



# 2022 Report

## TTIA Good Labour Practice (GLP) Visits, Recruitment Practices and Human Rights Practices



## 2022 Report on Findings of the TTIA Good Labour Practice (GLP) Visits,

### Recruitment Practices and Human Rights Practices

TTIA developed this report to summarize results of Good Labour Practice (GLP) visits to Thai Tuna Industry Association (TTIA) and Thai Pet Food Trade Association (TPFA) member companies. Objectives of the GLP Project are to promote and support TTIA and TPFA members to apply GLP principles into actions and to promote better working relationship among employers and workers. The GLP Visits would also inform results of members' compliance to the GLP principles, as well as to promote such practice among new members. During the visits, information relating to recruitment practices and human rights practices were also collected. Due to the COVID-19 pandemic restriction, the associations conducted GLP visits virtually via Zoom meeting during 11 July to 9 September 2022. 25 out of 26 TTIA members participated in this exercise. Among these 25 companies, 10 of them are also members of TPFA.

Table: Categories of TTIA members by number of workers

Associations	Total # of members	# Of participating member	Small sized company (with not more than 50 workers)	Medium sized company (with 51-200 workers)	Large sized company (with 201 workers and beyond)
Thai Tuna Industry Association (TTIA)	26	25	0	4	21
Thai Pet Food Trade Association (TPFA) (all are also members of TTIA)	10	10	0	0	10

**Note:** 1. One of the TTIA members did not participate in this exercise due to the temporary stoppage of production although the membership status is still valid.

2. Referring to the Small and Medium Enterprises Promotion Act B.E. 2543 which categorize the size of enterprises by number of workers

### Background

Thai Tuna Industry Association (TTIA) has been participating in the Good Labour Practice (GLP) Project implemented by International Labour Organization (ILO) since 2013. The Project was implemented in collaboration with Department of Labour Protection and Welfare, Department of Fishery, and Thai Frozen Food Association (TTFA) with the aim to strengthen labour management in the seafood industry on a voluntary basis. At the resolution of TTIA Meeting No. 2/2558 and No. 1/2559, it was agreed that TTIA continues to conduct GLP Visits to promote and follow up GLP implementation among its members on a continuing basis with members joining 23 companies from 25 companies.

In 2018, TTIA's staff members participated in training for GLP facilitators conducted by ILO and Thai Frozen Foods Association (TFPA). Later, the GLP Guideline and Checklist were revised and updated in 2019 to be used for monitoring TTIA members' compliance to GLP. The new edition categorised standards for the work conditions in the industry into the following topics, namely: 1) force labour, 2) child labour, 3) freedom of association, collective bargaining, and workplace cooperation, 4) discrimination, 5) wages, compensation, and working hours, 6) occupational safety and health, workers' welfare, and community engagement. This guideline has been used to work with the TTIA members since 2020.

In 2019, Thai Pet Food Trade Association (TPFA) was established to support good labour practices in pet food industry with focus on wet pet food producers which main raw materials used is tuna fish. The resolution of the meeting on establishing TPFTA on 9 September 2019 stated that the association shall also apply to the similar labour policy of TTIA including the compliance of Ethical Code of Conduct and its members shall participate in labour practice policies.

In 2020, TTIA started to collect information on recruitment practices among its members, realising that it has been one of the practices that buyers started to be aware. TTIA developed a checklist under informal advice from

International Organisation for Migration (IOM). The checklist specifies labour standard for recruitment based on the laws of Thailand and origin countries that members should be compliance to.

In 2021, TTIA also included human rights related practice into its standards for members' compliance based on the suggestion by ILO and emphasis from international buyers. TTIA developed a Human Rights Checklist – adapted from National Commission of Human Right's Human Rights Due Diligence Handbook and was endorsed by TTIA Committee during the Meeting No. 1/2564.

Also in 2021, TTIA submitted report on GLP Programme assessment under the Ship to Shore Rights Project to the International Labour Organisation (ILO). As a result, the ILO recommended some key points to further improve the GLP Process including civil society participation, measures to address employees' issues under complaint mechanism should be timebound, workplace welfare committee members should have gender balance, and management should be more engaged in the process. Based on ILO's recommendations, in 2022, TTIA improved its GLP monitoring by add more questions in the Checklist and invited Migrant Working Group (MWG) as a representative of civil society to observe GLP visits based on consent of TTIA members – which MWG observed GLP activities in 3 out of 8 companies giving their consent.

Due to the situation of COVID-19 pandemic, in 2022 TTIA proposed to conduct GLP Visits, recruitment practice and human rights practice monitoring via online mode, which was approved by the TTIA Extraordinary Meeting No. 1/2565 with members joining 25 companies from 26 companies.

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## Activities of GLP Visit

Activities under this exercise during the GLP visits to TTIA members included: key informant interviews with human resource departments and representatives of employees. TTIA sent employers the self-checklist form which include assessment criteria relating to GLP, recruitment practices and human rights practices. Employers then submitted the self-checklist and related documents that include, but not limited to, documents relating to workplace welfare committee's establishment and other proofs for the compliance to labour law to TTIA. Members are also required to submit photos showing physical environment in the workplace including canteen, medical room, bulletin board, and workplace welfare committee's activities to provide evidence of compliance with GLP. The evidence shall be submitted to TTIA at least one week before the GLP visit.

During the GLP visits, TTIA conducted interviews with HR staff and conduct online interviews with 4 workers – two are members of the workplace welfare committee and two are not. For the members of both TTIA and TPFA, workers were randomly selected from both members and non-member. Questions asked to workers covered working life cycle from the perspective of workers, opinion and satisfaction on employers and companies. After the completion of GLP Visits, TTIA prepared a GLP Visit summary report and sent back to its members. The GLP Visit Report summarised findings emerged from information received from both employers and employees. Ranking of compliance on different GLP components was given by colour code (white, grey and black) to rate how well the employers do in terms of compliance to the GLP standards and labour law, as well as effective correction; and how aware the employees are in terms of their rights and responsibilities as well as importance of engagement in workplace welfare committee. Information from all TTIA and TPFA members participating in the exercise was then compiled and analysed for the annual 2022 Report TTIA Good Labour Practice (GLP) Visits, Recruitment Practices and Human Rights Practices.

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## Structure of the report

Report on TTIA Good Labour Practice (GLP) Visits, Recruitment Practices and Human Rights Practices comprises 8 topics as the following:

- 1.1 Overall progress of the members' compliance of GLP
- 1.2 Summary of companies' noncompliance to the law and/or GLP standard (table 1 and 2)

- 1.3 Results from worker interviews on their understanding of workplace condition
  - 1.4 Number of workers and workplace welfare committee (table 3)
  - 1.5 Additional information from TTIA based on ILO's recommendation and other recommendations
  - 1.6 Progress of GLP Visits to TTIA members (table 4)
  - 1.7 Recruitment practices (table 5)
  - 1.8 Human rights policies and practices
- Annex: Photos of GLP visits

## **1.1 Overall results of the members' compliance of GLP**

Presently, there are 62,530 workers in tuna industry. Overall, in 2022, total number of workers are 62,530. Among these 24,579, or 39.4%, are Thai and 37,951, or 60.6%, are migrant workers. The monitoring visits of Good Labour Practice (GLP) reported findings of the companies' compliance in three areas: 1) Good Labour Practice (GLP), 2) Recruitment Practices and 3) Human rights policies and practices.

### **1) Good Labour Practice (GLP)**

The GLP visits found that 21 out of 26 factories visited or 81% complied with GLP Guideline. Four company or 15% was found to be non-compliant to the GLP standard. Non-compliance issues include: workplace welfare committee members are not from election; workplace welfare committee meetings were conducted twice per year – which was less than stipulated by the law; maternal leave is given for 96 days – which was less than 98 days according to the law, non-existence of first aid kit (according to the Notification of Ministry of Interior on Health and Sanitation Related Welfare for Employees, workplace with less than 200 workers does not need a medical room but shall have first aid kit with 29 basic first aid items as specified on the list); no full-time nurse (according to the Ministerial Regulation on Welfare Provision in the Workplace B.E. 2548, workplace with 200 workers and more should have a medical room and at least one full-time nurse), and deduction of expenses beyond stipulated in the law (including bank transfer fee, accommodation costs) – which company corrected the non-compliance issue immediately. One company (4%) cannot be contacted and therefore information is not available.

### **2) Recruitment Practices**

On the monitoring of recruitment of migrant workers, the GLP visits found that all member companies recruit new workers based on domestic legal provisions. Some companies even paid higher than minimum wage higher than specified by the law. 10 out of 26 companies, or 38%, (information is not available in one company) cover all expenses as required by the law – which cover all size of the establishments. The reasons for this include that their buyers started to concern about who paid for expenses related to recruitment of workers, wanting to provide incentive for workers to stay with the company for longer term, and to reduce burden on workers. When compared expenses during recruitment process paid by the companies in 2021, number of members that cover expenses for workers have increased in all items by 6 to 28%. The items that found to change during the year are service fee for recruitment agencies in country of origin and food, water, and transportation in Thailand.

### **3) Human rights policies and practices.**

This exercise found that all TTIA members have non-discrimination policy during recruitment and treatment to workers based on gender, religion, and nationalities. The majority of members signed the new TTIA's Ethical Code of Conduct which include some additional labour's ethical principles that cover rights and freedom entitled to workers. The majority of members also have policies relating to on environment preservation and community responsibility.

## 1.2 Summary of companies' noncompliance to the law and/or GLP standard (Table 1 and 2)

**Table 1** summarises the companies' compliance to the labour laws, GLP standards, and are at risks of non-compliance based on the updated edition of GLP Guideline. Among 7 standards, three of them are found to be non-compliance which are: 3. Freedom of Association, Collective Bargaining and Workplace Cooperation, 5. Wages, Compensation, and Working Time, 6. Occupational Safety and Health and workers' welfare and 7. Community Welfare and Engagement. The table also shows number of correction actions being taken by the companies; **issues being in process of correction are in red**, and **issues already corrected by the companies are in blue**.

**Table 1: Summary of compliance to GLP standards, risks for internal management, and status of correction actions**

No.	GLP Standard	Noncompliance with the law (issue)	Identified risks and internal management	Correction action by company (issue)	
				Corrected	In process
1	Recruitment and employment (0 issue)	0	0	0	0
2	Child Labour (0 issue)	0	0	0	0
3	Freedom of Association, Collective Bargaining and Workplace Cooperation (4 issues)	2	2	3	1
4	Discrimination (Equal Employment Opportunity and Treatment) (0 issue)	0	0	0	0
5	Wages, Compensation, and Working Time (4 issue)	2	2	3	1
6	Occupational Safety and Health and workers' welfare (2 issues)	2	0	1	1
7	Community Welfare and Engagement (0 issue)	0	0	0	0
<b>Total</b>		<b>0</b>	<b>6</b>	<b>4</b>	<b>7</b>

**Table 2** provides details of issues of noncompliance to the law and risks for internal management found among TTIA members. The table also shows issues that are **in process of being corrected by companies** and **those were already corrected by companies** under 1) recruitment and employment 2) child labour and 3) non-discrimination.

**Table 2: Details of issues of non-compliance to the law and risks for internal management**

GLP Standard	Noncompliance with the law	Noncompliance with the GLP standard	Action taken to correct	Relevant laws
1. Recruitment and employment (0 issue)	-	-	-	-
2. Child Labour (0 issue)	-	-	-	-
3. Freedom of Association, Collective Bargaining and Workplace Cooperation (4 issues)	1. Workplace welfare committee members do not come from election but from employers' appointment – as specified by the law that the workplace with 50 employees and above should have a workplace	-	After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice by recruiting candidates for workplace welfare committee only	Labour Protection Act B.E. 2541

GLP Standard	Noncompliance with the law	Noncompliance with the GLP standard	Action taken to correct	Relevant laws
	welfare committee with at least 5 representatives of workers.		from workers and will revise the committee members' composition in the next election.	
	2. Workplace welfare committee conducted meetings less than 4 times per year or quarterly as specified by the law that the workplace welfare committee should be conducted at least once every three months		After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice by planning for workplace welfare committee meetings quarterly. After the latest committee meeting on 2 Aug 22, another meeting is planned in November 2022 to meet the requirement by the law.	Labour Protection Act B.E. 2541
		3. Workplace welfare committees have employers' representatives as members, while only employees should be presence.	The company has already plan to conduct a new election with only representatives of workers. In addition, factory manager resigned from the workplace welfare committee after being informed of non-compliance by the GLP visit.	
		4. No complaint box for workers' representative to receive anonymous complains that from workers.	After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice.	
4. Discrimination (Equal Employment Opportunity and Treatment) (0 issue)				

GLP Standard	Noncompliance with the law	Noncompliance with the GLP standard	Action taken to correct	Relevant laws
5. Wages, Compensation, and Working Time (4 issues)	1. The company regulation gives 96 days for maternal leave – which was less than 98 days according to the revised law.		After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice with a notification was draft and signed by management.	Labour Protection Act No. 7, B.E. 2562, Section 41.
	2. The company deducted expenses beyond stipulated in the law (including bank transfer fee, accommodation costs). While the law only allows deduction of social security, tax and cooperation member fee.		After the GLP Visit, the companies were informed about this incompliance. One company immediately corrected the practice by issuing the notification and signed by management. Another company is in process of correcting the practice by informing workers verbally and contact the bank.	Labour Protection Act B.E. 2541, section 76.
		3. Pay slips of migrant workers are not in the language that is understood by workers	After the GLP Visit, TTIA recommended the company to translate the pay slip into migrant workers' language and display it onto the bulletin board for workers to see and understand. This is in process of correction.	
		4. workers were paid later than the due date. Workers should be paid on due date or before the due date if it falls into public holiday	After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice.	



GLP Standard	Noncompliance with the law	Noncompliance with the GLP standard	Action taken to correct	Relevant laws
6. Occupational Safety and Health and workers' welfare (2 issues)	1. According to the law, workplace with less than 200 workers does not need a medical room but shall have first aid kit with 29 basic first aid items as specified on the list)	-	After the GLP Visit, the company was informed about this incompliance and immediately corrected the practice with 29 basic first aid items have already been in place.	Notification of Ministry of Interior on Health and Sanitation Related Welfare for Employees
	2. The workplace has medical room but does not have full-time nurse. According to the law, workplace with 200 workers and more should have a medical room and at least one full-time nurse.	-	After the GLP Visit, the company was informed about this incompliance and is in process of correction.	Ministerial Regulation on Welfare Provision in the Workplace B.E. 2548
7. Welfare and Community Engagement (0 issue)	-	-	-	-

### 1.3 Results from worker interviews on their understanding of workplace condition

Based on the self-assessment forms and interviews, topics that workers have knowledge and understanding most are: 1) workplace welfare committee 2) number of holidays and leave days and 3) wage payment and welfare, respectively.

**1) Wage payment and welfare:** Workers know about their scope of work, minimum wage and welfare that they are entitled from the explanation prior to starting date from employers and at the orientation session for new workers. According to the random interviews with workers, the workers knew their roles and responsibilities at work are satisfied with wages and welfare that they receive. The interviewed workers received wage payment in full amount on time which is the main reason for them to stay working with the company for long period.

**2) Workplace welfare committee:** Workers understand roles and responsibilities of workplace welfare committee, mainly from information dissemination provided in the workplace and their participation in the workplace committee election. Workers know that if they face problems in the workplace, need help, or want to express opinions on certain issues, they can inform the workplace welfare committees.

**3) Number of holidays and leave days:** Workers know and understand terms and conditions of holidays and leave days through information provided at the orientation session, workers' handbook and companies' regulation which comply with relevant provisions in the law. Some companies have additional 10 – 15 home leave days for migrant workers to travel back to home country and can request for more days which make workers more satisfied. However, due to the COVID-19 lockdown measures and political unrest in the country of origin, workers did not exercise this right.

Other topics being asked by TTIA include work conditions, the use of child labour (under 18 years), non-discrimination, occupational health and safety, other welfare, and community participation.



## 1.4 Number of workers and workplace welfare committee (table 3)

**Table 3: Number of workplace welfare committee in 2022**

NO	No. of total workers						No. of workplace welfare committee members					
	Total	%	Thai	%	Migrant workers	%	Total	%	Thai	%	Migrant workers	%
1	9,112	100	1,904	21	7,208	79	15	100	4	27	11	73
2	2,774	100	767	28	2,007	72	9	100	6	67	3	33
3	524	100	159	30	365	70	7	100	5	71	2	29
4	390	100	204	52	186	48	7	100	4	57	3	43
5	4,466	100	957	21	3,509	79	17	100	8	47	9	53
6	8,621	100	2,903	34	5,718	66	24	100	9	37	15	63
7	4,260	100	1,034	24	3,226	76	15	100	8	53	7	47
8	4,077	100	1,085	27	2,992	73	8	100	6	75	2	25
9	2,304	100	320	24	1,984	86	7	100	1	14	6	86
10	733	100	125	17	608	83	5	100	3	60	2	40
11	4,264	100	390	9	3,874	91	7	100	1	14	6	86
12	173	100	20	12	153	88	5	100	2	40	3	60
13	6,070	100	5,287	87	783	13	7	100	5	71	2	29
14	2,943	100	2,787	95	156	5	8	100	6	75	2	25
15	3,871	100	1,845	48	2,026	52	15	100	5	33	10	67
16	3,253	100	1,511	46	1,742	54	15	100	10	67	5	33
17	197	100	112	57	85	43	7	100	5	71	2	29
18	448	100	106	24	342	76	5	100	3	60	2	40
19	85	100	66	78	19	22	6	100	4	67	2	33
20	129	100	29	22	100	78	7	100	7	100	0	0
21	613	100	332	54	281	46	8	100	6	75	2	25
22	411	100	71	17	340	83	7	100	2	29	5	71
23	N/A	100	N/A	N/A	N/A	N/A	N/A	100	N/A	N/A	N/A	N/A
24	1,585	100	1,585	100	0	0	6	100	6	100	0	0
25	238	100	66	28	172	72	7	100	5	71	2	29
26	989	100	914	92	75	8	11	100	10	91	1	9
<b>Total</b>	<b>62,530</b>	<b>100</b>	<b>24,579</b>	<b>39</b>	<b>37,951</b>	<b>61</b>	<b>235</b>	<b>100</b>	<b>131</b>	<b>56</b>	<b>104</b>	<b>44</b>

**Table 3** comprises data on number of workers in the industry and workplace committee members in 2022.

1. Total number of workers in the industry: Total number of workers are 62,530. Among these 24,579, or 39.4%, are Thai and 37,951, or 60.6%, are migrant workers.

2. Number of workplace welfare committees in the industry: Total number of welfare committees are 235. Among these 131, or 56%, are Thai and 104, or 44%, are migrant workers.

3. Number of workplace welfare committee members in each company: most companies' workplace welfare committees comprise 8-9 members which is more than required by law (according to the law providing that workplaces with more than 50 workers should have at least 5 workplace welfare committee members.)

4. Number of companies with workplace welfare committee that have migrant workers as members: is 23, or 88% of total companies participated in this exercise. There are 2 companies, or 8%, that all workplace welfare committees are all Thai nationals because they hire only Thai workers and the other company have appointed members of the workplace welfare committee without election process. One company (4%) did not have information available.

5. Channel for receiving complaints and grievances from workers: all survey companies reported that three main channels for receiving complaints and grievances from workers are: through comment boxes, workplace welfare committees, and HR departments. The complaints and grievances are mainly relating to the taste of food provided in the company canteens, request for more drinking water containers, and request for more parking spaces, etc.

## 1.5 Additional information from TTIA based on ILO's recommendations and other recommendations

In 2021, the ILO's Ship to Shore Rights SEA Project participated in TTIA's GLP Study Visits during the data collection period. As a result, the ILO recommended TTIA to collect additional data from its members so that the GLP standards and compliance is further strengthened. Some of the key topics are: work conditions of the workers, correction procedure of child labour (below 18 years) found in the workplace, SOP for complaint mechanism, other welfare promotion including promoting gender equality in the workplace. In 2022, TTIA collected additional information from its members based on the ILO's recommendations and the findings are presented as follow:

### 1. Findings for additional data collection from employers based on ILO's recommendation

- **25 companies, or 100%** of the participating members do not conduct pregnancy test at the recruitment process to prove the intention of non-discrimination towards pregnant women.
- **18 companies (72%)** have clear correction procedure if child labour (under 18 years old) were found in the workplace including remove young workers out of the workplace, report to labour inspection officers, provide remedial services to the workers (including age-appropriate education)
- **18 companies (72%)** have clear complaint mechanism and correction procedure including developing and distributing work instruction to workers, correction procedure is timebound.
- **15 companies (60%)** have additional welfare for female workers in the workplace including assigning a breastfeeding corner and pre- and post-natal training. (According to participating members, constraints in budget and office space are key challenging to accomplish this.)
- **12 companies (48%)** have equal ratio between male and female workplace welfare committees (according to participating members, as workplace welfare committee members have gone through the election process and in some companies, ratio of male and female workers in the workplace is also imbalance, therefore it is impossible for the company to control the ratio of female members.
- **4 companies (16%)** have plan to integrate GLP into company policies which will also show their commitment to good labour practice (according to the members, GLP was already part of the HR procedure).

### 2. Recommendations

1) TTIA has conducted Social Dialogue Workshop in collaboration with the Migrant Workers Rights Network (MWRN) to increase effectiveness of workplace welfare committees. Findings from GLP visits relating to the workplace welfare committees that were discussed to find jointly solutions include: workers who faced issues at the workplace tend to inform their supervisors before workplace welfare committees, ratio of workplace welfare committee members are not equal among male VS female and Thai VS non-Thai, and workers do not understand roles and responsibility of the workplace welfare committees.

2) Due to the continuing COVID-19 pandemic in the past years, TTIA changed to conduct GLP visits through online mode to comply with social distance measure. Other challenges faced during the activities are technical ones such as unstable internet signal, readiness of relevant documents and communication during interviews.

## 1.6 Progress of GLP Visits to TTIA members (table 4)

TTIA conducted GLP visits among its members since 2016 up to 2022. During these years, a number of issues of non-compliance to GLP standards as well as domestic law were documented, informed to members and suggested for correction. The following table aim to provide an overview of compliance and issues of non-compliance during these years.

**Table 4 show progress of compliance due to GLP implementation during 2016 – 2021**

Issue of GLP noncompliance/ Yeas of GLP Visit	Before GLP	GLP visit 2016	GLP visit 2017	GLP visit 2019	GLP visit 2020	GLP visit 2021	GLP visit 2022
1. No workplace welfare committee established	/	/	/	/			
2. No migrant workers representing in the workplace welfare committee	/	/				/	
3. Workplace welfare committee is not from election	/	/	/		/		/
4. Employment contract is only in Thai	/			/	/		
5. No pay slip provided to workers	/	/					
6. Workers' salary is deducted (dormitory, electricity and water supply, punitive measure)	/	/	/	/			/
7. Workers have to buy own protective and work-related equipment	/	/	/	/			
8. Card is required for going to toilet	/				/		
9. Pregnancy test conducted during recruitment process	/		/	/	/	/	
10. No complaint box	/	/	/				

### Note:

- There was no GLP Visit conducted in 2017 as the GLP Guideline was being revised during that year under the collaboration of ILO. The new edition of GLP Guideline was used to monitor its members' compliance in 2018.
- Issues of non-compliance that were detected on a continuing basis as reported in the table were found in different companies. Reasons for non-compliance are mainly due to changes in management and staff member who have GLP expertise and background left the company. Therefore, conducting GLP training on a regular basis is important for compliance.

## 1.7 Recruitment practices (table 5)

For Recruitment Practice, TTIA used the fair recruitment checklist that was developed in 2020, under informal advice from International Organization for Migration (IOM). The Association started collecting data on its members' recruitment practices since 2020. For 2022, the data collection method includes: employers fill the self-checklist and submit to TTIA, TTIA interview employer representatives and randomly interview employee representatives.

**Table 5** provides data on expenses occurred during migrant workers' recruitment process which includes 2 major categories: Items 1-4 are expenses occurred in countries of origin, and items 5 – 12 are expenses occurred in Thailand.

**Table 5: Expenses occurred during recruitment of migrant workers**

No.	Expenses occurred during recruitment	# Of company	Covered by company. (# of company)				Changes between 21/22(%)
			2021		2022		
			No.	%	No	%	
<b>Expenses occurred in countries of origin</b>							
1	Passport fee	25	4	16	10	40	24
2	Expenses during processing documents in country of origin (food & accommodations)	25	10	40	13	52	12
3	Contract signing fee, uniform smart card, life insurance at country of origin	25	11	44	14	56	12
4	Service fee for recruitment agencies in country of origin	25	17	68	17	68	0
<b>Expenses occurred in Thailand</b>							
5	Visa fee	25	8	32	14.5	58	26
6	*Fee for Work permit	25	7.5	30	14.5	58	28
7	Health check-up	25	15.5	62	19	76	14
8	Hepatitis check-up	25	17.5	70	19	76	6
9	Food, water, and transportation in Thailand	25	20	80	20	80	0
10	Expense in COVID-19 Swab test (ATK, PCR)	25	17.5	70	19	76	6
11	6 Disease screening checkup required for Work permit	25	11	44	17	68	24
12	Expense for COVID-19 14-days quarantine measure	25	9	36	14	56	20

**Note:** 1. Members participated in 25 companies out of 26 companies (1 company did not participate in the activity because of the temporary suspension of production due to the impact of COVID-19 but retains membership status)

2. In 2022 the number of decimal points or 14.5 in items 5 and 6 come from that there are 14 companies paying workers, another 1 company sharing payments with workers.

**From Table 5, Expenses occurred during recruitment of migrant workers can be summarized as follow:**

1) 10 out of 25 members of all sizes of companies, or 40%, covered all expenses (items 1 – 12) for workers. The reasons for this include that their buyers started to concern about who paid for expenses related to recruitment of workers, wanting to provide incentive for workers to stay with the company for longer term, and to reduce burden on workers.

2) When compared expenses during recruitment process paid by the companies in 2021, number of members that cover expenses for workers have increased in all items by 6 to 28%, except for 4. Service fee for recruitment agencies in country of origin and 9. Food, water, and transportation in Thailand.

- Expenses occurred in countries of origin paid by the company (in descending order) include 1. Passport fee (24%), 2. Expenses during processing documents in country of origin (12%), 3. Contract signing fee, uniform smart card, life insurance at country of origin (12%)
- Expenses occurred in Thailand paid by the company (in descending order) include 6. Fee for Work permit (28%), 5. Visa fee (26%), and 11. 6 Diseases screening checkup required for work permit (24%)

3) From the Table 6, expenses occurred during recruitment of migrant workers covered by TTIA members (in descending order) include:

- Expenses occurred in countries of origin paid by the company include item no. 4 Service fee for recruitment agencies in country of origin (68%), 3. Contract signing fee, uniform smart card, life insurance at country of origin (56%), and 2. Expenses during processing documents in country of origin (52%)
- Expenses occurred in Thailand paid by the company include 9. Food, water, and transportation in Thailand (80%), item no. 7. Health check-up (76%), 8. Hepatitis check-up (76%), 10. Expense in COVID-19 Swab test (76%), and 11. 6 Diseases screening checkup required for work permit (68%).

**Note:** According to the Working Management Emergency Decree, (NO.1) B.E. 2560 (2017), Section 49 states that personal expenses of migrant workers including passport fee, health checkup, work permit and other similar expenses should be under the workers' responsibility. Information from Table 6, therefore, indicates that many TTIA members have covered more expenses that are beyond as stipulated by the Thai law.

## 1.8 Human rights policies and practices

In 2021, as the United Nations emphasized the importance of human rights policies and practices among private sector, TTIA developed a Human Rights Checklist – adapted from National Commission of Human Right's Human Rights Due Diligence Handbook. After that, TTIA sought for an endorsement of the Human Right Checklist from the Labour Committee, which was revised and approved by the Committee during the Meeting No. 1/2564 on & July 2021. The Checklist was then used for collecting information from TTIA members since 2021. In 2022, data collection was done through members' self-assessment, TTIA interviews with employers' representatives or human resource departments. The results from the exercise using Human Rights Checklist among TTIA members reflected that top-three human rights practices that were mostly committed by the companies including the following:

- 25 members (100%) has non-discrimination policy during recruitment and treatment to workers based on gender, religion, and nationalities.
- 24 members (96%) signed the new TTIA's Ethical Code of Conduct which include some additional labour's ethical principles that cover rights and freedom entitled to workers (referral: TTIA/TPFA COC; 2022 edition no. 10 stated that member companies have implement human rights practices)
- 22 members (88%) has policies relating to on environment preservation and community responsibility including conducting community surveys on negative impact of their establishments on communities including inappropriate levels of noises, smells and inappropriate activities that could impact the communities on an annual basis. According to TTIA members, in practice, as most establishments are located far from communities and were regularly investigated by external organisations, such community surveys were not necessarily conducted.

Other human rights related issues collected by TTIA include migrant workers management, sub-contract workers management, discipline and corporal punishment, and privacy of workers.

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*Reported by: Mr. Nolphawat Padungkiat, Labour Officer*

*Checked by: Mr. Worapol Pattananukij, Senior Labour Officer*

## Annex: GLP visits

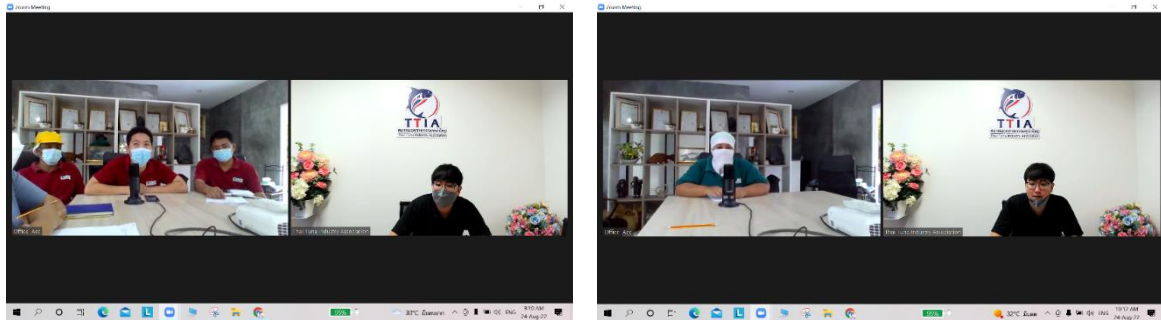
In 2022, the association has conducted GLP Visit activities with all 25 members from 26 companies starting from July 2022 until September 2022, schedule as shown in the table

Company		July	August	September
1	A.E.C. CANNING CO., LTD		24 Aug 2022	
2	ABD KHAN CO., LTD		17 Aug 2022	
3	ASIAN ALLIANCE INTERNATIONAL CO., LTD.		25 Aug 2022	
4	CHOTIWAT MANUFACTURING CO., LTD.		8 Aug 2022	
5	DIAMOND FOOD PRODUCT., LTD		30 Aug 2022	
6	GLOBAL FROZEN FOOD (THAILAND) CO., LTD.	15 Jul 2022		
7	I.S.A. VALUE CO., LTD.	20 Jul 2022		
8	I-TAIL PUBLIC CO., LTD.			9 Sep 2022
9	KINGBELL PRODUCER CO., LTD		16 Aug 2022	
10	MMP INTERNATIONAL CO., LTD.		26 Aug 2022	
11	P & T FOOD CO., LTD		1 Aug 2022	
12	P.C. TUNA CO., LTD	25 Jul 2022		
13	PATTHANA MARINE CO., LTD	-	-	-
14	PATAYA FOOD INDUSTRIES LTD.		10 Aug 2022	
15	PREMIER CANNING INDUSTRY CO., LTD.		9 Aug 2022	
16	RS CANNERY CO., LTD.		18 Aug 2022	
17	S.K. FOOD (THAILAND) PUBLIC CO., LTD.	14 Jul 2022		
18	S.P.A. INTERNATIONAL FOOD GROUP CO., LTD.		23 Aug 2022	
19	SIAM INTERNATIONAL FOOD CO., LTD.		19 Aug 2022	
20	SIAM TIN FOOD PRODUCT CO., LTD.	27 Jul 2022		
21	SOUTHEAST ASIAN PACKAGING AND CANNING LTD.	21 Jul 2022		

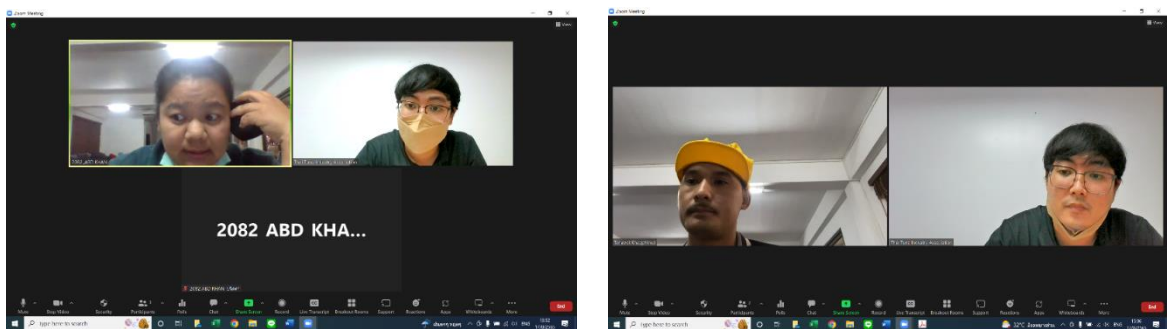
Company		July	August	September
22	THAI INABA FOODS CO., LTD		31 Aug 2022	
23	THAI UNION GROUP PUBLIC CO., LTD.		11 Aug 2022	
24	THAI UNION MANUFACTURING CO., LTD.		2 Aug 2022	
25	TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.	26 Jul 2022		
26	UNICORD PUBLIC CO., LTD.	22 Jul 2022		

Photos of TTIA GLP Visit activities in 2022 via online, totaling 25 factories.

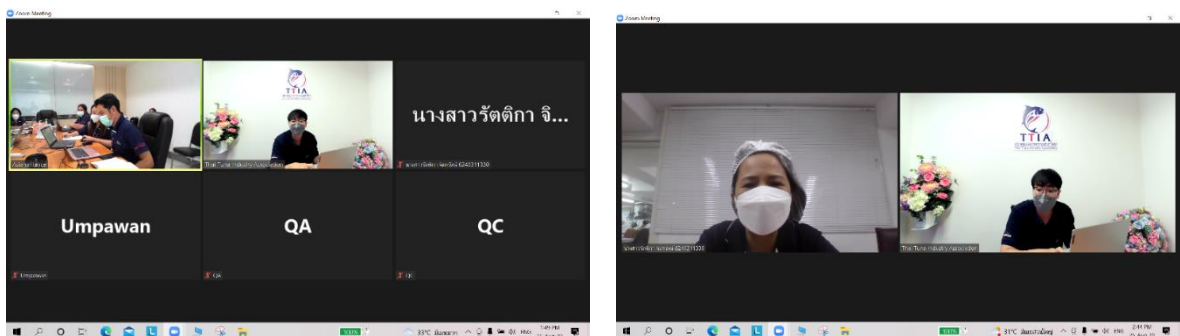
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**ABD KHAN CO., LTD**

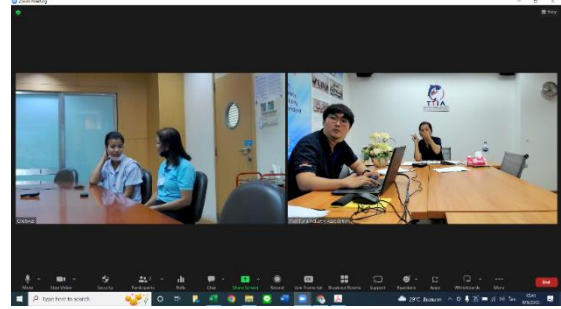


**ASIAN ALLIANCE INTERNATIONAL CO., LTD.**

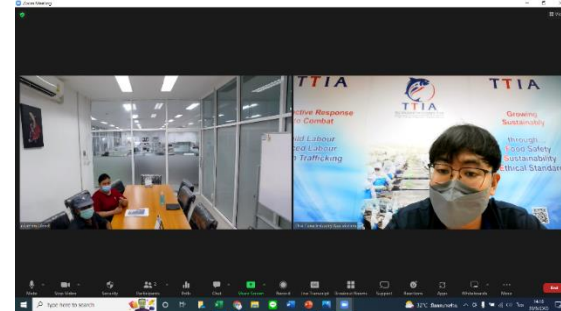




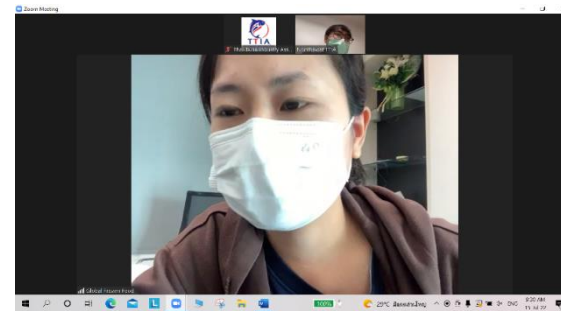
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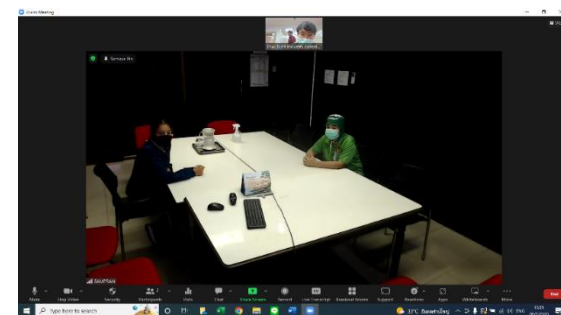
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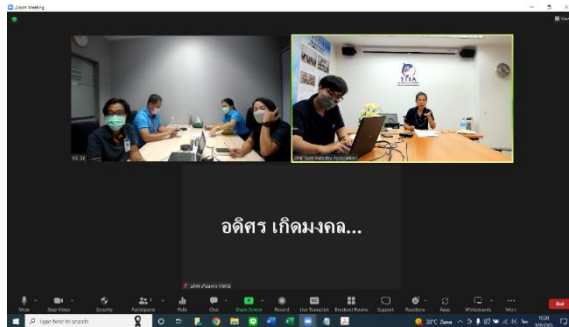
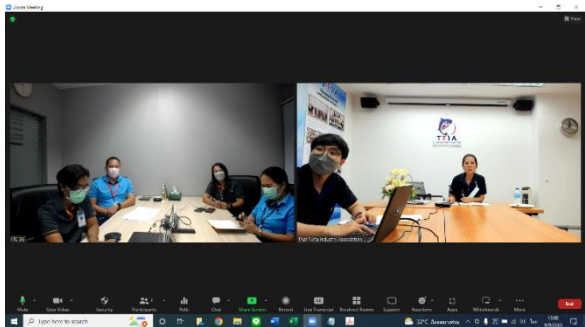
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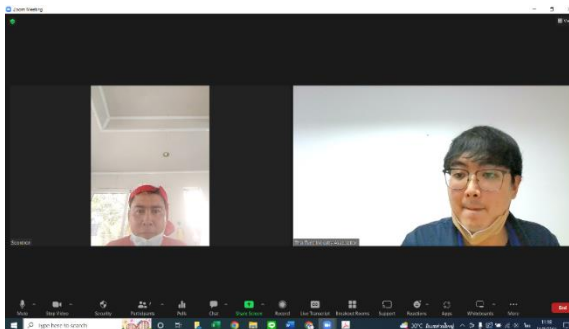
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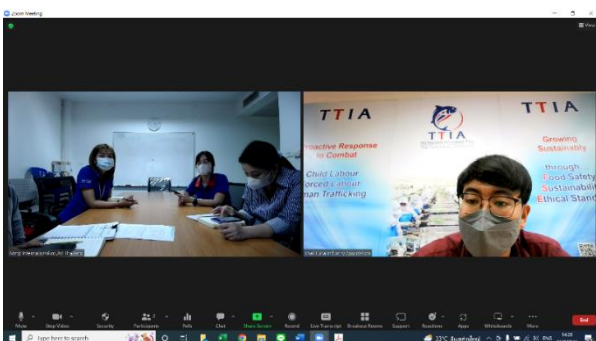
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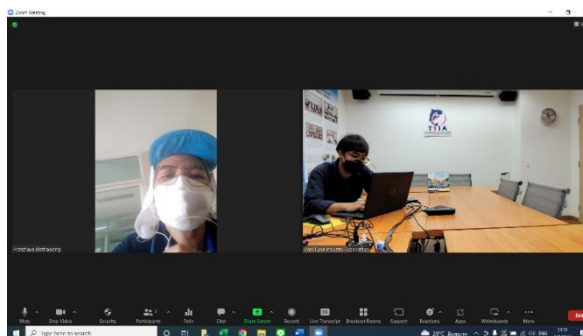
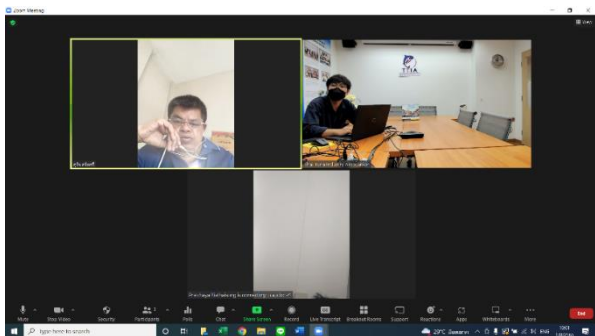
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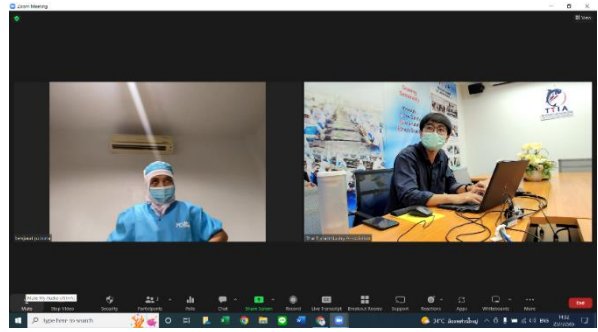
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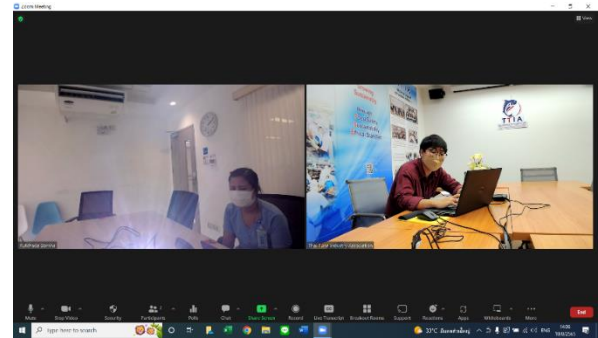
P & T FOOD CO., LTD



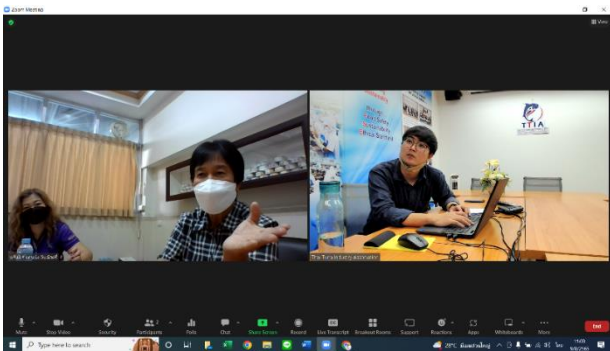
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PATAYA FOOD INDUSTRIES LTD.



PREMIER CANNING INDUSTRY CO., LTD.

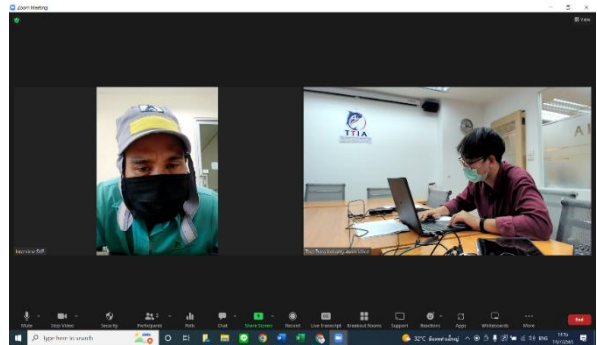


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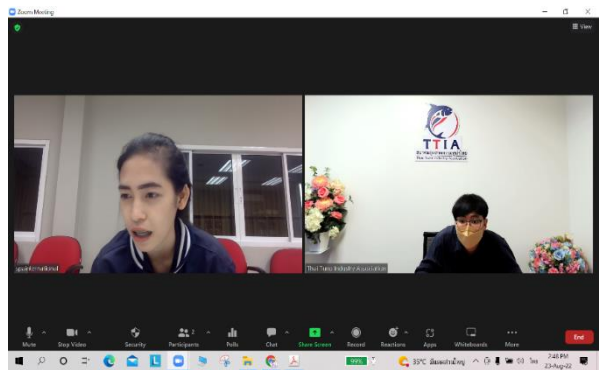
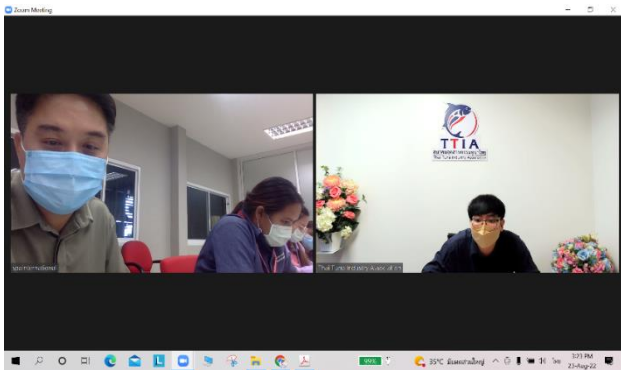




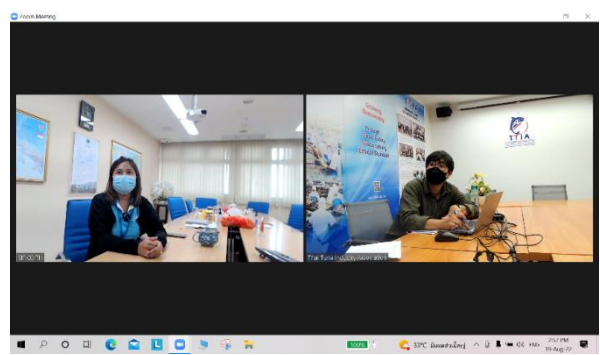
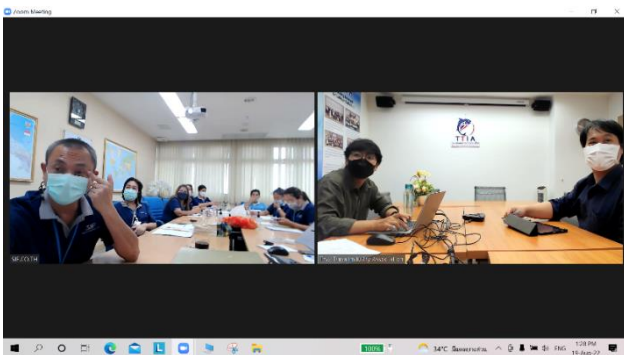
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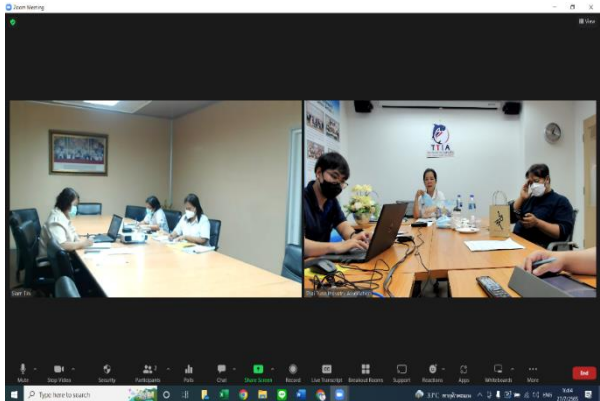
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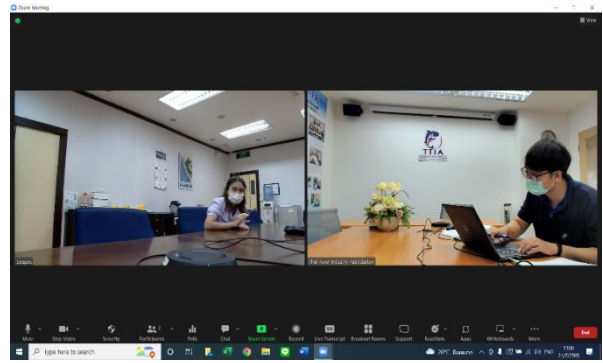
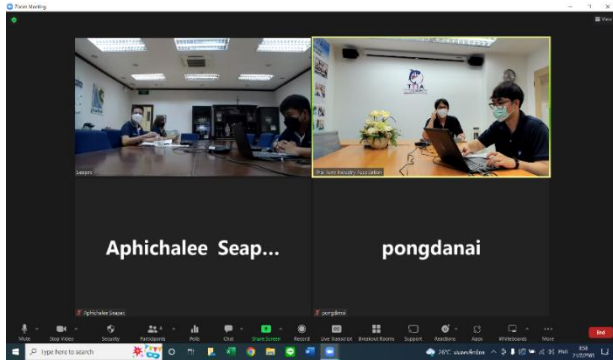
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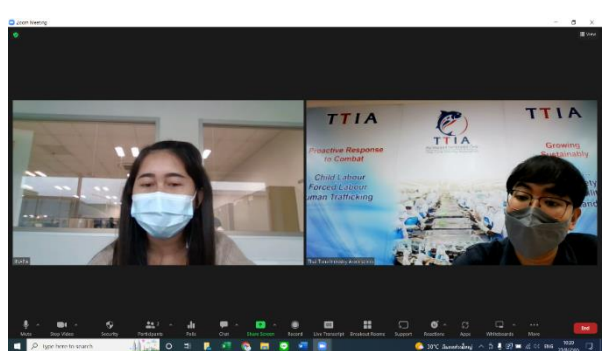
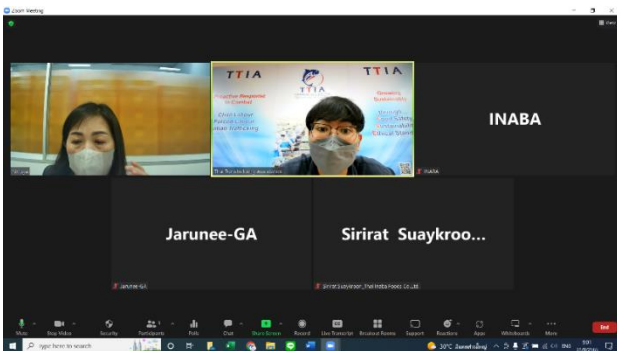
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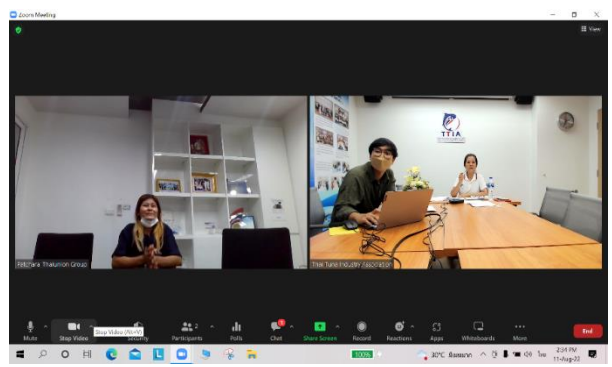
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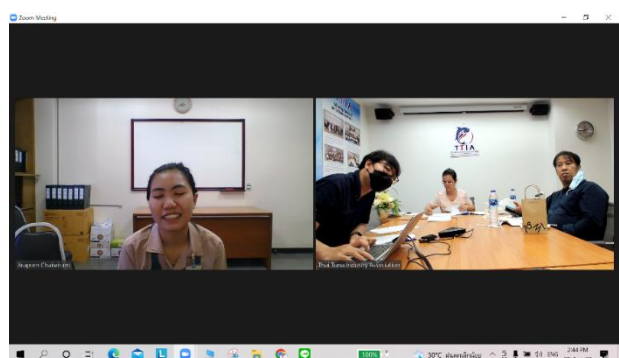
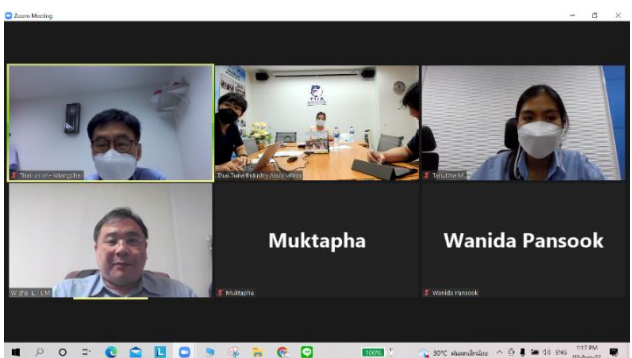
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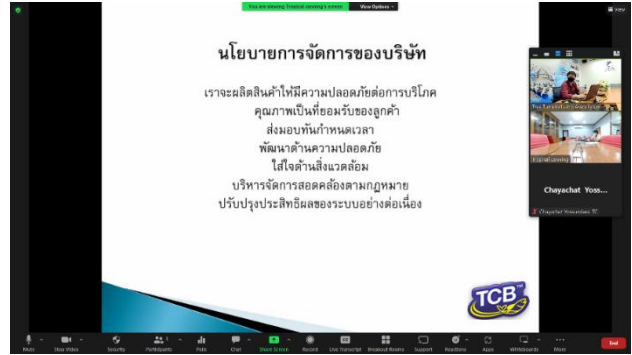
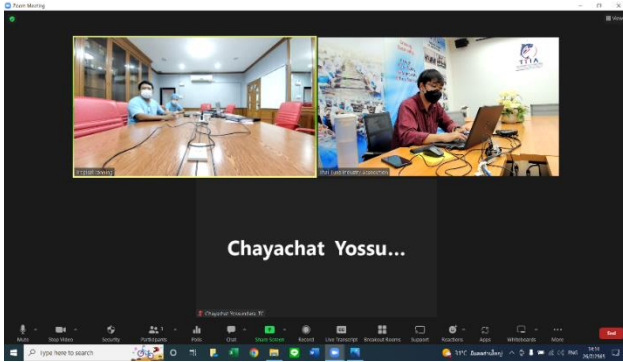
## THAI UNION GROUP PUBLIC CO., LTD.



## THAI UNION MANUFACTURING CO., LTD.



## TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.



## UNICORD PUBLIC CO., LTD.

