



TTIA ANNUAL LABOUR REPORT 2025

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Labour Annual Report

Thai Tuna Industry Association 2025

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Executive Summary

In 2025, the Thai Tuna Industry Association (TTIA) continued to advance its labour-related initiatives with objectives aligned with international labour standards and the expectations of business partners. The Association has driven these efforts through the implementation of the Good Labour Practices (GLP), as well as collaboration with government agencies, the private sector, civil society organizations, and international organizations to promote sustainability and enhance the image of the Thai tuna industry supply chain.

The Association conducted monitoring visits to member companies to assess compliance with the GLP, allowing the International Labour Organization (ILO) and civil society organizations to participate as observers in order to promote transparency and build confidence. The 2025 follow-up results indicate a continued reduction in issues of non-compliance with legal requirements and the GLP principle. However, it was noted that some factories still had welfare committees that were not established through democratic elections. The Association places strong emphasis on ethical recruitment and, in collaboration with Dignity in Work for All (DIWA), studied the impact of customer recruitment standards using member data from 2018–2024 through one case study. The findings showed that recruitment costs borne by employers under the Employer Pays Principle (EPP) for recruiting workers through MOU and walk-in channels could increase by as much as 700–1,000%. The Association presented these findings to buyers at the Seafood Task Force meeting to promote the concept of “shared responsibility” for labour costs. In addition, the Association participated in human rights training organized by the Ministry of Justice on Human Rights Due Diligence (HRDD) and applied the knowledge gained to enhance the effectiveness of the GLP audit manual.

In March 2025, the Association organized a major multi-stakeholder dialogue to gather input on preventing and addressing child labour and forced labour in line with the United States Trafficking Victims Protection Reauthorization Act (TVPRA) List and ILO principles. This initiative was conducted in collaboration with the Institute of Asian Studies at Chulalongkorn University, the Ministry of Labour, the Thai Chamber of Commerce, allied trade associations, and relevant government, private sector, and civil society stakeholders. The Association also co-signed an MOU on the prevention of child labour and forced labour in shrimp, fish, sugarcane, garment, and downstream products (fishmeal, fish oil, and animal feed) with government agencies and more than ten industry networks. This collaboration aims to establish monitoring mechanisms, elevate standards across supply chains, and track developments under the 2025 Trafficking in Persons (TIP) Report issued by the United States Department of State, which ranked Thailand as Tier 2, indicating that while the country does not fully meet the minimum standards, it is making significant efforts to do so. Furthermore, the Association expressed its position on the proposed 400-baht minimum wage policy and opposed three draft labour protection acts, citing concerns over their direct impact on industry costs and the resulting reduction in Thailand’s competitiveness in international markets.

The Association has also continued its collaboration with the ILO under the Ship to Shore Rights South-East Asia (SEA) project, which entered Phase 3 with funding support from the European Union. The project aims to expand coverage across the entire supply chain, both onshore and offshore. In 2025, the Association participated as an observer in supply chain audits of member companies in the carton and canned tuna sectors.

To promote worker welfare and participation, the Association organized a Social Dialogue Workshop titled *“Effective Welfare Committees: Proper Elections and Practical Implementation”* on 28 November 2025 at Ban Khueng Nam Resort, Samut Sakhon Province. The workshop aimed to strengthen cooperation between welfare committees and human resources departments. In addition, the Association participated in World Day Against Child Labour activities organized by the Ministry of Labour on 12 June 2025 through online symbolic participation and disseminated information to raise member awareness of the importance of eliminating child labour and upholding human rights principles.

Chapter 1

TTIA’s Operational Framework

1.1 Overview of the 2025 labour situation in Thailand’s seafood processing industry

Data from the Department of Employment, Ministry of Labour, indicate that Thailand’s labour market in 2025 recorded an average of approximately 39–39.5 million employed persons, with a relatively low unemployment rate of around 1–2%. This level reflects a labour market that continues to function steadily. Nevertheless, Thailand faces several structural challenges, including the transition to an aging society resulting in a shrinking labour force, the prevalence of so-called “3D jobs”—dirty, dangerous, and difficult work—that Thai workers are generally unwilling to undertake, and the transition toward automation, which requires substantial investment. These factors mean that many industries continue to rely heavily on migrant workers as their primary labour force.

At present, Thailand has more than 4.07 million legally employed migrant workers across various economic sectors, including construction, tourism, manufacturing, fisheries, and agriculture. According to the Thailand Migration Report 2024 published by the ILO and the IOM, **approximately 192,000 registered migrant workers are employed in the fisheries and seafood processing sectors**. This highlights the critical role migrant labour plays in labour-intensive operations such as sorting, cleaning, and processing raw materials—tasks that Thai workers tend not to choose.

Data from the Thai Tuna Industry Association indicate an increase in the workforce in 2025. The total number of workers rose from 70,374 in 2024 to 76,948 in 2025, an increase of 6,574 workers (+9.35%). Thai workers increased from 23,940 to 25,794, representing a rise of 1,854 workers (+7.75%), while migrant workers

increased from 46,434 to 51,154, representing a rise of 4,720 workers (+10.17%). This trend reflects a growing reliance on migrant labour.

Overall, the Thai labour market continues to be driven by migrant workers across many industries, particularly in manufacturing, fisheries, and seafood processing, which require large and continuous labour inputs. Although Thailand's employment and unemployment figures remain at low levels, the labour system faces both domestic and external challenges that may affect employment conditions. These include the complexity of migrant labour management procedures, rising documentation and administrative costs, and regulatory adjustments driven by international labour dynamics. As a result, systematic migrant labour management, workforce skills development, and the maintenance of labour standards remain critical issues that require ongoing collaboration between the public and private sectors to ensure long-term industrial competitiveness and to meet the growing demand for labour in the future.

Sources:

Ministry of Labour's Labour update <https://www.mol.go.th/academician/สถานการณ์ด้านแรงงาน>

TTIA 2025 GLP Visit <https://thaituna.org/report-labour/>

OECD Skills Strategy Thailand https://www.oecd.org/en/publications/oecd-skills-strategy-thailand_153a1fe6-en.html

THAILAND MIGRATION REPORT 2024 <https://thailand.un.org/en/285915-thailand-migration-report-2024>

1.2 Policies and Guidelines

To serve as a guideline for the association's operations and for members to comply with Thai law and ethical labour standards, covering both land and sea labour, in 2024 the association has set important guidelines emphasizing responsible and transparent practices, aiming to enhance integrity and sustainability in the industry. Key initiatives included:

1.2.1 Guideline based on the Fair Recruitment Principles

Principles and rationale

Due to pressure from buyers and NGOs advocating for the Zero Recruitment principle (which requires employers to cover all recruitment fees), employers face increased cost burdens. Additionally, paying all fees could potentially lead to risks of forced labour and human trafficking. In response, the association has engaged with relevant agencies to discuss the Fair Recruitment principle, aiming to identify fair and appropriate cost-sharing mechanisms for both employers and employees. As a result, the Fair Recruitment Guideline was developed in collaboration with two member associations. The guideline, created on February 12, 2024, incorporates Thai law, the laws of the country of origin, and the recruitment principles set forth by the International Labour Organization (ILO). This guideline serves as a framework for labour recruitment, as outlined below:

Guideline based on the Fair Recruitment Principles (12 Feb 2024)

No.	Topic	Guideline clarification
1	Endorsement to recruitment that complies with the law, with an employment contract, no forced labour, and no human trafficking.	Members of the TTIA/TPFA endorse the ILO's Fair Recruitment principles, which prohibit the charging of fees or costs related to labour recruitment. Employment must be based on contracts, without discrimination or forced labour. There should be a grievance mechanism, and employers may be responsible for actual recruitment costs, which should be transparent and verifiable.
2	Endorsement to consultations to adjust recruitment costs and fees to be fair to all parties	The TTIA/TPFA endorses tripartite consultations between employers, employees, and the government on recruitment costs based on the principles of the ILO to ensure that the costs are fair and reasonable.
3	Clear clarification of costs in the country of origin to avoid corruption issues.	Members of the TTIA and the TPFA will not endorse the payment of costs that are related to bribes, unclear, undisclosed, or illegitimate expenses, as they carry the risk of being associated with human trafficking or forced labour. This includes any costs that cannot be identified or justified.
4	Endorsement to consultation between employers and workers regarding who should bear the cost of obtaining passports.	The TTIA/TPFA endorses consultations between employers and workers to determine who should bear the cost of obtaining passports. Passports are considered important personal documents. It is the workers' freedom to use them for travel or personal identification. Employers have no right to retain employees' passports, even if they bear the cost of passports.

1.2.2 Guidelines for Purchasing Fish from Commercial Fishing Vessels in Thai Waters

Principles and rationale

The Association's members, as purchasers of fish to process for domestic sales and export, must comply with Thai laws and international obligations. Therefore, the Association has developed guidelines for purchasing fish from commercial fishing vessels in Thai waters for the canned fish industry. These guidelines serve as considerations for purchasing raw materials, with principles and key criteria aligned with sustainable fishing practices. This includes monitoring for illegal fishing activities and transshipment of aquatic animals, ethical labour practices, environmental conservation, and management of aquatic resources to ensure sustainability. In order to comply with the law, the Fisheries Royal Decree B.E. 2558, the Fisheries Royal Decree (No. 2) B.E. 2560, the Labour Protection Act B.E. 2541, the Prevention and Suppression of Human Trafficking Act B.E. 2551, the Labour Protection Act in Fisheries B.E. 2562, the Ministerial Regulation on Labour Protection in Marine Fisheries B.E. 2565, Convention No. 188 on Work in Fishing, 2007 C188 - Work in Fishing Convention, 2007 (No. 188)

which was announced on 4 April 2024 as a guideline for purchasing fish in the country, divided into 3 parts: Part 1 Fishing in Thai waters, Part 2 Environment, and Part 3 Ship labour, as follows:

Guidelines for Purchasing Fish from Commercial Fishing Vessels in Thai Waters for the Canned Fish Industry (4 Apr 2024)

No.	Topic	Guideline clarification
Part 1 Fishing practices in Thai waters		
1	Fishing license, vessel registration, and fishing gears (types of mesh)	Every fishing vessel must possess a valid fishing license certified by the Department of Fisheries or CA-certified agencies. Additionally, they must obtain a permit for vessel registration specifically for fishing in Thai waters. The vessel registration information, vessel type, and fishing gear type must align with the details specified in the approved license.
2	Fishing period	Each vessel must fish only within the authorized period in accordance with the law. Fishing is prohibited during the spawning season or any other periods necessary for the conservation of aquatic animals, in accordance with the Maximum Sustainable Yield (MSY) values announced by the Department of Fisheries. Fishing is also prohibited during bay closure periods.
3	Commercial fishing zones	All fishing vessels must operate within designated fishing zones as stipulated by law, avoiding IUU fishing activities and refraining from fishing in conservation areas or closed bays.
4	Prohibition of at-sea transshipment	Fishing vessels and transport vessels are prohibited from engaging in at-sea transshipment unless conditions specified by law are met. This aims to prevent the transshipment of IUU aquatic animals or illegal labour practices.
5	Logbook	Every fishing vessel must maintain a logbook containing: <ul style="list-style-type: none"> - Vessel name - Vessel registration/identification mark - D/M/Y of departure for fishing – embarkation port – province - D/M/Y of return to port – disembarkation port – province - In case of using transship vessels: identification mark of the transship vessel - date/month/year of loading aquatic animals onto the transship vessel -transshipment area (latitude, longitude)- quantity of transshipped aquatic animals (in kilograms) - Total quantity of aquatic animals caught during the fishing operation (in kilograms) - Types of aquatic animals (in kilograms) - Encounters with rare marine animals: turtles, whales, dolphins, whale sharks

No.	Topic	Guideline clarification
		- Bringing aquatic animals to port: port name, province, quantity (in kilograms)
6	Vessel Monitoring System (VMS) installation	<ul style="list-style-type: none"> - Commercial fishing vessels with a gross tonnage of 30 tons or more must have a vessel monitoring system installed and operational throughout the fishing operation, from departure to return to port. - Commercial fishing vessels with a gross tonnage of less than 30 tons must submit a logbook upon request.
7	Reporting from Port In - Port Out. Controlling Center (PI-PO) by Certification Authority (CA)	<ul style="list-style-type: none"> - Commercial fishing vessels with a gross tonnage of 30 tons or more must report their entry and exit through the PI-PO (Port in – Port out) center and maintain a logbook. - Fishing vessels with a size of 10 gross tons or more that utilize fishing gears such as bottom pair trawls, bottom otter trawls, beam trawls, surrounding nets, anchovy surrounding nets, and anchovy falling nets must report their entry and exit through the PI-PO (Port in – Port out) center and maintain a logbook. - Commercial fishing vessels with a gross tonnage of less than 30 tons and low-efficiency equipment must submit a logbook upon request.
8	Traceability	In compliance with Thai fishing laws and regulations, all vessels must compile data as requested to establish a database for traceability.
9	Health standards on fishing vessels	<ul style="list-style-type: none"> - Commercial fishing vessels with a gross tonnage of 30 tons or more - Fishing vessels with a size of 10 gross tons or more that utilize fishing gears such as bottom pair trawls, bottom otter trawls, beam trawls, surrounding nets, anchovy surrounding nets, and anchovy falling nets must establish health standards on board and ensure the proper handling and preservation of aquatic animals. The caught fish must be properly preserved, meeting cleanliness and safety criteria without contamination. Additionally, they must obtain certification of compliance with the standards from the Department of Fisheries (Form No. 3).
Section 2 Environmental aspects		
10	Recording of encounters with marine mammals	Every vessel must record encounters with marine mammals in Thai waters. Marine mammals should not be brought onto the vessel except in cases requiring urgent assistance, supported by verifiable evidence.
11	Prohibition of capture, trade, cultivation, possession, and bringing on board a fishing vessel aquatic animals listed in the Wild Animal Conservation and Protection Act, B.E.	Every fishing vessel is prohibited from capturing, trading, cultivating, possessing, or bring on board a fishing vessel prohibited aquatic animals. Examples of prohibited species include whales, dolphins, sea turtles, dugongs, whale sharks, corals, giant clams, gorgoniidae, sea

No.	Topic	Guideline clarification
	2562 (2019) and the Convention on International Trade in Endangered Species of Wild Fauna and Flora: CITES	anemones, bowmouth guitarfish, manta rays, sawfishes, and devil rays, among others.
Section 3 Labour on vessels		
12	Employment contract	There must be two copies of an employment contract that is written in a language understandable to workers and specifies the living and working conditions on board the vessel. One copy is kept by the employee and the other by the employer.
13	Working hours	Employers must ensure that employees have at least 10 hours of rest within a 24-hour work period and not less than 77 hours within a 7-day work period. Records of rest periods must be maintained for labour inspection.
14	Payment of wages	<p>-Payment of wages and holiday pay must comply with legal requirements, with payment at least once a month. If there is a mutual agreement with proportional remuneration based on the value of the catch, payment should be made within three months.</p> <p>-Employers must pay wages monthly. The wages must not be below the minimum wage.</p> <p>- Wages must be paid through a bank account, with the employer responsible for transfer fees.</p>
15	Grievance mechanism	There must be a grievance mechanism accessible to fishing workers, labour unions, or any stakeholders for matters related to vessel safety and health hazards.
16	Working environment	Fishing vessels must have certification verifying living conditions and working environments according to legal standards. Clean food and drinking water, sanitary facilities, basic medical supplies and first aid, and safety equipment must be provided on board.
17	Age of seamen	<p>-The minimum age for hired fishing labour is 18 years.</p> <p>-Fishing vessel owners may allow their heir(s) aged not less than 16 years to undergo a fishing apprenticeship, as certified by law.</p>
18	Non-discrimination	Discrimination based on factors such as origin, ethnicity, language, gender, age, disability, physical condition, personal status, socioeconomic status, or political affiliation is prohibited.
19	No forced labour	No coercion or intimidation to perform work or provide services, such as through threats to life, freedom, reputation, property, use of force, confiscation of documents, or unauthorized imposition of debt.

No.	Topic	Guideline clarification
20	No human trafficking	No procuring, buying, selling, vending, detaining, confining, abducting, through abuse of power, or procuring, buying, selling, vending, bringing from, for the purpose of exploitation.

1.2.3 TTIA's Ethical Code of Conduct (11 Feb 2021)

Principles and rationale

The Thai Tuna Industry Association rely on labour as a key factor in the production process and must comply with the provisions of Thai laws and the important requirements of trading partners. Therefore, the association has established a labor ethics policy since its inception in 2013 and updated it in 2022 with the addition of clauses 2 and 10 concerning labor recruitment and human rights, as follows:

1. No Child Labour: No workers under the age of 18 years old is engaged or employed in the processing plants. Upon recruiting, all applicants shall provide a government-issued passport, identity card and/or work permit for verifying age and legality to work respectively.

2. No Forced and Compulsory Labour: Workers are not required to pay deposits or recruitment fee to the company. Recruitment process shall be compliance with Thai law as well as the laws of country of origin. The company shall not lodge passport, Identity card and/or work permit belonging to the workers. The company shall not withhold any part of workers' salary and benefits.

3. No Discrimination: The company shall not allow any behavior indicating harassment, discrimination or threatening. Education and training on the fundamental of human rights shall be conducted for all personnel concerning the supervision of workers and security practice. The company shall have in place the mechanism and grievance handling to ensure fair and equal treatment of workers.

4. No Human Trafficking: The company shall not involve with any actions that include the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, and for the purpose of exploitation through force labour, modern forms of slavery, slavery and any acts alike.

5. Labour management and administration: The company shall establish human resource management policy and operation plan that will ensure the Company's good governance. The policy and plan shall be effectively implemented on an ongoing basis – with a mechanism to handle grievances and complaints from workers, and that minimum wage and overtime work shall be paid to all workers as defined by Thai Law.

6. Freedom of Association and Right to Collective Bargaining: As permitted by Thai law, the company shall respect the rights of workers for freedom of association and shall provide channels for workers to exchange their opinions with employers.

7. Disciplinary Practices: The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of workers. Deductions from wages as a disciplinary measure are not allowed.

8. Occupational health, safety and waste management: Occupational health and safety of workers shall be of the utmost concern for the company. At minimum, all legal requirements of related laws must be fulfilled. They include to the provision of necessary personal protective equipment at the employer's expenses, first aid treatment, and assistance for follow-up medical treatment. In addition, waste management system shall be established to ensure the mitigation of impact on environment and nearby communities.

9. Welfare and Benefit: Social security payments are contributed by both workers and company – in accordance with Thai Labour Law – which ensure all workers are eligible for national health care coverage. The company shall register all workers to this scheme from the first day of employment. For the period where the national health care coverage is not yet in effect, the company shall provide adequate medical treatment and expenses to assist any work-related injuries and illnesses.

10. Human rights: The company shall develop and announce its human rights policy and conduct human rights risks and impact assessment and develop measures to prevent and remedies to human rights impact – which include grievance mechanism for that witness and/or affected.

Link: <https://thaituna.org/main/downloads/Guideline/นโยบายด้านจริยธรรมแรงงาน%2010%20ข้อ%2011-2-65.pdf>

1.2.4 TTIA's Vessel Inspection Guideline (1 Jul 2022)

Principles and rationale

Following Thailand's ratification of the International Labour Organization Convention No. 188 (ILO's Work in Fishing Convention No. 188, 2007 (C188)) in February 2019, the Fisheries Labour Protection Act B.E. 2562 (2019) was enacted to align with the convention. Therefore, the tuna industry, which is involved in fishing labour issues, has developed guidelines for labour practices on fishing vessels. These guidelines are being communicated to tuna traders to raise awareness and ensure strict compliance.

No	Topic	Explanation of the Guideline
1	No child labour	Crew working on board of a fishing vessel should be of legal age of the flag state. Vessel owners should verify the age of new recruits from their identity documents to ensure that the crew have legal age for work, and that child labor is not used
2	No forced labour	Crew are on board of their own will and are not forced to work by means of bribery or coercion – including the following – coercive work by threats

No	Topic	Explanation of the Guideline
		of life, physical violence, freedom, and property, withholding of identity documents, debt bondage, inception, limit of freedom to travel, confinement, physical and sexual violence, wage withholding, and living and working in exploitative working conditions. Working hours should comply with the law of each state
3	No trafficked labour	Crews are not recruited by individuals or legal bodies that are related to human trafficking acts including: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power especially legal power to force the person to accept the illegal act, and for the purpose of exploitation including slavery or practices similar to slavery and begging.
4.	Equal treatment	Crew are treated with respect and dignity, and no one is subject to any kind of abuse, harassment, intimidation, or inhumane treatment. Discrimination is prohibited and includes but is not limited to, that based on: caste, national origin, ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation/beliefs, pregnancy, health or disability. There is no harsh or inhumane treatment of crew, including no physical, sexual, verbal, or psychological abuse or harassment, other forms of intimidation.
5.	Freedom of association and collective bargaining	All workers are free to exercise their right to form and/or join trade unions and to bargain collectively in compliance with the law of flag state. Crew have the right to operate the power of collective bargaining.
6.	The recruitment and employment processes are legal	There is an appropriate principle for the acceptable recruitment and employment processes. Crew should be recruited from a legal channel. All crew working on the vessel should have a seaman book or other documents that can confirm crew's identity.
7.	A fishing vessel has inspection certificate for meeting the living standard and working conditions	Have evidence to prove that the fishing vessel is in good condition and fit for fishing. Food, clean water, toilet, and first-aid kits are available on board. Personal protective equipment and training is provided to all crew.
8.	Employment contract	On signing contract, employers provide contract written in a language that they understand and the content of the contract includes ¹ at a

No	Topic	Explanation of the Guideline
		minimum name of employers, name of employee, starting date, the payment schedule, welfare, and job descriptions. The contract should be made into two copies - each for employer and worker as an evidence for both parties to comply with the agreed employment contracts. A list of the crew should be made and maintained at the workplace.
9.	Wage payment	Wages are paid to the crew at least once a month. Payment is made on time at location as agreed with crew and on a regular basis. Payslips (or receipts) are issued to crew
10.	Medical checkup and health and medical welfare is provided to crew	Crew members are provided with annual medical checkup and health certification is provided by doctors to ensure that they are healthy and fit for work. Appropriate welfare scheme is provided to crew including medical and health insurance.
11.	Working hours, day off and paid leaves holidays for all workers are reasonable	Working hours and rest hours for all workers are provided reasonably. The rights to different types of leaves complies with the law of flag state
12.	Fair grievance Procedure exists	The procedures for the ending of contracts, grievances and disciplinary actions are conducted fairly and confidentially. Concerns and grievances are addressed without putting at risk of negative repercussions on crew. There is a mechanism that allows crew to report concerns and grievances to other persons than his/her direct supervisors. There is a mechanism to follow up of reported grievance. There is appeal system for unfavorably resolved complaints and disciplinary action
13.	Environmental concerns	All fishing vessels to operate responsibly and in a manner that respects the ecosystem and reduces impacts on the marine environment
14.	Business is conducted lawfully and with traceability	Business is conducted lawfully and with integrity. The required management systems and procedures are in place, and they comply with the appropriate laws, regulations, and conventions. Vessels are transparent about their operations, and it is possible to trace the origin of the seafood. Corruption and bribery is prohibited

Note 1. Source: TTIA Meeting with 3 Traders and Ship Agents No. 2/2020, September 30, 2020.

2. Updated 1 July 2021: “7. A fishing vessel has inspection certificate for meeting the living standard and working conditions.”

Link: <https://thaituna.org/main/downloads/Guideline/TH%20TTIA%20Guide%20Line%20ด้านแรงงานประมงทะเล%202021.pdf>

Chapter 2

Implementation of the GLP

2.1 Rationale

Good Labor Practices (GLP) are voluntary guidelines developed to encourage businesses and industries to adhere to labor standards. These guidelines focus on promoting good labor practices, and the association monitors this through annual visits to member factories (GLP Visits). The objective of these visits is to assess members' labor practices to prevent child labor, forced labor, ensure adequate welfare, foster cooperation within the workplace, and create a suitable working environment. Furthermore, the association advises members on improving their practices according to GLP principles, drawing inspiration from other member factories to foster mutual support at the industry level. This ensures that members' business operations meet international standards and comply with relevant laws.

2.2 Implementation of Good Labour Practices with members

The Thai Tuna Industry Association has participated in the Good Labour Practice (GLP) initiative since 2013 in collaboration with the Department of Labour Protection and Welfare, the Department of Fisheries, the International Labour Organization (ILO), and the Thai Frozen Foods Association. In 2019, under the EU-funded Ship to Shore Rights project, the Association supported the revision of the GLP manual and has since 2020 used it to monitor member companies. Upon completion of monitoring across all member companies, an annual summary report is prepared and published on the Association's website.

In 2020, the Association collected data on the recruitment of migrant workers. A recruitment checklist was developed, with informal technical guidance from the International Organization for Migration (IOM), to monitor recruitment practices among member companies.

In 2021, the Association began collecting data related to human rights by adapting the Human Rights Risk Assessment Manual of the National Human Rights Commission into a checklist, which was subsequently endorsed at the Association Labour Committee Meeting No. 1/2021. Under the Ship to Shore Rights project, an assessment of the Association's GLP implementation was also conducted, resulting in several recommendations, including enhancing civil society participation, ensuring gender balance in GLP committees, and strengthening executive-level engagement. The Association has incorporated these recommendations since 2022 and has invited NGOs, including the Migrant Working Group (MWG) and the Labour Rights Promotion Network Foundation (LRF), to observe GLP visits, subject to the consent of participating members.

In 2025, the Association will continue implementation under the Ship to Shore Rights SEA (Phase 3) project, with the ILO serving as an observer for GLP visits. This regional project covers Southeast Asia and aims to extend GLP implementation across both land-based and sea-based supply chains in the processed seafood industry. The Association also plans to pilot supply chain monitoring with member companies to assess supplier performance, including packaging manufacturers, can and label producers, raw material suppliers, and fishing vessels.

2.3 Overall Results

The 2025 GLP Visit has 27 participating companies out of 28 member companies. One company did not participate because it no longer produces tuna products but still retains its membership status. The TTIA collected data in three areas:

It was found that 24 member companies were able to comply with the GLP Manual, while 3 companies were in the process of improving their operations to meet the requirements. Key areas requiring improvement included:

1. Freedom of association and collective bargaining: Some companies had welfare committees that were not elected by employees in accordance with the law or had committees whose terms had expired without new elections being held. In some cases, employer representatives were members of the welfare committee, which is not in line with the principles stipulated in Section 96 of the Labour Protection Act B.E. 2541 (1998).

2. Occupational safety and health Some companies did not have a safety committee or an infirmary with a full-time nurse, despite having more than 200 employees. In addition, certain production areas still require environmental improvements to ensure more appropriate and safer working conditions.

2.4 Changes and developments among member companies resulting from the GLP Visit (2016 – 2025)

from GLP Visits conducted from 2016 to 2025 show continuous improvement among members. Specifically, non-conformities to GLP laws and principles have decreased (details in Table 5). In 2025, only one issue was identified: one member company had a welfare committee whose members were not elected. The HR department mistakenly believed that elections could be held to appoint members independently. The association clarified that elections must be held with votes from the workforce. Upon learning this, the company immediately rectified the composition of its welfare committee.

Labour issues identified \ Years implemented the GLP Visit	GLP Visit (X= some companies were not operating in compliance with GLP)									
	Before GLP	2016	2017	2019	2020	2021	2022	2023	2024	2025
1. Member lacks a welfare committee	x	x	x	x						
2. Members do not have migrant workers in their welfare committee.	x	x				x				
3. Welfare committee members are not selected through an election process.	x	x	x		x		x			x
4. Employment contracts are only available in Thai language.	x			x	x			x		
5. Pay-slips are not provided.	x	x								
6. Deductions from wages are made (for accommodation, utilities, and penalties).	x	x	x	x			x		x	
7. Workers are required to purchase their own work equipment.	x	x	x	x						
8. Workers are provided with restroom access cards.	x				x			x	x	
9. Pregnancy tests are conducted before employment.	x		x	x	x	x		x		
10. There is no suggestion box for complaints.	x	x	x							

Remark: No GLP visits were conducted in 2018 because the new GLP manual was being revised for use in monitoring members in 2019.

Based on our monitoring of member feedback, recurring problems within the same or different companies often stem from discontinuities, such as changes in management or human resources teams, or the resignation of knowledgeable and trained GLP personnel. Therefore, there should be policies, work systems/operational manuals that facilitate the handover of tasks to prevent disruptions, and regular GLP training should be provided.

Chapter 3

Ethical Recruitment

3.1 Rationale

Currently, buyer groups and NGOs are pushing for the Employer Pay Principle (EPP), where employers would pay for all recruitment costs, believing it would help reduce forced labor and human trafficking caused

by hidden fees. This principle significantly increases the financial burden on employers and may lead to the cost being passed on through other channels.

3.2 Ethical recruitment

The association collects data on migrant worker recruitment costs annually through GLP Visit activities. The figures for 2025 compared to 2024 are shown in the table below.

No.	Expenses in recruiting migrant workers in 2024 – 2025	Number of members	Covered by companies				Changes between 24/25 (%)
			2024		2025		
			Companies	%	Companies	%	
Expenses in the source countries							
1	Passport obtainment fees	27	21	78	20	74	-4
2	Documents in the countries (accommodation, food, travel costs)	27	22	81	21	78	-4
3	Contract signing, uniforms, smartcards, life insurance on the Myanmar side	27	22	81	21	78	-4
4	Agency service fees in the source countries	27	22	81	21	78	-4
Expenses incurred in Thailand							
5	Visa fees	27	24.5	91	25	93	2
6	Work permit fees	27	24.5	91	25	93	2
7	Medical checkup	27	25	93	25	93	0
8	Tests for hepatitis	27	25	93	25	93	0
9	Food, drinks, and travel costs in Thailand	27	24	89	25	93	4
10	COVID-19 swab test (ATK, PCR)	27	25	93	25	93	0
11	Medical checkup for 6 forbidden diseases for work permit application	27	25	93	25	93	0
12	Costs for 14-day quarantine due to the COVID 19	27	25	93	25	93	0

Remark: 1. One company did not participate in the activity because it no longer produces tuna products, but it still retains its membership status.

2. In the year 2024, points 5 and 6, the data shown with a decimal place of 0.5 means that some companies split the payment equally with their workers.

1. Key findings

1. According to the table, certain personal expenses of migrant workers listed under Items 1, 6, and 7 are defined under Section 49 of the Foreigners' Working Management Emergency Decree, B.E. 2560 (2017) as the responsibility of workers. These include “passport fee, health checkup fee, work permit fee, or other fees in the same manner.” However, the table shows that many member companies covered recruitment costs beyond what is legally required.

2. It was found that 20 out of 27 member companies (74%) applied the Employer Pays Principle, covering all recruitment-related costs (Items 1–12) for workers. These companies represent all company sizes. The main reason for adopting the Employer Pays Principle were compliance with customer standards, incentives to retain migrant workers for longer periods, and the reduction of financial burdens on migrant workers.

3. A comparison between 2024 and 2025 shows that the number of companies covering recruitment costs in countries of origin decreased by one company, resulting in a 4% reduction. This change was primarily due to a slowdown in large-scale migrant worker recruitment and the cessation of exports to the United States and European markets, prompting companies to revise their recruitment cost policies. Meanwhile, the number of companies covering costs incurred in Thailand increased by one company, resulting in an increase of approximately 2–4%.

4. Recruitment cost items covered by member companies that showed changes include:

- Expenses in the source countries (decreased by 4%) such as 1. Passport obtainment fees, 2. Documents in the countries of origin (accommodation, food, travel costs), 3. Contract signing/ shirts/ smartcards/ life insurance on the Myanmar side 4. Agency service fees in countries of origin.

- Expenses incurred in Thailand (increased) such as 1. Food, drinks, and travel costs in Thailand (+4%) 2. Visa fees /Work permit fees (+2%)

3.3 Research on the impact of recruitment standards by Dignity In Work for All

Since 2022, buyers and NGOs have promoted the Employer Pay Principles (EPP) for labour recruitment, which have resulted in high costs for many producers. In response, the Association has encouraged dialogue based on the principles of Fair Recruitment, aiming to ensure recruitment costs that are fair to both employers and workers, while also engaging in discussions to assess the impact of buyers' labour standards.

In 2024, the TTIA collaborated with Freedom Fund and Humanity United, two NGOs supporting the collection of data on the impacts of buyers' recruitment standards. Dignity In Work for All (DIWA) (formerly Verité) was commissioned to design a survey on the actual recruitment costs incurred by the Thai tuna industry. The objective was to use the findings to produce an overview report demonstrating the increase in recruitment costs and to engage in discussions with buyers toward shared responsibility for these costs. DIWA conducted research on the impacts of buyer standards on labour recruitment and compiled the findings into a report for members' future use.

In 2025, DIWA collected data from member companies covering the period from 2018 to 2024. The data encompassed recruitment costs, total workforce numbers, export destination countries, policies on the application of EPP, and employment practices. The report was finalized on 27 March 2025, based on data from nine member companies. However, only one company provided complete data across all categories. As a result, DIWA prepared the research report in the form of a case study to illustrate the impacts and key findings derived from the available data. The research findings indicate the following:

1. Recruitment through the MOU system: Total recruitment costs increased by 43%, while the costs borne by employers increased by 1,016%.

2. Walk-in recruitment: Total recruitment costs decreased by 32%, while the costs borne by employers increased by 765%.

3. Pre-MOU recruitment: Following the Cabinet Resolution of 24 September 2024, additional expenses related to documentation and coordination in the original country are anticipated. As a result, recruitment costs in 2025 are projected to increase by 134% compared with 2024.

On 14 October 2025, DIWA presented the research findings at the Seafood Task Force 2025 meeting held at The Peninsula Bangkok Hotel. Mr. Panyarak Roque, Thailand Country Program Director of Dignity In Work for All (DIWA), presented data on the increased costs resulting from Responsible Recruitment standards and emphasized that *the sustainability of the Employer Pay Principle can only be achieved when both buyers and producers share responsibility—both in terms of costs and ethical labour management*—with the common goal of building supply chains that are free from forced labour, fair, and competitive.

Chapter 4

Promotion of Human Rights

4.1 Principles and rationale

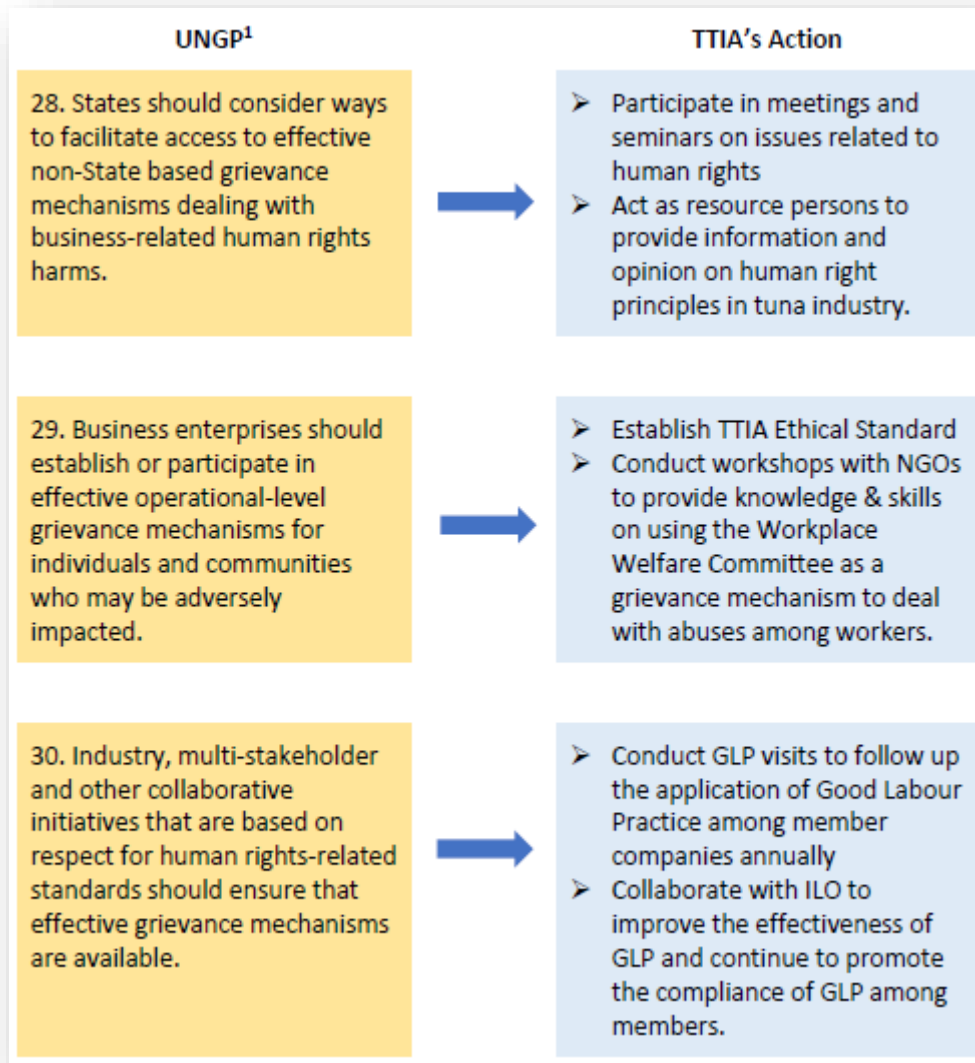
Following the Cabinet resolution of November 21, 2017, declaring "human rights" a national agenda item and intending to cooperate with specialized mechanisms of the United Nations, the United Nations Working Group on Business and Human Rights was invited to visit Thailand. This visit aimed to foster a collaborative learning process in implementing the UNGP Guiding Principles on Business and Human Rights. The fundamental principles of the UNGP include: 1) Protect, a duty of the state; 2) Respect, where private companies are responsible for complying with national laws designed to protect and promote human rights; and 3) Remedy, where victims can access remedies through state-provided justice processes, and private companies have a responsibility at the company level to establish consultation processes. The United Nations Working Group on Business and Human Rights in Bangkok visited Thailand on April 4, 2018 (at the invitation of the Thai government, from March 28 to April 4, 2018). During their visit, the Association presented

information on its human rights protection efforts. The association has worked with all sectors, including the ILO, NGOs, the government, and buyers, based on the principle of listening to problems and then jointly developing and improving solutions. Over the past 4-5 years, its work has covered issues such as human rights, due diligence, and complaint mechanisms.

On April 4, 2018, the United Nations Working Group issued a statement ending their visit to Thailand. The United Nations Working Group praised the actions of the Thai Tuna Industry Association as follows

"We are pleased with the Thai government's decisive action in requiring all commercial fishing vessels to be registered and implementing a new system to control ship notifications, tighten and strengthen labour inspections, and increase fines for non-compliance with labour and fishery laws. The industry association, led by the Thai Tuna Industry Association, has also played a crucial role in promoting ethical labour practices through a Code of Conduct adopted by its members. The association is committed to monitoring compliance with standards set by suppliers, government agencies, and business associations, and has created a platform for consultation with trade unions and migrant worker organizations. We note that risks of forced labour and human trafficking also exist in other sectors in Thailand, such as agriculture and construction, where many migrant workers are employed. Therefore, we urge the government to adopt similar measures to address labour conditions in these industries as those taken in the fishing sector. Additionally, we recommend that businesses operating in high-risk sectors conduct human rights due diligence and reporting in line with the United Nations Guiding Principles on Business and Human Rights." Statement by Mr. Dante Pesce” Statement by Mr. Dante Pesce Mr. Dante Pesce Vice-Chairperson UN Working Group on Business and Human Rights (from: <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=22915&LangID=E>)

The association recognizes the importance of operating according to human rights principles. The guidelines for applying the Guiding Principles on Business and Human Rights (UNGPs) have been studied, focusing on items 28 – 30 as follows:



Related agencies: Human Rights Committee / Department of Rights and Liberties Protection ministry of justice (started 2018-present)

4.2 Human rights activities

The Association has developed a checklist based on the Human Rights Due Diligence Handbook prepared by the National Human Rights Commission, adapting it to the context of the tuna industry. The checklist was approved at the 1/2021 Labour Committee Meeting of the Association on 7 July 2021 and has been used for data collection since 2021. For data collection in 2025, employer representatives are required to submit self-assessment forms along with relevant supporting documents. The Association uses this information as a basis for interviews with employer representatives or human resources personnel. *The findings indicate that all member companies have non-discrimination policies in place for recruitment and employment practices, without discrimination based on gender, religion, or nationality.* In addition, all members have signed the Association's revised Labour Ethics Policy (2022), which incorporates human rights principles covering workers' fundamental rights, as well as policies related

to environmental responsibility and engagement with local communities. Furthermore, some companies have undertaken additional proactive measures, such as establishing welfare committees that include LGBTQ+ representatives, forming committees to prevent sexual harassment, participating in human rights training programs conducted by external organizations, and developing communication materials and awareness-raising activities to share knowledge with workers within factories.

4.3 Training and workshop

- Training on Human Rights Due Diligence (HRDD) for the agriculture and food industry sectors was organized by the Ministry of Justice from 18–19 March 2025. The outcome of this training was the enhancement of the human rights checklist used during the GLP Visit to align with the HRDD principles. This includes questions such as whether companies have human rights-related policies in place and whether assessments have been conducted to identify impacts on surrounding communities resulting from business operations.

Chapter 5

Collaboration with Government, Private Sector, Civil Society, and International Organizations

5.1 Rationale

The labour situation in Thailand is currently facing multiple challenges, including allegations of child labour and forced labour, human trafficking, and increasing pressure from labour-related requirements of trading partners in global markets. As a result, effective labour management requires greater multi-stakeholder collaboration in order to improve workers' quality of life and strengthen the credibility of Thailand's supply chains in the global stage.

5.2 Implementation

The Association works collaboratively with government agencies, the private sector, and civil society through participation in meetings, organization of public forums, promotion of labour-related initiatives, and the provision of feedback on legal or regulatory changes that may affect the competitiveness of the private sector. The joint actions undertaken are as follows:

5.2.1 Addressing child labour and forced labour in the shrimp, fish, sugarcane, and garment sectors (TVPRAList), and downstream products (fishmeal, fish oil, and animal feed)

The United States Bureau of International Labour Affairs (ILAB) has published the TVPRAList since 2009, which includes Thailand. The list identifies goods that may be associated with child labour and forced

labour, including shrimp, sugarcane, and garments, while fishery products were added later, beginning in 2012, due to allegations of forced labour. Although these products are still permitted to be exported to the United States, they may be used as grounds for trade barriers, potentially affecting businesses in the future. According to the report “2024 List of Goods Produced by Child Labour or Forced Labour,” fishery products continue to be cited for forced labour concerns. In addition, downstream fish-related products, including fishmeal, fish oil, and animal feed, have also been added to the list.

- On 10 February 2025, the Association participated in a consultation meeting on the prevention and mitigation of forced labour in downstream fishery products—specifically fishmeal, animal feed, and fish oil—across the entire supply chain. The meeting was organized by the Secretariat of the Command Center for the Prevention of Human Trafficking in Labour, Ministry of Labour.

- On 28 February 2025, the Department of Fisheries submitted a summary of comments on a supply chain study related to forced labour in Thailand’s fishing industry, conducted by Supa Seventy One Co., Ltd., commissioned by ICF Macro, Inc. and the United States Department of Labour (USDOL). The Department indicated that the report contained outdated and inaccurate information and that the research sample did not align with the study’s objectives, resulting in findings that did not reflect current realities. The Association subsequently disseminated the Department’s letter to its members.

- On 13 March 2025, the TTIA and the TPFA, in collaboration with the Ministry of Labour, the Institute of Asian Studies, Chulalongkorn University, the Thai Chamber of Commerce, and partner networks, organized a public forum titled “*Human Rights Challenges, Child Labour, and Forced Labour in Thailand’s Fisheries and Seafood Industry.*” The event was held at the Chumbhot–Pantip Hall, 4th Floor, Prajadhipok–Rambhai Barni Building, Chulalongkorn University. The forum was livestreamed with Thai–English interpretation, and 80 participants attended onsite.

- On 26 May 2025, the Association participated in the signing of a Memorandum of Understanding (MoU) on the prevention of child labour and forced labour in the shrimp, fish, sugarcane, and garment sectors, as well as downstream products (fishmeal, fish oil, and animal feed). The signing ceremony was presided over by Mr. Phiphat Ratchakitprakarn, Minister of Labour. The MoU was jointly signed by the Department of Labour Protection and Welfare, Department of Fisheries, Department of Livestock Development, Office of the Cane and Sugar Board, Thai Chamber of Commerce, Federation of Thai Industries, Thai Fisheries Association, Thai Fishmeal Producers Association, Thai Feed Mill Association, *Thai Tuna Industry Association*, Thai Frozen Foods Association, and three sugar mill associations. This MoU reflects a shared commitment to preventing child labour and forced labour and strengthening public–private collaboration across the shrimp, fish, sugarcane,

garment, and downstream product supply chains (fishmeal, fish oil, and animal feed). The MoU is effective for four years (2025–2029).

- On 21 August 2025, Nissui Co., Ltd. (representing member factories in southern Thailand) hosted a delegation from the Ministry of Labour for random factory inspections to monitor the implementation of corrective action plans addressing child labour and forced labour risks.

- On 18 December 2025, the Association participated in a follow-up meeting organized by the Ministry of Labour to review progress and discuss future actions related to the prevention and mitigation of forced labour in downstream fishery products—fishmeal, animal feed, and fish oil—across the supply chain

5.2.2 TIP Report 2025

Background: The Trafficking in Persons Report (TIP Report) is published by the United States Department of State to assess the human trafficking situation in countries worldwide. The significance of the report lies in its role in encouraging governments to recognize and take concrete actions to address human trafficking. Countries are classified into four tiers (Tier 1, Tier 2, Tier 2 Watch List, and Tier 3) based on their level of compliance with minimum standards for the prevention of trafficking and the protection of victims.

- On 29 September 2025, the United States Department of State released the global rankings in the TIP Report 2025. Thailand remains in Tier 2, indicating that while the country has made significant efforts, it does not yet fully meet the minimum standards. Progress in several areas remains insufficient. The United States recommended that Thailand investigate and prosecute public officials who facilitate human trafficking; enforce the National Referral Mechanism (NRM) to protect cross-border victims; apply a victim-centered and trauma-informed approach at all stages; strengthen enforcement of labour protection laws in the fisheries sector and other industries; enhance officials' knowledge of forced labour indicators; increase the number of interpreters and improve access to interpretation services in shelters; train officials on Section 6/1 and the identification of forced labour victims; upgrade shelters to meet consistent standards; and strengthen monitoring of labour violations and referral mechanisms.

5.2.3 ILO Ship to Shore Rights Phase 3 Project

The Ship to Shore Rights SEA Project is a United Nations joint project involving the International Labour Organization (ILO), the International Organization for Migration (IOM), and the United Nations Development Programme (UNDP). Participating countries include Thailand, Cambodia, Indonesia, Lao PDR, Myanmar, the Philippines, and Vietnam, with financial support from the European Union (EU). Key achievements of Phase 1 (2016–2019) included improving the effectiveness of the GLP manual, promoting recognition of welfare committees, supporting Thailand's ratification of ILO Convention No. 188, and the adoption of Protocol P29 to the Forced Labour Convention. In terms of Phase 2 (2021–2024) Major outcomes

included the development of Seafood Good Labour Practices (SGLP) for the seafood industry and the extension leading to *Phase 3*, which focuses on promoting labour rights in the seafood industry, covering both vessel-based workers and processing plant workers, across the Southeast Asia region. The project is implemented over four years in six countries—Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, and Thailand—with continued financial support from the EU. Relevant activities under Phase 3 include the following

Date	Activity	Outcome
17 Jul 2025	Interview with the TTIA for the production of promotional videos for the ILO’s S2SR Project and Supply Chain Project	Videos were presented at the Regional Forum on Resilient Supply Chains and Equitable Growth in a Changing World of Work on 15 September 2025.
18 Jul 2025	Production of a promotional video at SEAPAC, Samut Prakan.	
24 Jul 2025	Production of a promotional video at the TU, Samut Sakhon	The video was showcased at the International Migrant Day event on 18 December 2025.
5 Aug 2025	TTIA observation of Unicord’s supply chain audit at Lohakit Rungcharoen Sap Co., Ltd. (LC), Samut Sakhon	The Association collected information for potential replication and expansion to other supply chains.
23 Sep 2025	Final Programme Advisory Committee (NPAC) Meeting	Discussions with committee members to implement the action plan under Phase 3.
25 Sep 2025	TTIA observation of Unicord’s supply chain audit at the Thai Containers Group, Ratchaburi	The Association collected information for potential expansion to other supply chains.

5.2.4 IOM PROMISE Programme

Phase 1 was implemented during 2016–2021, with funding from the Swiss Government, and was subsequently extended into Phase 2 (2021–2025). The objective of the PROMISE Programme is to facilitate tripartite dialogue—among government, the private sector, and civil society—to address migration-related challenges, promote responsible recruitment practices, enhance the skills of migrant workers, and present labour policy directions from the perspective of the tuna industry.

On 8 December 2025, at the PROMISE Closing and Lessons Learned Event, it was concluded that PROMISE Phase 2 officially ended in December 2025. A framework for the next phase is currently under development. However, the Swiss Government will not serve as the funding source for the next phase. In 2026, meetings will be convened with stakeholders from Thailand and abroad to consider and propose future directions for the project.

5.2.5 Legal cooperation in Thailand

1. Policy proposal on the adjustment of the minimum wage to THB 400

The government has proposed a nationwide minimum wage of THB 400 per day. However, the private sector, represented by the Joint Standing Committee on Commerce, Industry and Banking (JSCCIB), does not support this policy, citing differences in provincial cost structures, as well as risks related to production relocation and negative impacts on SMEs.

- On 9 December 2024, the TTIA and the TPFA submitted Official Letter No. 023/2024 to the Prime Minister, expressing support for the position of the JSCCIB opposing a uniform nationwide minimum wage of THB 400 per day. The letter emphasized that economic conditions vary across provinces and that such an increase could lead to job losses and relocation of production bases. It was further proposed that any adjustment to the minimum wage should strictly follow the legal framework under the Labour Protection Act B.E. 2541 (1998), utilizing the tripartite Wage Committee mechanism, and that the minimum wage should not be adjusted more than once per year.

2. Follow-up on four draft labour protection acts (Amendment No.) B.E..... in 2025

- Amendment on Enhanced Maternity Leave Rights (enacted) increases maternity leave from 98 days to 120 days. In cases where a child suffers from medical complications, female employees are entitled to take an additional up to 15 days of continuous leave to care for the child. In addition, spouses are entitled to up to 15 days of leave to assist with childbirth.

Status: The Labour Protection Act (Amendment No. 9) B.E. 2568 (2025) was published in the Royal Gazette on 7 November 2025 and entered into force on 7 December 2025.

- Amendment on the Restructuring of Working Hours (proposed by Mr. Jaras Khumkhainam)

proposes limiting working hours to no more than 40 hours per week, providing at least two weekly rest days, and granting 120 days of annual leave after completing 120 days of work.

Status: Under legislative consideration.

- Amendment on Menstrual Leave/Family Care Leave (proposed by Ms. Wannawipa Maison)

proposes granting up to 3 days of menstrual leave per month, up to 15 days per year of leave to care for family members or other close persons, and requiring employers to provide breastfeeding facilities at the workplace

Status: Under legislative consideration.

- Amendment on Equal Employment/Annual Wage Adjustment (proposed by Mr. Sia Champathong)

stipulates non-discriminatory, equal monthly employment and mandates annual consideration of minimum wage adjustments.

Status: Under legislative consideration.

3. Draft Responsible Business Conduct Promotion Act B.E. ...

On 31 July 2025, the Association participated in a public consultation workshop on the Draft Responsible Business Conduct Promotion Act B.E....., held at Centara Grand at CentralWorld, organized by the Department of Rights and Liberties Protection in cooperation with the European Union (EU). The draft Act is founded on the principle of promoting sustainable business growth, preventing environmental harm and human rights violations, and imposing proactive obligations on businesses in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Key provisions of the draft Act include:

- Mandatory application to large enterprises (annual revenue exceeding THB 500 million), requiring due diligence across the entire value chain, both domestically and internationally
- Coverage of human rights, environmental issues, and subsidiary companies
- Requirements for risk assessments, report preparation, and public disclosure
- Penalties of up to THB 5 million for non-compliance

Status: The meeting constituted the first round of public consultation; further developments remain under review.

4. Review of criteria for financial guarantees for the recruitment of migrant workers

- The Association received complaints from its members regarding the high costs of financial guarantees required for the recruitment of migrant workers. Under the current Ministerial Regulation on Licensing and Financial Guarantees for Bringing Migrant Workers to Work for Domestic Employers B.E. 2564 (2021), Clause 16: “employers are required to provide a guarantee of THB 1,000 per migrant worker.” However, the previous regulation, namely the Ministerial Regulation on Application for Licenses, Issuance,

Renewal, and Financial Guarantees for Bringing Migrant Workers to Work for Domestic Employers B.E. 2559 (2016), Clause 22, required employers to provide a lump-sum guarantee of THB 100,000 for the recruitment of 100 or more migrant workers, which was considered reasonable and not excessively burdensome for businesses.

Accordingly, the Association submitted formal letters to the Thai Chamber of Commerce and the Federation of Thai Industries, requesting that they propose to the Ministry of Labour a return to the 2016 Ministerial Regulation, in order to reduce employer costs associated with migrant worker recruitment and enhance the competitiveness of Thailand's export-oriented business sector.

Status: On 25 November 2025, the Cabinet approved revised financial guarantee measures to reduce employers' financial burden, as follows:

1. Employers recruiting no more than 99 migrant workers must provide a guarantee of THB 1,000 per migrant worker.
2. Employers recruiting 100 or more migrant workers must provide a lump-sum guarantee of THB 100,000.
3. If an employer initially recruits migrant workers under Item 1 and the total number subsequently reaches 100 or more, the employer must provide a lump-sum guarantee of THB 100,000.
4. If an employer has already provided a guarantee exceeding THB 100,000, the Department of Employment shall refund the excess amount.
5. Employers remain fully liable for any damage arising from the employment of migrant workers. If the guarantee is partially deducted, the employer must replenish it to the required amount. If the guarantee is fully depleted and remains insufficient to cover repatriation costs, the employer remains responsible for all remaining expenses incurred in returning migrant workers to their country of origin

5.2.6 Cooperation in labour promotion activities

- Social dialogue workshop at Ban Khung Nam, Samut Sakhon Province, in cooperation with TFFA/LRF

Since 2014, the Association has organized activities emphasizing the role of Welfare Committees and employer representatives in monitoring and addressing issues related to employee welfare, living conditions, and improvements to the factory working environment. These activities have been jointly organized with the Labour Rights Foundation (LRF) (formerly known as the MWRN). Since 2021, the Thai Pet Food Trade Association (TPFA) has co-organized these activities. In 2023 and 2025, the Thai Frozen Foods Association (TFFA) also joined as a co-organizer. The objective is to promote knowledge and understanding of the rights and obligations of migrant workers, and to encourage greater participation of migrant workers as members of workplace welfare committees. To date, this activity has been organized a total of 10 times. The full report is available at: <https://thaituna.org/report-labour/>

D/M/Y	Time / Topics
28 Nov 2025	10. Effective Welfare Committee: Compliance & Practical Improvement.
13 Nov 2024	9. Welfare Committee with complaints, grievances, problems and effective and sustainable solutions.
23 Nov 2023	8. Creating importance for the Welfare Committee Through representatives of employers and employees.
25 Nov 2022	7. Enhance the efficiency of the welfare committee in the workplace.
28 Nov 2021	6. Roles and Duties welfare committee in the situation of COVID-19.
26 Nov 2019	5. Duty and management of the welfare committee in the factory.
24 Nov 2017	4. Promoting welfare committee to be accepted by migrant workers.
24 Nov 2016	3. The important role of the welfare committee in the workplace for coexistence between employer and employee.
6-7 Aug 2015	2. Engaging migrant workers and understanding their rights and duties.
19-20 Dec 2014	1. Happy Workplace.

- World Day Against Child Labour activity, in cooperation with the Ministry of Labour

On 12 June 2025, the Association participated in the World Day Against Child Labour 2025, under the theme “Let’s speed up efforts to end child labour everywhere.” The event was conducted online, with the main venue at the 5th Floor Conference Room, Ministry of Labour. The event was presided over by Mr. Aree Krainara, Secretary to the Minister of Labour. Key activities included the joint declaration of commitment and the symbolic expression to end child labour, with live participation at the venue and online broadcasting. The Association also utilized online communication channels, such as a LINE group, to disseminate information to its members and raise awareness of the importance of eliminating child labour in Thailand’s seafood processing industry.

Chapter 6: Key Labour-Related Developments in 2025

Topic	Details
1. Thailand’s Ranking in the Trafficking in Persons Report 2025 (TIP Report)	<ul style="list-style-type: none"> - Thailand has been ranked Tier 2 for the fourth consecutive year. - The report reflects significant progress made by the Thai government and relevant stakeholders in preventing and combating human trafficking, as well as in protecting human rights across various dimensions. However, while the report acknowledges Thailand’s efforts, it also notes that several gaps and challenges remain <p>Prioritized Recommendations</p> <ol style="list-style-type: none"> 1. Investigate, prosecute, and punish government officials who facilitate human trafficking. 2. Fully implement the National Referral Mechanism (NRM) to protect cross-border victims and end the detention of victims in immigration detention centers

	<p>3. Apply a victim-centered and trauma-informed approach at all stages of the process.</p> <p>4. Enforce labour protection laws in the fishing industry and other business sectors.</p> <p>5. Enhance officials' knowledge of human trafficking indicators.</p> <p>6. Increase the number of interpreters and improve access to interpretation services in shelters</p> <p>7. Train officials on Section 6/1 and the identification of forced labour victims.</p> <p>8. Upgrade shelters to ensure uniform standards and comprehensive services.</p> <p>9. Inspect labour violations and refer cases that may constitute human trafficking to multidisciplinary teams.</p> <p>10. Establish nationwide standards to ensure freedom of movement for victims in all provinces.</p> <p>11. Increase public awareness and education, particularly among migrant workers.</p> <p>https://www.mfa.go.th/th/content/thrankchild-labor-th</p> <p>https://www.state.gov/reports/2025-trafficking-in-persons-report/</p>
2. Labour Protection Act (No. 9) B.E. 2568 (2025) and Three Draft Labour Protection Acts	<p>The Labour Protection Act (No. 9) B.E. 2568 (2025) came into force on 7 December 2025, granting employees additional rights as follows:</p> <ul style="list-style-type: none"> - Maternity leave increased to 120 days (from the previous 98 days) - Extended leave to care for a child in cases of illness or medical complications, with an additional up to 15 days of consecutive leave. - Spouses are entitled to up to 15 days of leave to assist their wives during childbirth. <p>In addition, three draft Labour Protection Acts are currently under consideration:</p> <ol style="list-style-type: none"> 1. Draft amendment on reduced working hours (proposed by Mr. Jaras Khumkhainam) proposes to limit working hours to no more than 40 hours per week, at least two weekly rest days, and to grant 120 days of annual leave after completing 120 days of work. 2. Draft amendment on menstrual leave / family care leave (<i>proposed by Ms. Wannawipha Maison</i>) <i>proposes to provide up to 3 days of menstrual leave per month, up to 15 days per year of leave to care for family members or close persons and requires employers to provide breastfeeding facilities in the workplace.</i>

	<p>3. Draft amendment on equal employment / annual wage adjustment (proposed by Mr. Sia Champathong) mandates equal monthly employment without discrimination and requires annual consideration of minimum wage adjustments.</p> <p>https://prachatai.com/journal/2025/11/115426</p> <p>https://www.infoquest.co.th/2025/544944</p>
3. Increase in the Minimum Wage to THB 400 in Bangkok and the Hotel & Entertainment Sectors	<p>On 1 July 2025, the Wage Committee issued a notification on Minimum Wage Rates (No. 14), establishing a new minimum wage of THB 400 per day for Bangkok, Rayong, Phuket, and for the hotel and entertainment sectors nationwide. Minimum wages in other areas were set at varying rates (Nakhon Pathom, Samut Prakan, Samut Sakhon: THB 372; Hat Yai District: THB 380; Saraburi: THB 357; Suphan Buri: THB 350; and Kanchanaburi: THB 352)</p> <p>https://prachatai.com/journal/2025/07/113539</p>
4. Thailand's Ratification of ILO Convention No. 155 on Occupational Safety and Health (1981)	<p>On 10 June 2025, Mr. Phiphat Ratchakitprakarn, Minister of Labour, met with Mr. Gilbert Hounbo, Director-General of the ILO, to formally ratify ILO P155 Protocol of 2002 to the Occupational Safety and Health, together with the 2002 Protocol. This ratification represents a significant step in raising labour safety and occupational health standards in Thailand.</p> <p>https://prachatai.com/journal/2025/05/113064</p>
5. Postponement of Contributions to the Employee Welfare Fund	<p>On 15 September 2025, a Ministerial Regulation on contribution and employer matching rates for the Employee Welfare Fund B.E. 2568 (2025) was issued. The regulation stipulates that contributions will take effect on 1 October 2026, postponing the original implementation planned for 2025. The postponement reflects concerns from many employers regarding cost burdens and their lack of readiness to implement the scheme.</p> <p>https://www.labour.go.th/index.php/74916-2025-09-15-07-06-34</p>

Chapter 7: Future Action Plan

Labour ethics and human rights are core policies that the Association actively promotes and continuously encourages its members to implement in compliance with national laws and international principles, and to extend these practices throughout the supply chain. To this end, the following action plans and collaborative initiatives with relevant stakeholders have been established:

Action Plan

Topic	Actions
1. Policies and guidelines	- Disseminate information and follow up on the implementation of labour-related policies and operational guidelines among members.
2. Implementation of the GLP	<ul style="list-style-type: none"> - Organize GLP Visits to inspect and assess member factories. - Expand GLP Visits throughout the supply chain, including onshore suppliers, e.g., boxes, cans, paper, vegetable oil, labels, and offshore operations, e.g., fishing vessels. - Raise awareness of labour inspections in the fisheries sector from which members source raw materials, with the Association participating as an observer
3. Ethical labour recruitment	<ul style="list-style-type: none"> - Follow up and support members' compliance with ethical recruitment practices in accordance with Thai law and the laws of countries of origin. - Disseminate DIWA's labour recruitment study to enable members to engage with buyers and promote the principle of fair shared responsibility for recruitment fees.
4. Promotion of human rights	<ul style="list-style-type: none"> - Follow up on members' implementation of the United Nations Guiding Principles on Business and Human Rights (UNGP). - Participate in meetings and training sessions to enhance knowledge and capacity on human rights issues.
5. Collaboration with government, private sector, civil society, and international organizations	<ul style="list-style-type: none"> - Participate in meetings and provide input on addressing forced labour in fishery products listed under the TVPRA List and downstream products (fishmeal, fish oil, and animal feed). - Serve as a committee member in the S2SR Phase 3 project and seek budgetary support for labour-related activities in collaboration with the TFFA, including GLP Visits, GLP training, and social dialogue workshops. - Monitor and provide feedback on draft legislation, such as the Labour Protection Act (Amendment.....) B.E. ... in 2025.