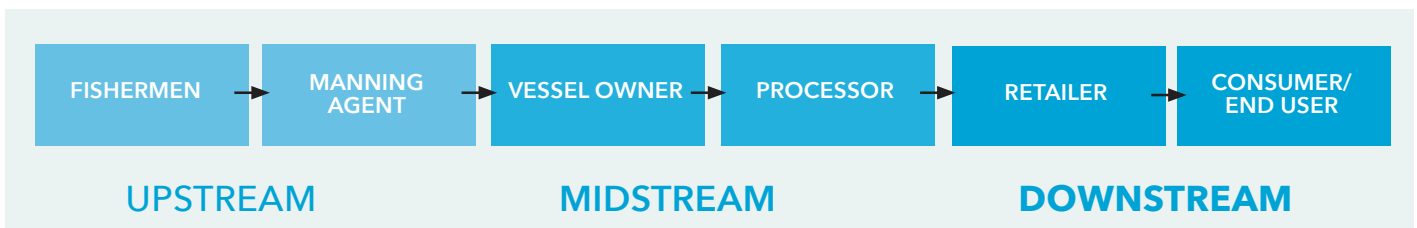
Alan McCulla OBE

### BUSINESS AND HUMAN RIGHTS

The ANIFPO report became the first external maritime report to be linked to the new partnership with the Business and Human Rights Resource Centre (BHRR).



### THE UK FISHING INDUSTRY SUPPLY CHAIN (SIMPLE MODEL)



INDEPENDENT RESEARCH PROJECT  
INTO NON-EEA NATIONALS  
WORKING IN THE NORTHERN IRISH  
FISHING INDUSTRY



Commissioned by  
Anglo-Northern Irish Fish Producers Organisation (ANIFPO)





## CHENNAI 6 CASE CONCLUSION

# MV SEAMAN GUARD OHIO INDIAN AUTHORITIES UNLAWFUL DETENTION OF CREW

UPDATE | LISA DUNN



Crew served with court order © The Hindu



"Since Nick and all his colleagues were rightfully issued their full acquittal in November 2017 after just over 4 years, it has been and still is an absolute whirlwind but for all the right reasons now. The stress that this situation placed our family under was considerable and it is the most wonderful feeling being together as a family again.

As soon as Nick walked through the arrival doors at Newcastle airport in December 2017, the pain and stress instantly faded from our parents faces and the relief for us all was immediate, it really was a magical moment.

We still have so much to catch up on and we may never catch up on all the things Nick has missed out on while being away but he is coping with what happened to him remarkably well. He's got such strength of character that it's admirable and he is a true credit to the family. He is still taking each day as it comes and appreciates the smallest things that we take for granted every day. It's lovely to see him in control of his day instead of his day being controlled for him.

It's only been 8 months since he returned home so it is still early days and is still very raw. It hasn't been easy for either of us to find our new normal because certainly for our family, our lives will never be as they were before Nick went away due to illnesses and deaths. In some respects it feels like he's never been away but in others, it's a constant painful reminder. However, Nick has shown throughout this situation that he is very resilient and he will adapt and overcome. He will not let what happened to him, beat him and he is hopeful that he will turn the negative into positives.

We really are indebted to Human Rights At Sea for their kindness shown and their invaluable support along the way."

"Every single day when I wake up, I am so grateful to have freedom. It is something that is taken for granted every day, however I truly know what freedom really means now. If it wasn't for the love and support that was given to us on a daily basis, then the daily struggle would have been so much worse. I'm incredibly thankful and grateful to all at Human Rights At Sea and always will be, for their fantastic support on our fight for justice."

Nick Dunn

## HRAS PARTNERSHIP PROJECT

# GLOBAL MARITIME HUMAN RIGHTS REPORTING PLATFORM

On the 16th January 2018, Human Rights at Sea announced a new and unique partnership with the Business and Human Rights Resource Centre through the launching of a new global platform for recording cases of maritime human rights abuses, highlighting pertinent international cases from the shipping and fisheries industries, and publishing cases relevant to identifying best Corporate Social Responsibility (CSR) practices for companies operating in the maritime sector.

This is the first such dedicated international maritime reporting platform to be linked with the global reporting hub hosted by the Business and Human Rights Resource Centre, and is a joint initiative to continue the ongoing advocacy efforts centred around highlighting human rights abuses at sea.

At the time of launch, there were references to over 50 international companies and multiple links to corporate cases which can be identified using the online search function across the maritime industry, fishing industry and ship-breaking resource pages.

### BHRRC

Maritime industries continue to face serious human rights and labour rights abuses, from modern-day-slavery in the fisheries industry to labour rights violations of seafarers and those who work in shipbreaking yards. Businesses, through their operations and supply chains, should uphold human rights equally as they do on land and at sea.

This in-depth area (on the BHRRC website) will look into the specific labour rights issues and human rights abuses in the maritime industry with a focus on three sub-categories: seafaring, fisheries and shipbreaking.

### PHIL BLOOMER

Executive Director, Business and Human Rights Resource Centre

"From working conditions of ship workers to modern-day-slavery in the fishing industry, to violent attacks by pirates and others, to environmental contamination affecting human health, the industry is in need of norms, and standards to address these issues effectively."

### DAVID HAMMOND

Founder and Trustee of HRAS

"This is another positive step forwards for the ongoing advocacy drive aiming to tackle the current lack of transparency in the maritime supply chain, particularly when it comes to identifying and highlighting cases of abuse at sea. The Business and Human Rights Resource Centre is a trusted international hub known for objective reporting and which encourages transparency through recording cases on the public record. The platform also allows us to identify and showcase examples of best practice to further elevate standards of CSR reporting and related activities within the corporate maritime sector."



## Business & Human Rights Resource Centre

### LINKS:

**Maritime Industry and Human Rights Resource Page:**

[www.business-humanrights.org/en/maritime-industry-and-human-rights](http://www.business-humanrights.org/en/maritime-industry-and-human-rights)

**Maritime Industry and Human Rights: Fishing:**

[www.business-humanrights.org/en/maritime-industry-and-human-rights-fishing](http://www.business-humanrights.org/en/maritime-industry-and-human-rights-fishing)

**Maritime Industry and Human Rights: Ship breaking:**

[www.business-humanrights.org/en/maritime-industry-and-human-rights-shipbreaking](http://www.business-humanrights.org/en/maritime-industry-and-human-rights-shipbreaking)

Business & Human Rights Resource Centre

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Search Topics | Find Companies | Discover Big Issues

Home > Maritime Industry and Human Rights > Maritime Industry and Human Rights: Fishing

Search site: Human rights

**Maritime Industry and Human Rights: Fishing**

Featured contents:

- Independent Research Project into Non-EEA Nationals Working in the Northern Irish Fishing Industry
- Anglo North Irish Fish Producers Organisation (ANIFPO) Statement on Human Rights at Sea Non-EEA Crew Report
- That Union and itself Launch Demonstration Boat to Promote Human Rights in Fishing Industry

Globally, there is significant evidence in the public domain that slavery and trafficking occur in the fishing industry world-wide. In relation to the UK fishing industry, recent inaugural research commissioned by Anglo-Northern Irish Fish Producers Organisation (ANIFPO) and carried out by Human Rights at Sea found that there was little evidence of slavery and trafficking in the Northern Ireland fishing industry at first instance.

The significance of this research is that this is the first time in the UK that a fisheries Producer Organisation (PO) voluntarily requested a complete review of its work relating to the employment of Non-EEA crews. The facts show that in the case of ANIFPO, there is significant care and attention paid to the PO's corporate social responsibility policies and mechanisms in the employment of their Non-EEA crews.

This links to the ongoing investigations by the UK Border Force and Home Office into human trafficking, and abuses at sea and sheds a new level of transparency on working practices in the UK fisheries sector.

New Fisheries Resource Page on BHRRC Website

Business & Human Rights Resource Centre

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Search Topics | Find Companies | Discover Big Issues

Home > Maritime Industry and Human Rights

Search site: Human rights

**Maritime Industry and Human Rights**

Featured contents:

- Partnership with Human Rights at Sea
- Report: Sailors stranded in the UAE, denied wages and deteriorating health conditions
- Report: Greenpeace investigation into human rights abuses in Thai fishing industry

Application of human rights throughout the maritime environment at all times without exception

David Hammond, Founder & Trustee, Human Rights at Sea

From working conditions of ship workers to modern-day-slavery in the fishing industry, to violent attacks by pirates and others, to environmental contamination affecting human health, the industry is in need of norms, and standards to address these issues effectively.

Phil Bloomer, Executive Director, Business and Human Rights Resource Centre

Maritime industries continue to face serious human rights and labour rights abuses, from modern-day-slavery in the fisheries industry to labour rights violations of seafarers and those who work in shipbreaking yards. Businesses, through their operations and supply



## HRAS ATTENDANCE AT NOR-SHIPPING CONFERENCE

# LLOYDS LIST OP-ED: PUTTING HUMAN RIGHTS ON THE AGENDA

THE SHIPPING INDUSTRY MUST SERIOUSLY TAKE NOTE OF BUSINESS AND HUMAN RIGHTS | FIRST PUBLISHED 6 JUNE 2017



LAST WEEK, at the heart of the Nor-Shipping conference centre in Oslo attended by in-excess of 10,000 people per day, it was right and proper that the issue of fundamental human rights was put on the official agenda as a panel discussion discussing modern slavery.

Reassuringly, in Norway, the increasing inclusion of human rights considerations in maritime business activities is being driven by a number of leading industry voices.

These forward-thinking individuals come from across the shipowner, investor and banking sectors, with an increasing number of voices now clearly articulating the need for better human rights protections and ethical considerations that go beyond just a corporate social responsibility box-ticking exercise in annual reports.

The resounding message from some quarters was that explicit human rights protections and provisions should be integrated and embedded as part of long-term sustainability plans as a matter of course.

Further, some of Norway's shipping community appears genuinely open to listening and appear to want to lead change alongside independent NGOs as they have done on the issue of shipbreaking, for example. They do not appear to turn their back with disdain, or shrug dismissively when those apparently 'toxic' words of 'human rights' are introduced into the debate.

The introduction by Ben Bailey of the Mission to Seafarers highlighted the need for the discussion, and the need for the shipping industry to seriously take note of business and human rights. It is

noteworthy that the Mission is now advocating more actively and loudly on this subject following up on a discussion championed by Human rights at Sea for the last three years.

The session was introduced and chaired by Jostein Kobbeltvedt, the Director of the RAFTO Foundation, with his introductory questions framed around 'why the need for business and human rights?' An experienced panel from the Institute of Human Rights and Business, the OECD Norwegian point of contact and Human Rights at Sea then debated the host of emerging human rights issues, though to a virtually empty room.

The near absence of attendance by mainstream commercial shipping individuals from any part of the sector spoke volumes, even if it was a Friday. Nonetheless, strong attendance by the Kenyan Maritime Authority concerned about the need for better seafarer protections than current international conventions afford was uplifting and insightful, particularly from a government body that wants better.

Lack of attendance in any numbers yet again highlighted the continued uphill struggle that the subject of 'human rights' has in order to be mainstreamed as an essential theme within the shipping community; crucially, one to be factored into day-to-day business dealings through the likes of tailored contractual clauses, human rights impact assessments, transparency in terms of public disclosure of human rights policies and openness to objective external challenge.

## HRAS ATTENDANCE AT NOR-SHIPPING CONFERENCE

# LLOYDS LIST OP-ED: PUTTING HUMAN RIGHTS ON THE AGENDA Cont/d

### LET US NOW LOOK AT THE POSITIVES

The subject of the need for concerted engagement by maritime business with the plethora of human rights considerations that exist (abandonment, non-payment of wages, violence towards crew, access to justice, access to competent legal representation, unofficial crew blacklisting, right to family life, protection of privacy etc), was finally on an open forum agenda of a major shipping event, and not behind closed doors.

The panel event was a start. It was not perfect, but the fact that a main shipping conference readily provided a platform for open discussion was inspired and for which Nor-Shipping should be congratulated for their foresight.



### THE BOTTOM LINE

As a collective global body the shipping industry is woefully lacking in proper engagement with the topic of business and human rights, human rights protections and effective remedies in general. The MLC 2006 is not the golden bullet as unpopular as that perspective is treated in some quarters.

Phil Bloomer, Chief Executive of the Business and Human Rights Resource Centre, highlighted the issue at last September's International Maritime Human rights conference in London. Human Rights at Sea has also been saying the same. Others are now recognising the business need. This is not a new issue.

In conclusion, it is a matter of fact that the shipping industry is being left behind by other global industries who themselves have rapidly adjusted their business models to include greater transparency, public awareness, internal education and rapid intervention concerning emergent issues of worker abuse in the supply chain.

It is time to become engaged with human rights in business and stop ignoring the issue.



Article from Lloyd's List: [www.lloydslist.com/ll/sector/ship-operations/article557321.ece](http://www.lloydslist.com/ll/sector/ship-operations/article557321.ece)

**HRAS**   
**You Tube Channel**  
**25.7k views**





## INTERNSHIP PROGRAMME REPORT

# SAYEDEH HAJAR HEJAZI

## SEAFARER ABANDONMENT | LECTURE



In October 2017, Iranian-based HRAS intern, Sayedeh Hajar Hejazi represented the charity on invitation from the organisers of the SAGAR Discourse 2017 Maritime Security conference in India.

The Forum for Integrated National Security (FINS) is a fast-emerging non-governmental think-tank in Mumbai engaged in studies related to Integrated National Security in association with the Ministry of External Affairs (Govt. of India) and the Norwegian Government organised the International Maritime Conference titled 'SAGAR Discourse' on 12 - 14 October 2017 at The Leela, Goa.

The SAGAR Discourse is based on fundamental principle of "Security And Growth for All in the Region" (SAGAR); a term coined by Honourable Prime Minister Shri Narendra Modi. The Discourse is a terrain specific conference based on six different terrains (Land, Ocean, Airspace, Outer Space, Cyber and Genome) where human engagement and conflict can take place. The Ocean was chosen for the first SAGAR Discourse.

Over the two days, there were 30 speakers from all over the world and participants of 20 countries. Most of the participants were diplomatic representatives of their own countries and military & navy commanders from the Indian military and abroad, as well as representatives from global maritime associations.

Speakers at the conference included: Mr. M J Akbar, The Minister of State for External Affairs, Government of India; Mr. Nitin Gadkari, The Minister for Road transport, Highways and Shipping, Government of India and Mr. Gajendra Shekhawat, The Minister of State for Agriculture and farmer's welfare, Government of India.

Other speakers included Admiral Sunil Lanba, Admiral Arun Prakash, Admiral Dr. Jayanth Combage and Admiral R.K Dhowan from India, Mr. Vo Vinn Deputy Director of institute for Southeast Asian Studies (ISEAS) and Real Admiral Lavie researcher at the Haifa research centre for maritime strategy Israel.

Hajar reviewed seafarer abandonment, ongoing live cases and the international law which relates, including the Maritime Labour Convention 2006. Hajar specifically covered matters investigated by HRAS in the UAE and which were subject to a series of detailed case studies.



## INTERNSHIP PROGRAMME REPORT

# MELANIE GLODKIEWICZ

### MIGRANTS IN THE MEDITERRANEAN FILM | LIFEBOAT DOCUMENTARY

LIFEBOAT, a documentary on the Central Mediterranean migratory situation has been released earlier this year at Mountainfilm in Telluride, Colorado where it won Best Short Film (<https://www.mountainfilm.org/festival/awards>).

Counting 2,989 recorded deaths, 2016 was one of the deadliest years for migrant crossing in the Mediterranean. Since then, many NGOs have been discouraged from operating offshore Libya, and people keep dying. Filmed in 2016, the subject has not lost its gravitas as today, the situation continues and has evolved into worse policies and the continued deaths of refugees and migrants. LIFEBOAT remarkably illustrates the gravity of the situation from both North African, and European perspectives through the eyes of a crew of volunteers onboard a humanitarian NGO rescue ship patrolling offshore Libya. The film was shot in the central Mediterranean region in October 2016 when migrant crossings were at their peak.

Skye Fitzgerald, award-winning documentarian boarded the Sea-Watch II, crossing paths with previous HRAS intern, Melanie Glodkiewicz. Through intense days of rescues combined with emotionally-charged interviews with refugees and migrants, Skye Fitzgerald and Director of Photography Kenny Allen have succeeded in capturing the essential truth of the Central Mediterranean's Sea migratory situation: people are dying and little is being done to stop the deaths.

One of the main characters shown in the documentary is British Captain Jon Castle, an old man of the sea (and original captain of Greenpeace's Rainbow Warrior) and strong defender of the humanitarian principle of humanity. His inspiring words of wisdom encourage viewers to go beyond the screen, calling into question our connection with reality and duty of care towards one another.





## NEXT STEPS FOR 2018-2019



### Charity Focus

*Inside Marine reports on the latest developments at Human Rights at Sea (HRAS)*

# DRIVING THE MARITIME HUMAN RIGHTS NARRATIVE FORWARD



◀ Mr David Hammond, Founder of Human Rights at Sea

Ahead of the second edition of the International Maritime Human Rights Conference held in London this October, Inside Marine reports on the latest developments at Human Rights at Sea – the UK registered charity on a mission to explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment – especially where they are currently absent, ignored or being abused.

Human Rights at Sea's relentless commitment to seafarer welfare continues to see the charity highlight injustices, and push the agenda of improving seafarer conditions across the international maritime community.

Teaming with supporting entities and partaking in collaborative partnerships, HRAS publishes a stream of reports, case studies, investigations and films for the betterment of all the people around the world who rely on working at sea to earn a living.

Working to the succinct slogan of 'Transparency, Clarity, Accountability', much of HRAS's activities are split into three key areas: research, investigation and advocacy. The charity's objective independent research into maritime human rights issues include legal research, international projects, and a host of publications.



HRAS regularly publishes case studies of human rights abuses within the maritime industry and supports investigations through its EyeWitness at sea app, and missing seafarers and fishers reporting scheme. Its advocacy projects include the world's first Maritime International Human Rights Conference, support for the LGBT+ community, and resources and educational materials for everyone whose life is connected to the sea.

### IMHR 2018

The charity is currently gearing up to host its second International Maritime Human Rights Conference 2018, a one day event held in London on October 29th.

This year's IMHR conference will be focusing on maritime business and human rights. The conference aims to provide the industry with the tools to ensure that human rights are understood and protected.

The conference format will take four panel style sessions, each focusing on a specific area from proofing your supply chain against modern slavery to crew member engagement. Further details and tickets to the conference can be found on [www.mar-rights.com](http://www.mar-rights.com)

### Ongoing activities

One aspect currently courting much attention is HRAS's emerging work to highlight the neutral and, what the charity cites as an 'often obstructive stance' by Flag States to disclose their human rights policies, remediations and remedies when there have been cases of abuse either alleged or exposed.

"There is currently a virtual failure by Flag States to be publicly proactive and transparent about what they are doing to support human rights at sea on an individual basis," said a spokesperson for HRAS.

HRAS FUTURE:

## NEXT STEPS FOR 2018-2019

[www.humanrightsatsea.org](http://www.humanrightsatsea.org)



Photo credited to SeaWatch

“In other work, our independent and discreet fisheries reviews for welfare conditions in the Northern Ireland fleets have taken time, but have now be voluntarily adopted by other fisheries associations on the mainland UK. We have been working with the emerging Fishermen’s Welfare Alliance and European associations for policy and welfare development, most of which we do not disclose ourselves but instead act as a silent partner for its production and implementation.”

### A modest and mobile headcount

The charity works on a completely virtual basis with seven trustees, a part-time admin support, a full-time consultant for the not-for-profit trading company, Human Rights at Sea International Ltd (HRASi), and up to ten advanced degree students at any one time undertaking academic research support and investigations.

The office deliberately became virtual as the charity quickly discovered it could make significant savings which consequently could be diverted to paying for much-needed frontline activities for research, advocacy and educational work and associated materials. For a charity with limited income, HRAS has settled on a highly efficient and mostly pro bono model to ensure it continues focusing on

what matters the most, and not to be restricted by excessive administrative costs – an Achilles heel for many such organisations.

Human Rights at Sea was officially founded on 3rd April 2014 by David Hammond, a non-practising English Barrister, former military seafarer and retired Royal Marines’ Officer. Following its confirmation as a registered charity in 2015, David stepped up to be CEO. David built the charity up from scratch on a full-time, unpaid basis using his life-savings to do so. He recently stepped back from the CEO role, currently working in a senior executive NGO role based in Geneva, though he remains fully engaged with the charity as an active trustee.

In an interview with Inside Marine back in 2016, David said: “We have yet to find any demonstrable evidence of real ‘excellence’ and effective provisions for abuses” in the shipping sector. Two years on, the charity says not much has changed.

“There still remains an unhealthy distance often imposed between us and various shipping associations and entities based on what we are privately told, is a fear of them being exposed for their failures to move the human rights agenda forwards,” said the HRAS spokesperson. “That is not to say that individual actions are not being taken to address the issues that we publicly raise, but the feedback we





# NEXT STEPS FOR 2018-2019

## Charity Focus

*Inside Marine reports on the latest developments at Human Rights at Sea (HRAS)*



Photo credited to SeaWatch

receive is very much that what the charity publishes, promotes and advocates for is constantly being watched and taken as a barometer for what issues should be addressed in the corporate maritime world.

“In this sense, the charity is achieving what it set out to do, and that is to drive the maritime human rights narrative forward without corporate social responsibility and corporate media ‘gloss’. This is increasingly highlighted by the number of approaches from academic institutions, lecturers and students now wishing to do their thesis on the subject matter.”

### Fundamental change in attitudes required

The charity believes there needs to be a fundamental change in professional attitudes by maritime commerce towards third-sector organisations and the useful skills, information and expertise which can be found in organisations, such as HRAS, that can be used for the betterment of seafarers and fishermen’s working lives.

“The corporate veil and need to maintain in-house control of incidents and human rights abuses without recourse to external assistance, usually driven by in-house legal advice, means that a conservative and closed-door approach to our specific area of maritime human rights work continues to be the core challenge,” said the charity.

“If more maritime entities throughout the supply chain embraced and applied, at the very least, the spirit and ethos of the 2011 UN

Guiding Principles on Business and Human Rights, then there could be greater visibility and transparency for maritime human rights protections. This is a core educational role for our charity.”

Moving forward, HRAS is committed to continuing with its high-level of delivery for the emerging maritime human rights narrative awareness, in addition to the delivery of as many case studies, educational publications, independent studies and where able, conference and online/social media advocacy.

But in the grander scheme of things, the size and impact HRAS could potentially grow to is reliant on a wider industry acceptance and understanding that the charity is an international source of independent trusted materials, news and narrative, and therefore worth investing in by donors.

“In the meantime, the charity will continue with its core messages which is about generational and institutional change towards the subject of human rights at sea,” summarised the HRAS spokesperson. “The charity continues to believe that there remains a lack of diversified educational materials available in languages other than English, and this is a focus for further fundraising and donor support.” ■

**IMHR** | THE INTERNATIONAL  
**2018** | MARITIME HUMAN  
RIGHTS CONFERENCE  
29 OCTOBER 2018



IMHR CONFERENCE

# MARITIME BUSINESS & HUMAN RIGHTS



## MARITIME BUSINESS AND HUMAN RIGHTS

The 2nd International Conference on International Maritime Human Rights will openly tackle human rights requirements in the maritime environment relating to business and human rights action. It will explore and address abuses in the global maritime supply chain and it will investigate human rights protections and available remedies for abuses.

# IMHR 2018

## THE INTERNATIONAL MARITIME HUMAN RIGHTS CONFERENCE

29 OCTOBER 2018 FISHMONGERS' HALL, LONDON

[www.mar-rights.com](http://www.mar-rights.com)



# CONSULTANCY SERVICE TO THE GLOBAL MARITIME COMMUNITY

## HRASi

INDEPENDENT MARITIME HUMAN RIGHTS CONSULTANCY | DANIEL SHEPHERD



## INTRODUCTION

In its first year of trading, Human Rights at Sea International (the Company), a subsidiary trading company of Human Rights at Sea (the Charity), has enjoyed a variety of instructions providing services across the business spectrum and incorporating both private and charitable sector entities. The Company has subsequently contributed to a number of meaningful human rights related work initiatives in the UK fisheries and maritime domain more broadly. Building on its early successes, the Company intends to gradually expand its work to include fisheries related activities and human rights standards regimes in some of the UK's Overseas Territories. The following is a brief overview of the types of work the Company has been undertaking since its incorporation in May 2017.

### Services:

- Social Licence to Operate: Design, implementation and maintenance services
- Corporate Social Responsibility Advisory Services
- Whistle blowing Advisory Services
- Corporate Human Rights Due Diligence Review and Implementation
- Corporate Human Rights Audits
- Corporate daily business reviews, policy drafting and organisation stress-testing
- Independent Investigations
- Independent reviews for individuals, business and Government
- Third Sector support for migration and refugee matters
- Peer review service

hras  
international

## INSTRUCTIONS

### VOLUNTARY SEARCH AND RESCUE

Through the Charity's extensive work in the field of voluntary search and rescue operations in the Mediterranean, the Company was able to provide advice and guidance to an NGO specialising in anti-discrimination/anti-racism campaigns and awareness raising. Widely publicised in the news, Defend Europe, a far-right anti-immigrant and anti-Islam political movement whose stated intention is to prevent migrants of non-European heritage from entering Europe, was planning to disrupt voluntary search and rescue operations off the coast of Libya and return rescued persons to a country renowned for its human rights abuses, including torture, rape and summary executions. Concerned that Defend Europe was planning to resort to unsavoury illegal tactics in order to achieve its end, the Company was approached to assist the NGO with advice on the drafting of a series of briefing notes explaining the legal criteria applicable in such a maritime specific setting, especially with respect to the duty to render assistance to those in distress at sea, the principle of non-refoulement, and safe navigation at sea.

### BUSINESS AND HUMAN RIGHTS - UK FISHERIES

The Company has been undertaking discreet work in the UK fisheries having provided advice and consultancy to a prominent UK and European fishing company seeking to overhaul its current policies and procedures with an embedded human rights focus. The instruction entailed an assessment of extant policy and procedure, in particular where the protection of human rights may be of concern. Some management system areas were inevitably more nuanced than others and an approach of no stone being left unturned was adopted in order to fully consider where potential risks may lie. The advice culminated with a series of recommendations for organisational review and reform, many of which have subsequently been implemented. Key areas of consultancy concentrated on issues relating to deprivation of liberty at sea and the collection and preservation of evidence in the aftermath of an incident on board.

Following on from its advice to fishing companies, the Company was soon engaging at an industry organisational level. As key influencers in the fishing industry, fish producer organisations (PO) play a much bigger role in the life of vessel owners than simply management of quota. In the field of standards and regulation, POs play a key part in disseminating information to the grassroots members. This information is used to effect industry change and to assure customers in the supply chain that efforts are underway and procedures are in place to reduce the scope for human rights abuses in the industry. Throughout the UK, various POs have commissioned bespoke research into the local fishing industries. The Company, through the Charity, has taken a leading role in facilitating improvements in the UK fisheries and contributed to some of the ground-breaking initiatives currently being developed. By ensuring POs are better informed, their membership are in turn apprised of the knowledge relevant to their obligations under law with respect to human rights, modern slavery and transparency in the supply chain. With migrant labour in the UK and European fishing industries a common feature today, customers within the supply chain require assurances that the fish products which ultimately hit the supermarket shelves do so in a manner which is legally compliant and limits the potential for human rights abuses. Among the risk categories

identified, non-EEA crew have formed a key focus of such research. From the crewing agents in the labour sourcing countries, through to the owners, skippers and the vessels upon which these migrant fishermen work and often live, great care has been taken and energies expended in order to raise the bar and eliminate the scope for human rights abuses in the supply chain. More needs to be done in this space however, and the Company is at the helm in support of such initiatives.

## CONFERENCE & INDUSTRY INITIATIVES

In addition to the instructions received and work undertaken on behalf of clients in the private and charitable sectors, the Company has effectively engaged with leading industry initiatives, notably within the fishing industry. Among these institutions, the Company, along with the Charity, has become a member of the FISH Platform, a pan-European multi-stakeholder body focusing on health, safety and latterly welfare matters within the European fishing industry.

The Company was also present at the launch of the Fishing Safety Management Code, an MCA Marine Information Note designed to improve the management of safety on fishing vessels and complement the efforts underway with respect to preparations for UK implementation of the ILO Work in Fishing Convention (No.188) (C188). The launch was convened by the Fishing Industry Safety Group (FISG) and having fed into the FISG led process at various stages as a charity, it was apposite that the Company was there to see through the culmination of three years' work and help prepare the industry for the task of ILO C188 implementation.

Following on from this, the Company participated in a UK Government convened consultation relating to ILO C188 implementing legislation. The Company was able to voice its concerns with respect to certain aspects of the legislation and the human rights provisions contained therein. It was also able to offer its insight and aspiration to see a framework for responsible management of fishermen's rights within a corporate setting.

The Company has seen a genuine commitment to change among various industry actors. The UK fishing industry has seemingly taken on board its responsibilities with respect to human rights protections and is embracing the necessary change at a corporate strategic level. In time this will trickle down and effect change where it is most needed. However, with the advent of the Fishermen's Welfare Alliance (FWA), a body set-up to deal specifically with human rights and welfare matters relating to fishermen's working and living conditions, the process will hopefully be made a lot easier. As a founding participant, the Company holds a seat at the table alongside industry Federations, POs, processors, retailers, Government agencies, and other NGOs. Through regular engagement on key aspects of fishermen's welfare and human rights, the UK fishing industry is taking a positive lead in tackling potential abuses in the supply chain and improving the lives of fishermen across the country.

Finally, as part of its broader focus on supply chain risk management, the Company attended a two-day conference which focused specifically on the issues of modern slavery and human rights abuses in the supply chain. Sitting alongside prominent multinational corporations and hearing about the various experiences companies have had with such supply chain considerations, it was a great opportunity to gain an appreciation for the challenges faced by companies and to broaden the Company's horizons through interdisciplinary learning.



# HRAS ACCOUNTS

## INCOME | 1 JUNE 2017 - 31 MAY 2018

### DONATIONS AND LEGACIES

Donations	£2,793
Grants	£60,000
<b>TOTAL</b>	<b>£62,793</b>



### SUMMARY

<b>Income</b>	<b>£62,793</b>
<b>Resources Expended</b>	<b>£44,873</b>
<b>Net Income</b>	<b>£17,920</b>

## EXPENDITURE | JUNE 2017 - MAY 2018

### RAISING DONATIONS AND LEGACIES

Fundraising	£216
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### FINANCE

Bank Charges	0
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### CHARITABLE ACTIVITIES

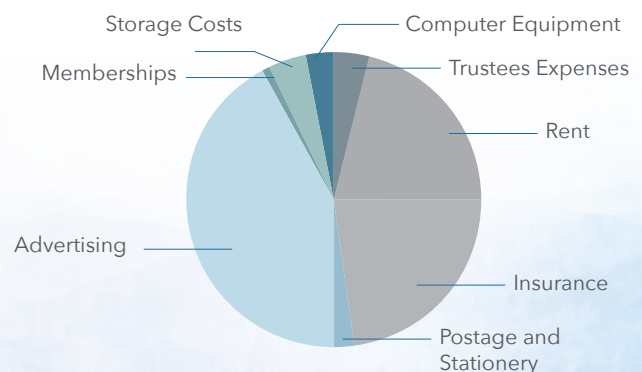
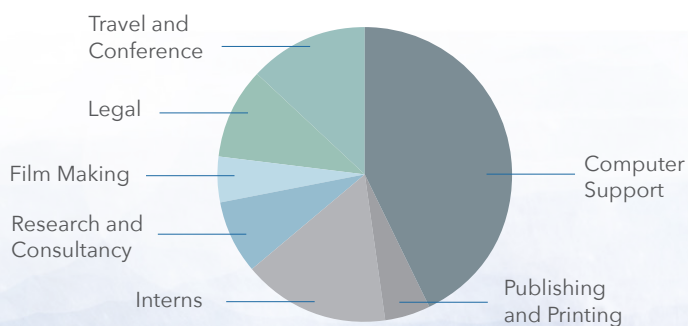
Computer Support Costs	£10,409
Publishing and Printing	£1,123
Intern Costs	£655
Research and Consultancy	£1,966
Film Costs	£1,185
Legal Fees	0
Accountancy	£2,280
Travel and Conference Fees	£3,139
<b>TOTAL</b>	<b>£23,757</b>

### MANAGEMENT SUPPORT COSTS

Trustees Expenses	£853
Rent	£4,470
Insurance	£4,640
Postage and Stationery	£425
Advertising	£8,740
Membership Fees	£250
Storage Costs	£869
Computer Equipment	£653
<b>TOTAL</b>	<b>£20,900</b>

### TOTAL RESOURCES EXPENDED

<b>£44,873</b>
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# HRAS BOARD OF ADVISERS

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This is the 4th Public Annual Report for the independent maritime human rights charity 'Human Rights at Sea'. It covers the period 1 June 2017 to 31 May 2018. This Report is additional to the Annual Trustee's Report submitted to the UK Charity Commission and provides a detailed review of the activities and delivery of the Charity during the reporting period.

Human Rights at Sea is a Charitable Incorporated Organisation (CIO) and registered as a Charity in England and Wales, No. 116173. The organisation has been independently developed for the benefit of the international community for matters concerning human rights issues in the maritime environment.

**[www.humanrightsatsea.org](http://www.humanrightsatsea.org)**

VBS Langstone Technology Park, Langstone Road, HAVANT PO9 1SA , United Kingdom

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# WHO WE ARE

## BACKGROUND

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigation of abuses at sea. It rapidly grew beyond all expectations and for reasons of governance it became a registered charity under the UK Charity Commission in 2015.

Today, the charity is an established, regulated and independent registered non-profit organisation based on the south coast of the United Kingdom. It undertakes **research, investigation** and **advocacy** specifically for human rights issues in the maritime environment, including contributing to support for the human element that underpins the global maritime and fishing industries.

The charity works internationally with all individuals, commercial and maritime community organisations that have similar objectives as ourselves, including all the principal maritime welfare organisations.

## OUR MISSION

To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.



## 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](mailto:enquiries@humanrightsatsea.org)



[www.humanrightsatsea.org](http://www.humanrightsatsea.org)



As an independent charity, Human Rights at Sea relies on public donations, commercial philanthropy and grant support to continue delivering its work globally. Was this publication of use to you? Would you have paid a consultant to provide the same information? If so, please consider a donation to us, or engage directly with us.



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### OUR CONSULTANCY. INSTRUCT US











## HUMAN RIGHTS AT SEA



[www.humanrightsatsea.org](http://www.humanrightsatsea.org)

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CHALLENGING ABUSE AT SEA