



## Report 2025

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



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## Section 1

### Background, Objectives, Methodology, and Results

#### 1.1 Background

The Thai Tuna Industry Association (TTIA) has participated in the Good Labour Practices (GLP) program 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 (TFFA). This program is a voluntary initiative aimed at strengthening labour management within the industry. Following resolutions from the 2/2015 and 1/2016 TTIA meetings, it was agreed that TTIA GLP Visits would be conducted with member companies on an annual basis, in order to promote the continuous and sustainable implementation of the GLP among the members.

In 2018, the TTIA sent its staff to participate in a facilitator training organized by the ILO and the TFFA to enhance capacity in monitoring and evaluating the GLP Visit. In 2019, the GLP Manual and Checklist were revised to cover a broader scope, consisting of six main areas:

- (1) Prevention of forced labour
- (2) Prohibition of child labour
- (3) Freedom of association and collective bargaining
- (4) Non-discrimination
- (5) Wages, compensation, and working hours
- (6) Occupational safety and health, worker welfare, and community engagement

The TTIA began using the revised manual to monitor member companies from 2020 onward. Once monitoring has been completed for all companies, an annual summary report is prepared in both Thai and English and published on the TTIA's website.

In 2020, the TTIA added the collection of data related to migrant worker recruitment, as trading partners increasingly emphasized the importance of ethical recruitment principles. The TTIA designed a checklist with informal guidance from the International Organization for Migration (IOM) to ensure that members' recruitment processes comply with Thai law and the laws of countries of origin.

In 2021, the TTIA began collecting data on human rights issues by adapting the Human Rights Due Diligence Handbook of the National Human Rights Commission of Thailand into a checklist, which was submitted for approval at the TTIA's Labour Committee Meeting No. 1/2021. In addition, the TTIA participated in an assessment of the GLP program under the Ship to Shore Rights project. Following the assessment, several findings and recommendations were provided to further improve implementation, such as the need for civil society participation, appropriate timelines for grievance resolution, balanced gender representation on welfare committees, and greater involvement of senior management. The TTIA has incorporated these recommendations since 2022. It also invited the Migrant Working Group (MWG) NGO, and later in 2024 invited

the ILO, an international organization, and the Labour Rights Foundation (LRF), an NGO, to act as observers during member monitoring visits, subject to the voluntary consent of member companies to allow NGO participation.

In 2025, the TTIA continues to operate under Ship to Shore Rights Phase 3, which is funded by the European Union. The project covers countries in Southeast Asia, including Thailand, and aims to promote and scale up the implementation of the GLP throughout the supply chains—both on land and at sea—of the processed seafood industry. The TTIA has planned a pilot initiative to monitor supply chains in collaboration with member companies, in order to assess the practices of suppliers, including packaging manufacturers, can producers, label suppliers, raw material suppliers, and fishing vessels.

## 1.2 Objectives

The Good Labour Practices (GLP) are a voluntary framework developed to encourage enterprises to conduct their business in accordance with appropriate and fair labour standards. TTIA has continuously implemented the GLP Visit program on an annual basis to assess and monitor the labour practices of its member companies, while also providing recommendations for improvement.

This report has been prepared to summarise the results of monitoring and assessing compliance with GLP among all 27 member companies of the TTIA. The assessment covers three key areas: 1) good labour practices; 2) fair recruitment of migrant workers; and 3) protection of human rights. The results aim to raise labour standards within the industry, enhance confidence among trading partners and stakeholders both domestically and internationally, and support sustainable business operations by member companies in compliance with Thai laws and labour standards.

## 1.3 Methodology

The TTIA carries out the activities through two approaches:

- 1) On-site visit
- 2) Online visit

The process consists of the following steps:

- **Site inspections of production areas and surrounding facilities:** These inspections are conducted to assess living conditions and occupational safety measures for workers, and to determine compliance with applicable laws and the GLP. For companies participating through online visits, required documents are submitted to the TTIA, such as company policies, rules and regulations, sample employment contracts in Thai and in the migrant workers' native languages, lists of welfare committee members and meeting minutes, pay slips, and photographs of key areas such as canteens, infirmaries, and notice boards.
- **Interviews with employer and worker representatives:** The TTIA interviews human resources representatives and five random workers, including Thai and migrant workers who are members of the welfare

committee. The interviews cover key issues, including working conditions, understanding of rights and benefits, and overall satisfaction with the company.

- **Follow-up and corrective actions to ensure compliance with laws and the GLP:** After the visit, the TTIA prepares an assessment report and informs member companies of the results. If any non-compliance with labour laws or the GLP is identified, the TTIA issues the Corrective Action Form for members to implement within a specified timeframe. Members are required to submit supporting evidence of improvements to the TTIA for follow-up in subsequent monitoring cycles.

- **Preparation of company-specific and consolidated reports:** Upon completion of the GLP Visit, the TTIA prepares individual company reports along with an industry-wide overview report. These reports summarise findings from interviews and assessments from both employer and worker perspectives. The results are presented using a colour-coded system (white–grey–black) to reflect levels of compliance with legal requirements and the GLP, as well as workers’ levels of understanding regarding their rights, duties, and the role of the welfare committee within the workplace. The annual summary report is prepared in both Thai and English and published on the TTIA’s website to promote transparency and serve as a reference for further improvements in labour standards.

## 1.4 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:

**1) Good Labour Practices (GLP)** 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:

- 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).

- 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 required environmental improvements to ensure more appropriate and safer working conditions.

**2) Recruitment** It was found that 20 member companies fully covered the recruitment costs of migrant workers in order to align with the fair recruitment principles and trading partners’ standards. This approach aims to reduce the financial burden on migrant workers and to create incentives for them to remain with the company in the long term.

When compared with 2024, the following trends were observed:

- The number of companies covering recruitment costs in countries of origin decreased by one company. The main reasons were a slowdown in the recruitment of new migrant workers and changes in export markets, particularly companies no longer exporting to the United States and member states of the European Union.

- Meanwhile, the number of companies covering recruitment costs incurred in Thailand increased by one company, reflecting a growing emphasis on fairness in labour management practices.

**3) Human Rights** It was found that all member companies had non-discrimination policies in place for recruitment and treatment of workers, regardless of gender, religion, or nationality. In addition, all companies had signed the TTIA's revised Labour Ethics Policy (2022), which incorporates human rights principles covering fundamental labour rights, as well as environmental policies and engagement with surrounding communities.

Furthermore, some companies undertook additional proactive measures, such as:

- Establishing welfare committees that include representatives of diverse gender identities (LGBTQ+);
- Establishing committees for the prevention of sexual harassment;
- Participating in human rights training with external organizations, and developing communication materials and awareness-raising activities for workers within factories.

## Section 2

### Good Labour Practice (GLP)

#### 2.1 Size classification of participating members

The association organizes GLP Visit 2025 activities between June and September 2025, in both onsite and online formats. Participation will depend on the evaluation results and follow-up on GLP Visit improvements from the previous year. In 2025, 27 out of 28 companies will participate, as shown in Table 1.

**Table 1** Classification of TTIA member companies by size and their participation formats.

Total member companies onsite or online	Small companies with up to 50 workers	Medium companies with 51-200 workers	Large companies with 201+ workers
<b>27</b>	<b>0</b>	<b>4</b>	<b>23</b>
Onsite	0	0	10
Online	0	4	13

**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. Reference: The Small and Medium Enterprise Promotion Act B.E. 2543 (2000), which categories of companies based on the number of employees.

## 2.2 Key findings from the GLP Visit

### 2.2.1 Results from interviews with employer representatives

Based on the checklist aligned with legal requirements and the GLP Manual, data were collected across six areas: recruitment and employment; child labour; freedom of association, collective bargaining, and workplace cooperation; non-discrimination; wages, compensation, and working hours; and occupational safety, health, and worker welfare. The details are presented in Table 2.

**Table 2** Issues / Non-compliance with legal requirements or the GLP, and corrective actions

Topics	Non-compliance with law	Non-compliance with the GLP	Corrective actions	Relevant laws or the GLP guidelines
1. Recruitment and employment (0 company)	-	-	-	-
2. Child labour (0 company)	-	-	-	-
3. Freedom of Association, collective bargaining, and workplace cooperation (3 companies)	<ul style="list-style-type: none"> <li>- Welfare committees were established within the workplace but were not elected by employees.</li> <li>- Welfare committees had expired terms of office, and no new elections had been conducted.</li> </ul>	<ul style="list-style-type: none"> <li>- Welfare committees included employer representatives as members.</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Corrective actions completed: 1 company</b></li> <li>- <b>Corrective actions in progress: 2 companies</b></li> </ul>	<p>The Labour Protection Act B.E. 2541 (1998), Section 96, stipulates that employers with 50 or more employees must establish a welfare committee within the establishment, consisting solely of at least five employee representatives. Members of the welfare committee must be elected in accordance with the rules and procedures prescribed by the Director-General. The current practices were therefore not in compliance with the</p>

Topics	Non-compliance with law	Non-compliance with the GLP	Corrective actions	Relevant laws or the GLP guidelines
				law and may constitute an offense under Section 152 of the same Act, which provides that: “Any Employer who fails to comply with Section 96 shall be penalized with a fine not excluding fifty thousand baht.”
4. Non-discrimination (0 company)	-	-	-	-
5. Wages, compensation, and working hours (0 company)	-	-	-	-
6. Occupational safety, health, and worker welfare (2 companies)	<ul style="list-style-type: none"> <li>- The company did not have a safety committee in place.</li> <li>- The company did not have an infirmary or on-site nursing staff, despite having more than 200 employees.</li> </ul>	<ul style="list-style-type: none"> <li>- Certain areas within the factory had unsuitable working conditions, such as damaged drinking water dispensers and the absence of disposable paper cups for use, as well as multiple malfunctioning hand dryers, particularly in areas</li> </ul>	<ul style="list-style-type: none"> <li>- Corrective actions completed: 1 company</li> <li>- Corrective actions in progress: 1 company</li> </ul>	<ul style="list-style-type: none"> <li>- When a company has more than 50 employees, it is required to establish a safety committee. The committee must be chaired by the employer or a senior management representative and include employer representatives at supervisory level and employee representatives as safety committee members. The committee must consist of no fewer than</li> </ul>



Topics	Non-compliance with law	Non-compliance with the GLP	Corrective actions	Relevant laws or the GLP guidelines
		prior to entry into the production line.		<p>seven members in cases where the workforce is 100 employees or more but fewer than 500 employees, in accordance with the Ministerial Regulation on the Provision of Occupational Safety Officers, Personnel, Units, or Committees to Carry Out Safety Operations in Establishments B.E. 2565 (2022) (Article 25- Article 26)</p> <p>- When a company has 200 or more employees, it must provide an infirmary and have on-site nursing staff. The company is required to provide:</p> <ol style="list-style-type: none"> <li>1. Medical supplies and medicines for first aid;</li> <li>2. A medical treatment room equipped with at least one patient bed;</li> <li>3. At least one on-duty technical nurse at the level of technical nurse or higher throughout working hours;</li> <li>4. At least one Class 1 physician to provide</li> </ol>

Topics	Non-compliance with law	Non-compliance with the GLP	Corrective actions	Relevant laws or the GLP guidelines
				medical examinations and treatment no fewer than twice per week, as stipulated in the Ministerial Regulation on the Provision of Welfare in the Workplace B.E. 2548 (2005), Item (2).

### 2.2.2 Results from interviews with worker representatives

Interviews with worker representatives are a key component of the GLP Visit process, aimed at assessing workers' perspectives and firsthand experiences within the workplace. The interviews covered six main areas: 1. Recruitment, employment, and working conditions; 2. Child labour; 3. Freedom of association, collective bargaining, and workplace cooperation; 4. Non-discrimination; 5. Wages, compensation, working hours, and welfare; 6. Occupational safety and health. The key findings are as follows:

**1. Recruitment, employment, and working conditions:** Most workers confirmed that they entered employment voluntarily without any form of coercion and received structured orientation prior to starting work. Companies clearly explained workers' rights, duties, and benefits in both Thai and the migrant workers' native languages. Workers retained possession of their own personal documents, such as national ID cards, passports, and employment contracts, while companies kept only copies for verification of employment status.

**2. Child labour:** All workers were aware of company requirements that job applicants must be at least 18 years of age. Monitoring found no cases of employment of underage workers below the legal minimum age.

**3. Freedom of association, collective bargaining, and workplace cooperation:** Most workers demonstrated an understanding of the roles and responsibilities of the workplace welfare committee and viewed it as an important channel for submitting suggestions or grievances to management. However, some workers had limited awareness of the committee's mechanisms due to the following reasons:

- The factory had effective worker welfare systems and no significant complaints, reducing the need for workers to use this channel; or
- The workers were newly employed and had not yet been introduced to the internal welfare committee.

**4. Non-discrimination:** Most workers reported being treated equally by supervisors, with no discrimination based on gender, ethnicity, or religion. Overall satisfaction with supervisory management was high. However, some issues were identified where certain supervisors used inappropriate language or displayed unfriendly behaviour. The Association therefore recommended that companies enhance supervisory training in communication psychology and constructive labour management.

**5. Wages, compensation, working hours, and welfare:** Workers demonstrated a good understanding of wage rates, working hour calculations, and benefits under labour law. Wages were paid on time each month, and no unlawful wage deductions were identified. Workers were fully informed of their rights to sick leave, annual leave, and personal leave through orientation training, employee handbooks, and company regulations.

**6. Occupational safety and health:** Most workers were provided with adequate personal protective equipment (PPE), such as protective clothing, footwear, and aprons, and received safety training on topics including the handling of hazardous chemicals, fire evacuation, and first aid. Workers had access to on-site infirmary facilities when ill, and staff or nurses were available to provide care during working hours.

### 2.2.3 Other findings

**1. Worker grievance mechanisms:** It was found that most member companies have established multiple grievance channels to enable workers to raise concerns conveniently and safely. These channels include welfare committees, suggestion boxes, supervisors, labour relations units, and online platforms (such as Line and Facebook).

The most common grievances raised were similar in nature, including high temperatures in production areas, an insufficient number of toilets, communication issues with supervisors, and insufficient employee transportation during certain time periods.

**2. Factory environment:** It was found that many member companies have constructed or improved worker dormitories located near factories in order to reduce workers' living expenses. In some cases, companies charge only utility costs or collected rent at a low rate.

However, it was also observed that some factories still need to improve dormitory sanitation conditions, such as bathrooms, living spaces, and ventilation systems, in order to prevent health problems and reduce the risk of inappropriate incidents, including sexual harassment in residential facilities.

**3. No pregnancy testing prior to employment:** All member companies (27 companies, or 100%) do not conduct pregnancy tests prior to hiring, demonstrating a clear commitment to non-discrimination on the basis of gender.

In the past, some companies conducted pregnancy tests due to incidents where workers were unaware of their pregnancy and experienced miscarriages during work. However, following guidance from the TTIA based on the GLP, those companies discontinued pregnancy testing and formally revised their policies to align with human rights principles.

**4. Systematic grievance handling and corrective processes:** It was found that 22 companies (81%) have clearly documented grievance-handling procedures, such as written policies or work instructions (Policy / Work Instruction: WI), which specify internal processes and timelines for grievance review and resolution.

**5. Measures for workers under 18 years of age:** It was found that 25 companies or 96% have clear measures in place if workers under the age of 18 are identified, such as immediate termination of employment,

notification of labour inspectors for legal action, and the provision of assistance and remediation, including payment of compensation based on length of service and support for appropriate education.

**6. Promotion of women workers' rights and additional welfare** It was found that 22 companies, or 81%, provide welfare benefits and activities to support women workers' rights, such as establishing breastfeeding corners within factories and providing training on pre- and postnatal health care. Most members place importance on promoting women's rights. Although some companies face limitations related to space and budget that prevent full implementation, there is a positive trend toward further development in the future.

**7. Retirement age policies** Based on data collected from all 27 member companies, retirement age policies vary among companies. All companies provide severance pay in accordance with length of service to workers who meet legal requirements. As summarised in Table 3, most member companies set the retirement age at 55 years (59%), while 60 years accounts for 37%. One member company reported setting the retirement age at 65 years, as a company policy recognizing the value of skilled workers, many of whom have been employed for more than 10 years.

**Table 3** Determining the retirement age for workers.

Retirement age	55 Years	60 Years	65 Years
Number of companies	16 companies	10 companies	1 company
Percentage.	59%	37%	4%

#### 2.2.4 Number of workers and welfare committees in the enterprise

Currently, the total number of workers in the industry is 76,948, comprising 25,794 Thai workers (34%) and 51,154 migrant workers (66%). There are 223 Welfare Committee members in total (representing 0.29% of the total workforce), consisting of 116 Thai workers (54%) and 107 migrant workers (46%). Details are presented in Table 4.

**Table 4** *The number of workers and welfare committees in the enterprise in 2025.*

NO	Number of workers (person)						Number of welfare committees (person)					
	Total	%	Thai	%	Migrant	%	Total	%	Thai	%	Migrant	%
1	156	100	34	22	122	78	5	100	2	40	3	60
2	94	100	47	50	47	50	5	100	4	80	1	20
3	3,244	100	1,592	49	1,652	51	15	100	7	47	8	53
4	6,311	100	1,621	26	4,690	74	9	100	6	67	3	33
5	587	100	104	18	483	82	5	100	3	60	2	40
6	3,344	100	2,980	89	364	11	8	100	6	75	2	25
7	3,403	100	3,403	100	-	-	11	100	11	100	-	-
8	4,253	100	246	6	4,007	94	12	100	2	17	10	83

NO	Number of workers (person)						Number of welfare committees (person)					
	Total	%	Thai	%	Migrant	%	Total	%	Thai	%	Migrant	%
9	6,724	100	1,629	24	5,095	76	9	100	3	33	6	67
10	167	100	37	22	130	78	7	100	4	57	3	43
11	581	100	531	91	50	9	5	100	4	80	1	20
12	1,139	100	1,051	92	88	8	11	100	9	82	2	18
13	674	100	368	55	306	45	7	100	4	57	3	43
14	N/A	100	-	-	-	-	-	-	-	-	-	-
15	3,497	100	908	26	2,589	74	8	100	1	13	7	88
16	208	100	27	13	181	87	6	100	5	83	1	17
17	334	100	66	20	268	80	7	100	3	43	4	57
18	14,722	100	2,797	19	11,925	81	15	100	4	27	11	73
19	11,993	100	4,805	40	7,188	60	7	100	5	71	2	29
20	2,680	100	924	34	1,756	66	7	100	4	57	3	43
21	554	100	124	22	430	78	7	100	5	71	2	29
22	490	100	64	13	426	87	6	100	4	67	2	33
23	4,196	100	899	21	3,297	79	17	100	6	35	11	65
24	153	100	65	42	88	58	5	100	3	60	2	40
25	2,216	100	291	13	1,925	87	6	100	2	33	4	67
26	1,031	100	244	24	787	76	0	100	2	40	3	60
27	919	100	239	26	680	74	5	100	2	40	3	60
28	3,278	100	698	21	2,580	79	0	100	5	38	8	62
Total	76,948	100	25,794	34	51,154	66	223	100	116	54	107	46

**Remark:** No 14. with N/A data refers to companies that did not participate in 2024 GLP Visit,

Hence there is no information regarding the number of employees and welfare committee members.

## 2.3 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.

**Table 5** Changes resulting from the implementation of GLP Visit activities from 2016 to 2025.

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.

## Section 3

### Ethical Recruitment

The TTIA uses a checklist developed in 2020 with informal guidance from the International Organization for Migration (IOM). The checklist was designed to align with the tuna industry context and has been used for data collection since 2020. In 2025, data collection was conducted by requiring employer representatives to submit self-assessment forms to the TTIA. The TTIA also interviewed employer representatives and conducted interviews with random worker representatives to support the preparation of this report. Based on the data in Table 4, recruitment costs for migrant workers are summarised in two categories: costs incurred in countries of origin (Items 1–4) and costs incurred in Thailand (Items 5–12), with details presented in Table 6.

**Table 6 Recruitment expenses**

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.

### 3.1 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 reasons 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 the 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%)

5. “Costs related to the COVID-19 14-day quarantine of migrant workers” Although the COVID-19 situation has eased, member companies continue to conduct COVID testing when there is suspicion that a worker may be at risk of infection.

6. Member companies recruited migrant workers through two models: 1. through recruitment agencies in both Thailand and countries of origin (14 companies); and 2. through recruitment agencies only in countries of origin, with companies handling processes in Thailand internally (13 companies).



## Section 4

### Human Rights

In 2021, the United Nations (UN) started to increase emphasis on human rights in relation to labour. Accordingly, the TTIA developed a checklist based on the Human Rights Due Diligence Handbook prepared by the National Human Rights Commission of Thailand. The checklist was reviewed, approved, and amended at the TTIA's Labour Committee Meeting No. 1/2021 on 7 July 2021, then adapted to suit the tuna industry and has been used for data collection since 2021. For data collection in 2025, employer representatives were required to submit self-assessment forms and relevant supporting documents. These materials were used by the TTIA as reference information during interviews with employer representatives or human resources personnel. The key findings are summarised as follows:

#### 4.1 Findings from interviews with employer representatives

- **Non-discrimination policy:** All member companies (100%) have non-discrimination policies covering recruitment, employment, and treatment of workers, ensuring equality regardless of gender, religion, or nationality. These policies are communicated to employees at all levels through orientation training and internal communication materials within the workplace.

- **Signing of the Associations' revised Labour Code of Conduct (TTIA/TPFA COC 2022):** All member companies (100%) have signed the Associations' revised Labour Code of Conduct (2022), which incorporates key provisions on human rights and fundamental freedoms of workers. In particular, Clause 10, "*Human Rights Implementation*," requires member companies to respect the human rights of all workers on an equal basis.

- **Environmental and local community policies:** It was found that 21 out of 27 companies (81%) have policies and practices related to environmental management and care for local communities, such as assessments of pollution impacts (noise, odour, wastewater) and the implementation of ongoing measures to mitigate community impacts. The remaining companies (19%), although not conducting environmental assessments directly, are subject to inspections and pollution control by external agencies in accordance with legal requirements.

- **Additional actions beyond human rights policies:** It was found that 7 out of 27 companies (27%) have undertaken proactive measures beyond general policies, such as establishing welfare committees that include representatives of diverse gender identities, forming workplace sexual harassment prevention committees, and participating in human rights training or awareness-raising activities organized by external organizations.

## 4.2 Other observations

Based on monitoring activities and interviews with employer representatives, the TTIA identified the following observations reflecting current practices and opportunities for further development in the area of human rights:

- Corporate social responsibility (CSR) and environmental activities: Most member companies regularly carry out CSR activities to support communities and the environment, including:
  - Donating canned fish products to local communities or charitable organizations;
  - Constructing public infrastructure, such as pedestrian bridges and public roads;
  - Participating in tree-planting and environmental conservation activities. However, some companies are unable to conduct CSR activities on a continuous basis due to budgetary and human resource constraints.
- On practical implementation of human rights, while most companies have documented human rights policies, there remains a lack of concrete implementation, such as the development of annual human rights action plans or systematic monitoring and evaluation mechanisms. Nevertheless, some companies have begun to expand implementation by:
  - Conducting internal communication and awareness-raising activities for employees;
  - Encouraging the participation of representatives of diverse gender identities in welfare committees;
  - Applying for recognition as a “Human Rights Role Model Organization” by relevant government agencies;
  - Developing internal human rights manuals or operational guidelines.

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## Appendix of GLP Visit Activities 2025

In 2025, the Association conducted GLP Visit activities with 27 of 28 member companies, starting from June 2025 to September 2025, as scheduled in the table.

บริษัท		มิถุนายน	กรกฎาคม	สิงหาคม	กันยายน
1	A.E.C. CANNING CO., LTD		24 July 25		
2	ABD KHAN CO., LTD				11 Sep 25
3	ASIAN ALLIANCE INTERNATIONAL CO., LTD.	17 Jun 25			
4	CHOTIWAT MANUFACTURING CO., LTD.			22 Aug 25	
5	DIAMOND FOOD PRODUCT, LTD				19 Sep 25
6	GLOBAL FROZEN FOOD (THAILAND) CO., LTD.				16 Sep 25
7	I.S.A. VALUE CO., LTD.		18 July 25		
8	I-TAIL PUBLIC CO., LTD.			29 Aug 25	
9	KINGBELL PRODUCER CO., LTD				5 Sep 25
10	MMP INTERNATIONAL CO., LTD.		15 July 25		
11	NISSUI (THAILAND) CO., LTD.			27 Aug 25	
12	P & T FOOD CO., LTD		29 July 25		
13	P.C. TUNA CO., LTD				2 Sep 25
14	PATTHANA MARINE CO., LTD	-	-	-	-
15	PATAYA FOOD INDUSTRIES LTD.			13 Aug 25	
16	PREMIER CANNING INDUSTRY CO., LTD.		22 July 25		
17	RS CANNERY CO., LTD.			15 Aug 25	
18	S.K. FOOD (THAILAND) PUBLIC CO., LTD.				9 Sep 25
19	S.P.A. INTERNATIONAL FOOD GROUP CO., LTD.		4 July 25		
20	SIAM INTERNATIONAL FOOD CO., LTD.			28 Aug 25	
21	SIAM TIN FOOD PRODUCT CO., LTD.			19 Aug 25	
22	SOUTHEAST ASIAN PACKAGING AND CANNING LTD.	24 Jun 25			
23	THAI INABA FOODS CO., LTD		1 July 25		
24	THAI OCEAN VENTURE CO., LTD.			25 Aug 25	
25	THAI UNION GROUP PUBLIC CO., LTD.		31 July 25		
26	THAI UNION MANUFACTURING CO., LTD.		8 July 25		
27	TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.			26 Aug 25	
28	UNICORD PUBLIC CO., LTD.		10 July 25		

Pictures of TTIA GLP Visit activities in 2025 via onsite and online,  
with 27 of 28 member companies

GLP Visit Onsite with 13 members









## GLP Visit Onsite with 14 members



