

Promoting Better Working Conditions in Thai Aquaculture, Fishing and Seafood Industry



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Programme Overview

- Agreement between Thai Government and ILO to establish a project in 2010 to respond to concerns about child labour, forced labour, migrant labour and working conditions generally in the sector
- Financed by USDOL with 9 million USD from December 2010 until the end of 2014
- Partnership between ILO, Government of Thailand, Employers and Farmers Organizations, International Buyers, Trade Unions and civil society groups
- Covers shrimp and seafood processing supply chain
- Includes prevention against child labour, protection of young workers and an element of access to services (education, social protection and livelihoods) for vulnerable groups

Increased attention on agribusinesses and labour rights

General outcomes of the programme on improving working conditions

- Compliance to international labour standards and national labour law increased
- Systems established to prevent child labour, forced labour and discrimination
- Registration of enterprises in the seafood and shrimp processing supply chain augmented
- Better Protection and wellbeing for young workers aged 15-17
- Better protection and welfare for migrant workers
- Better overall working conditions to all workers
- Better communication social dialogue at the enterprise level
- Higher productivity
- A multi-stakeholder engagement on improvement of working conditions in the sector

Collaboration With Other UN Agencies

- **FAO on socio economic aspects in fisheries and aquaculture**
- **UNEP – sustainable green businesses**
- **UNIAP on trafficking related issues**
- **IOM – on migration (co ILO projects on Migrations)**
- **UNICEF on child rights and in understanding children's work (UCW Univ of Rome)**
- **UNESCO on education for all**
- **UNDP on general UN coordination in Thailand**
- **WHO – safety and health**

Promoting Better Working Conditions in Thai Aquaculture, Fishing and Seafood Industry (cont')

■ Agencies involved e.g.

Government Agencies: Ministry of Labour, M. of Social Development and Human Security, Department of Fisheries, Ministry of Education, M. of Health, M. of Foreign Affairs, Immigration Bureau, Royal Thai Navy, Royal Thai Marine Police, Marine Department, Department of Special Investigation etc.

Private Sector: Thai Frozen Food Association, Thai Fishing Association, Employer Association, Employee Association and NGOs



Promoting Better Working Conditions in Shrimp and Seafood Industry : Public and Private Involvement



Promoting Better Working Conditions in Thai Shrimp and Seafood Industry

Work Responsible by Department of Fisheries in collaboration with ILO, Thai Frozen Food Association, and Ministry of Labour

- **Attempt on Prevention and Protection of Child Labour in shrimp and seafood industry**
 - **Development of Hazardous Work List for Shrimp and Seafood Industry (applicable to youth workers: 15-17 yrs as per ILO C.182)**
 - **Development of Good Labour Practices or GLPs for Peeling Sheds and Processing Plants (farms to be included)**
 - **Pre-processing Plant/Peeling Sheds Mapping Survey and “Shrimp Peeling Shed Model Development”**

Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Development of Hazardous Work List for Shrimp and Seafood Industry includes:

- Recommendations and Hazardous Work List based on Risk Assessments
- Consultation meeting among key concerned organizations and agencies : ILO, Department of Fisheries, Ministry of Labour and Thai Frozen Food Association

Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Hazardous Work List for Thai Shrimp and Seafood Industry

- **Electrical Safety**
- **Machinery Safety**
- **Sound Management of Chemicals**
- **Ergonomics**
- **Physical Risks**
- **Manual Handling/Heavy Work**
- **Cold Working Environment**
- **Aquaculture Installations**
- **Working Time Arrangements**
- **Cold Storage**
- **Heat**
- **Noise**
- **Working In Isolation**
- **Transportation**
- **Harvesting**

Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Development of Hazardous Work List for Shrimp and Seafood Industry e.g.

- **Farm:** No child shall operate portable electric equipment/ dangerous machinery, drive a forklift, etc
- **Pre-/Processing:** No child shall perform work in freezing condition, work more than 2 hours without break, work during 18.00 – 6.00 hrs i.e. night work, etc



Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Good Labour Practices or GLPs

- Training programme for Peeling Sheds and Processing Plants
- In consultation with stakeholders
- Voluntary
- Will later apply to aquaculture (shrimps)



Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

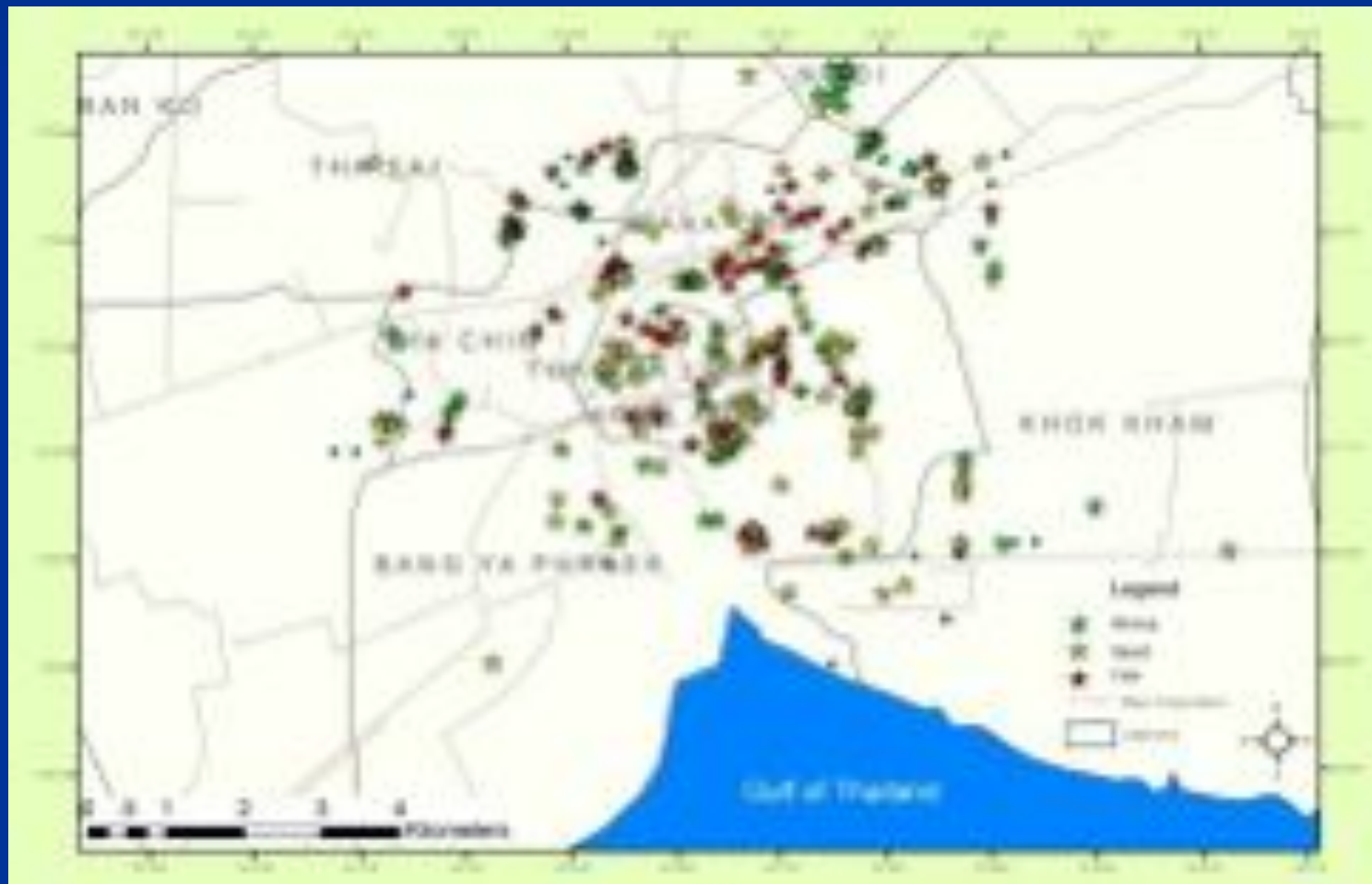
Good Labour Practices or GLPs

- **Basic introduction to laws and regulations governing labour**
- **Human Resource Management**
- **Occupational Safety and Health**

- **Work Place Cooperation**
- **Worker Welfare**
- **Child Labour, Forced Labour and Migrant Labour**

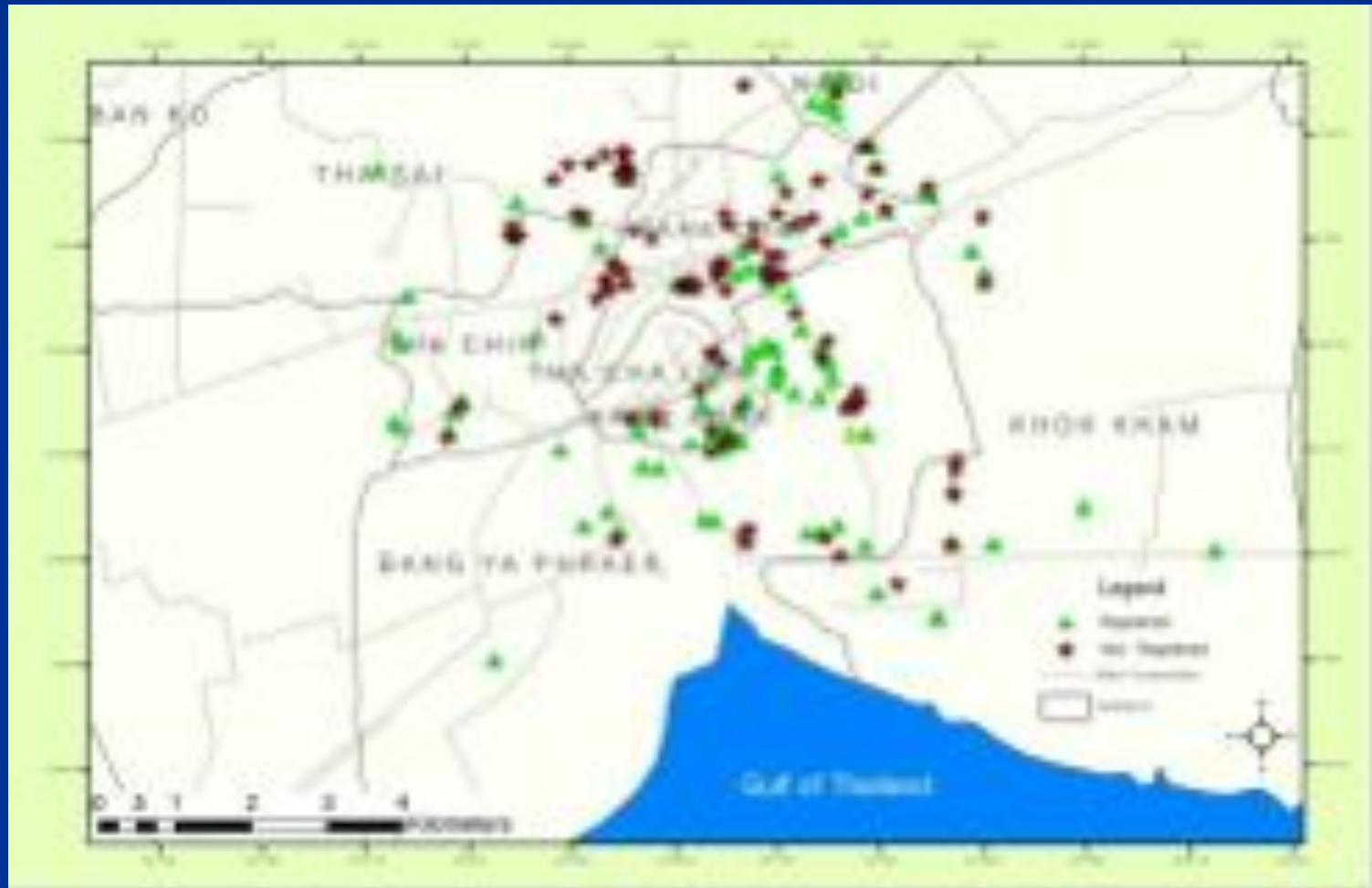
Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Mapping Survey of pre-processing plants /sheds and Peeling Shed Model Development , Samut Sakhon, Thailand



Promoting Better Working Conditions in Thai Shrimp and Seafood Industry (cont')

Distribution of sheds' registration in Muang District, Samut Sakhon, Thailand



Promoting Better Working Conditions in Seafood Industry by Seafood Association

Thai Frozen Food Association (TFFA)

- **Prevention of Child labour in shrimp and seafood industry**
 - **TFFA launched a child labour and forced labour policy on June 12th, 2012**
 - **Enterprise Mapping/Registration**
 - **Help Desk with training services to members**
 - **Information Services**

Promoting Better Working Conditions in Fishing Industry : Public and Private Involvement



Promoting Better Working Conditions in Fishing Industry

Department of Fisheries involvement:

- Seminar on the ILO Convention No.188 on the Work in Fishing by ILO specialists by mid-July 2011
- **Good Labour Practices (GLPs) Development for Fishing Industry** (on-going) in collaboration with M. of Labour and ILO involving stakeholders for consultations and development process
- **GLPs for fishing industry includes recruitment, employment, welfare, occupational health and safety, working condition, etc.**

Promoting Better Working Conditions in Fishing Industry

Department of Fisheries involvement: (cont')

- Development of **training manual /course on safety** in working in fishing industry to train workers in Thai fishing boats, in collaboration with ILO and relevant agencies-- esp. NFAT
- Assisting in Development of **Labour Recruitment Center for Fishing Industry**. The Center will be operated mainly by National Fisheries Association of Thailand (NFAT) with support by various government agencies. i.e. M. of Labour
- **Application of Vessel Monitoring System (VMS)for Thai Fishing Vessels**

Promoting Better Working Conditions in Fishery Industry

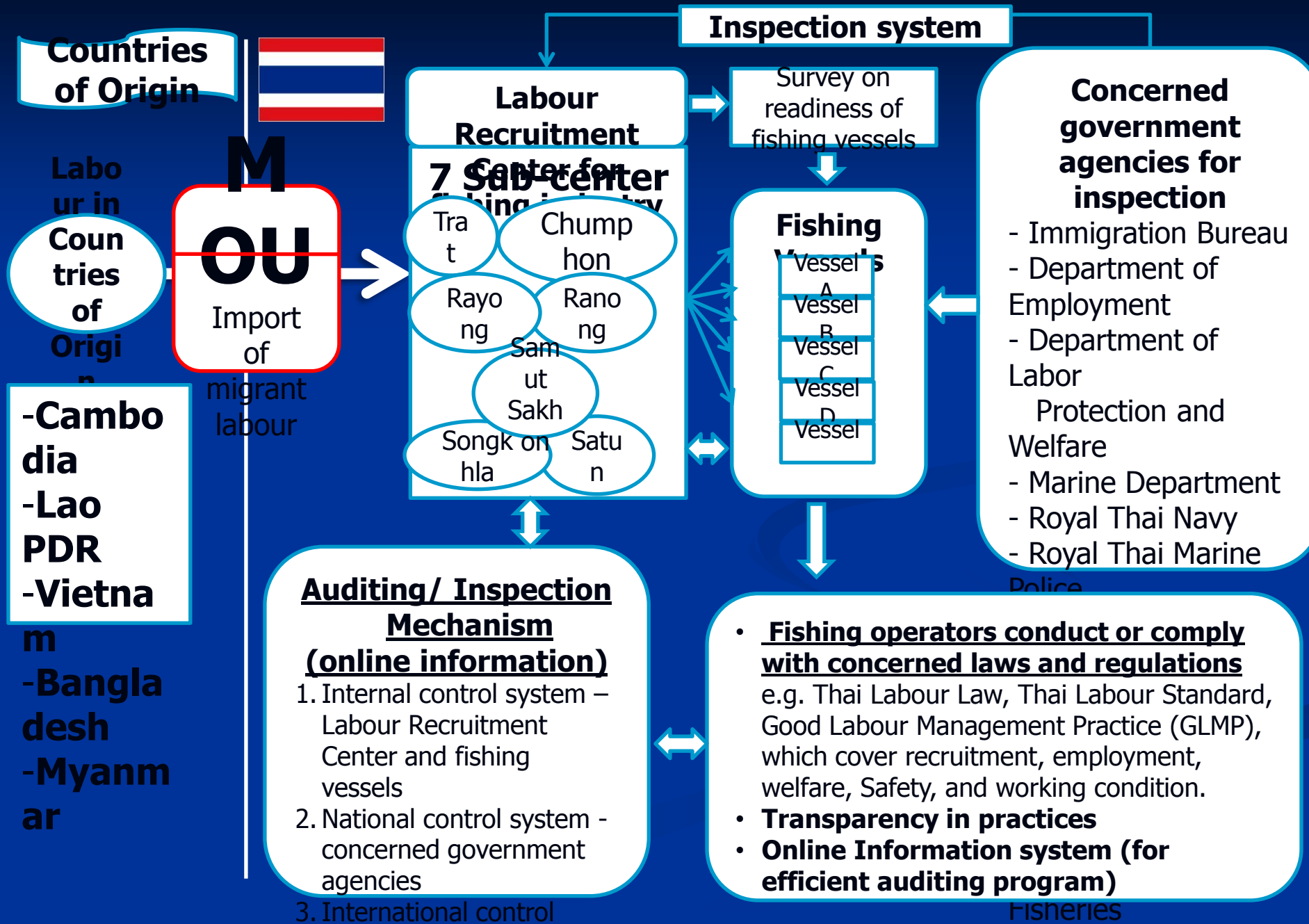
Private Sector Involvement—Supported by ILO Triangle Project

National Fisheries Association of Thailand (NFAT)

- Develop a Code of Conduct for employers on the protection of *all* workers, including migrant workers, in the fishing sector
- Develop a proposed system for recruiting and protecting migrant workers in the fishing sector leading to “Labour Recruitment Center for Fishing Industry”
- Develop occupational safety and health (OSH) training modules in the fishing sector



Draft Model of Labour Recruitment Center



Promoting Better Working Conditions in Seafood and Fishery Industry by relevant organizations

Ministry of Labor

- Labour inspection in shrimp and seafood enterprise and processing plants
- Revision of the 1998 Ministerial Regulation No.10 (B.E. 2541) on the Protection of Workers in Sea Fishery to expand its scope of application to fishing vessels

Others: e.g.

- **Royal Thai Marine Police** is the leading law enforcement agency at sea to the inspection of fishing vessels
- **Royal Thai Navy** has been appointed by MOL to perform labour inspection of fishing vessels. / - **many other agencies**

Conclusions

- **Government and industry are working together to address working conditions and worker welfare in the fishing, shrimp and seafood industry**
- **Special focus on prevention of child labour and migrant welfare**
- **The partnership focuses on developing long term sustainable solutions with the aim to integrate labour issues in seafood and fishing industry business considerations**

