



THAI FROZEN FOODS
ASSOCIATION

ANNUAL REPORT LABOUR 2024

"Strong Labour, Strong Industry
Powering the Future of Frozen Food"





ANNUAL LABOUR REPORT 2024
Thai Frozen Foods Association : TFFA

1. Programme Ship To Shore Rights South East Asia (SEA) by ILO
 2. GLP Visit Members
 3. Meeting/ Workshop activities knowledge to association members Under Good Labour Practices : GLP
 4. World Day Against Child Labour (June, 12 2024)
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1) Programme Ship To Shore Rights South East Asia (SEA) by ILO

5th Meeting of the National Project Advisory Committee, Ship-to-Shore Rights Project Asia region southeast (Ship To Shore Rights South East Asia: SEA) Programme in Thailand

On January 30, 2024 at Eastin Grand Hotel Phayathai Bangkok, there was a meeting of the Project Advisory Committee. National level, 5th time, Ship-to-Shore Rights Project Southeast Asia (Ship To Shore Rights South East Asia: SEA) Programme in Thailand which is a cooperation between 7 countries: Thailand, Cambodia, Indonesia, Laos, Myanmar, Philippines and Vietnam. The project period is August 2020 - July 2024, with funding from the European Union and the United Nations. The International Labour Organization (ILO) in collaboration with the International Organization for Migration (IOM) and the United Nations Development Program (UNDP) has received 10 million euros, with TFFA serving as an advisory committee on the project. with three main the objectives

(1) Promote the efficiency of legal frameworks, policies, and regulations on Labour

Migration and Labour Standards

- Conducted a study on the necessity of public interpreter services.
- Provided academic support to the Ministry of Labour for the development of a bilateral agreement between Thailand and Cambodia regarding employment in the fishing sector.
- Organized a photo exhibition titled *"Migrants' Labour and Lives in Thailand's Blue Economy"*.
- Supported translation materials related to ILO Convention No. 188.

(2) Protecting Labour Rights and Promoting Safe and Secure Working Environments

- Provided academic support for developing interview guidelines used by labour inspectors under the Department of Labour Protection and Welfare.
- Implemented the GLP Visit Project in collaboration with TFFA and TTIA, involving 55 factories in 2023.
- Shared experiences on the SGLP initiative with AP2HI (Indonesia).
- Conducted workshops with employers' organizations, workers' organizations, private sector, and civil society on recruitment fees and costs for migrant workers.
- Hosted a visit to the Port-in Port-out (PIPO) inspection center in Samut Sakhon by the Minister of Labour from Papua New Guinea for knowledge exchange on its mechanisms and processes.

(3) Empowering Migrant Workers, Their Families, Organizations, and Communities to Exercise Their Rights

- Established a Migrant Resource Centre (MRC) under LRF in Samut Sakhon, providing information and assistance to 388 migrant workers, Thai language training for 184 migrant workers, and communication strategy training for 55 officials and labour leaders.
- Supported HRDF in providing legal assistance to migrant workers in the fisheries and seafood processing sectors.
- Supported FRN in organizing migrant fishery workers and establishing MRCs in Songkhla, Ranong, Trat, Chumphon, and Kuraburi.
- Set up knowledge centers for labour leaders.
- Educated workers on occupational health and safety, labour rights, and the Workmen's Compensation Fund across 8 coastal provinces.

Additional Project Remarks:

Seafood Good Labour Practices (SGLP) is a promising voluntary system. Many factories have shown strong support; however, a common question remains: *"What are the tangible benefits of implementing SGLP?"* Therefore, it is recommended that the ILO further promote and raise awareness among international buyers about SGLP initiatives. This would indirectly encourage more businesses to adopt and value GLP.

Given the successful collaboration with CSOs in SGLP activities in 2023, it is also recommended that future projects continue and expand further into the supply chain.



2) GLP Visit Members

In 2024, the Thai Frozen Food Association Visited members To follow up on GLP labour operations by going to the area to visit members. There are a total of 23 factories (22 on-site and 1 online), divided into factories producing shrimp, squid, fish, and crab distributed in Samut Sakhon, Samut Prakan, and the southern region such as Surat Thani, Songkhla, using the ILO budget. In this regard, activity reports have been summarized on the website of the Thai Frozen Food Association in both Thai and English. website: www.thai-frozen.or.th

Activities step by step:

1) Conduct a labour self-assessment form in the workplace, employers shall submit the self-checklist form and related documents proofing the compliance to labour law to TFFA and submit photos showing physical environment in the workplace including medical room, bulletin board, restroom, canteen, chemical storage room, access to occupational safety and health, knowledge of grievance mechanisms and workplace welfare committee's activities to provide evidence of compliance with GLP.

2) TFFA visit both in the form of onsite or virtual or remote meetings online meeting with the following formats.

3) Random interviews with Thai and migrant workers.

➤ **GLP Visit of Thai Frozen Foods Association (TFFA) to follow up 23 companies.** There are 16,367 workers in 23 members of Thai Frozen Foods Association. Among these 5,285 are Thai (man 1,679 workers, woman 3,606 workers) and 11,082 are migrant workers (man 4,387 workers, woman 6,695 workers)

No.	List of Company	No. of total workers							No. of workplace welfare committee members		
		Total	Thai		%	Non-Thai		%	Total	Thai	Non-Thai
			Man	Woman		Man	Woman				
1	A	797	127	294	53	94	282	47	5	3	2
2	B	1,841	196	835	56	399	411	44	8	5	3
3	C	63	1	5	10	26	31	90	5	5	0
4	D	416	37	41	18	125	213	82	5	5	0
5	E	2,849	170	429	21	668	1,582	79	7	3	4

6	F	2,106	170	230	19	368	1,338	81	7	6	1
7	G	132	20	55	57	24	33	43	9	9	0
8	H	70	4	16	28	21	29	72	5	2	3
9	I	577	81	61	4	134	301	96	7	2	5
10	J	269	147	79	84	10	33	16	14	14	0
11	K	1,560	106	234	22	364	856	78	7	3	4
12	L	187	41	98	74	9	39	26	7	7	0
13	M	531	33	43	14	202	253	86	7	2	5
14	N	1,171	81	166	21	385	539	79	5	3	2
15	O	348	47	48	28	107	146	72	6	4	2
16	P	280	91	187	99	1	1	1	7	7	0
17	Q	429	61	130	45	104	134	55	9	8	1
18	R	180	11	98	60	39	32	40	6	5	1
19	S	1,595	165	347	32	1,027	56	78	13	6	7
20	T	188	23	25	26	86	54	74	5	5	0
21	U	492	37	49	17	141	265	83	6	0	6
22	V	160	16	24	25	53	67	76	5	3	2
23	W	126	14	112	100	0	0	0	6	6	0
	รวม	16,367	1,679	3,606	32%	4,387	6,695	68%	161	113	48

Note; 1. Proportion of Thai workers : Migrant workers (32:68)

2. 5 companies have more Thai workers than migrant workers, with only 2 factories having 100% Thai workers.

Table 1: Summary of compliance GLP standard, members non-compliance with the law or non-compliance with GLP, including corrective actions

No.	GLP Standard	Non-compliance with the law (issue)	Non-compliance with GLP (issue)	Correction action by company	
				Corrected (issue)	In process (issue)

1	Recruitment and employment (4 issues)	2	2	4	0
2	Child Labour (0 issue)	0	0	0	0
3	Freedom of Association, Collective Bargaining and Workplace Cooperation (3 issues)	2	1	2	1
4	Discrimination (Equal Employment Opportunity and Treatment) (0 issue)	0	0	0	0
5	Wages, Compensation, and Working Time (1 issue)	0	1	1	0
6	Occupational Safety and Health and Workers' welfare (2 issue)	1	1	0	2
	Total (10 issues)	5	5	7	3

Table : 2 Detail of issue of members non-compliance with the law or non-compliance with GLP, including corrective actions

GLP Standard	Issues of non-compliance with the law	Issue of non-compliance with GLP	Corrective action by company	Concerned Laws
1. Recruitment and employment (4 issues)	1. 2 companies The company rules and regulations according to the latest Act have not yet been updated in the matter. Compensation rates for employees who have worked for 20 years or more receive compensation not less than 400 days' wages.		The company has improved the regulations. and additional information updates Along with posting announcements to inform workers.	The Labour Protection Act (No. 7) B.E. 2019 has been announced in the Royal Gazette and has become effective as a law on April 5, 2019, which has 7 new benefits.

		2. 2 companies the policies not translated into Myanmar language.	The company has translated and posted announcements. Public relations for workers.	
		3. Employment contract in Thai language only.	The company are migrant workers Therefore, it must be prepared in a language that workers can understand.	
		4. Some company has an employment contract but no copy is given to the workers.	Copies of employment contract documents. and distribute 1 set to workers to keep as well.	
2. Child Labour (0 issue)	-	-	-	-
3. Freedom of Association, Collective Bargaining and Workplace Cooperation (3 issues)	<p>1. The company does not hold Welfare Committee meetings (KSC) at least 3 times a month.</p> <p>2. The company held a meeting to solve problems, but it was an informal meeting. There was no official recording of meeting regulations, agendas, and meeting summaries.</p>		<p>-Advise the company to start holding meetings according to law.</p> <p>-Proceed with regular meetings as they normally would. And additional meeting recordings.</p>	The Labour Protection Act 1998, section 96.
		3. Found 4 companies with	-3 companies has completed its election term.	

		Thai and migrant workers. Found in the Welfare Committee, there are representatives of all Thai workers.	and there were migrant workers joining the welfare committee. -1 company have not yet expired the Welfare Committee term. Therefore, it is recommended that additional migrant worker representatives be appointed. and publicizing the information to the workers, acting as an assistant to the CSO, receiving complaints and various problems from workers, and when the term expires there will be a new election with representatives of migrant workers also joining the welfare committee.	
4. Discrimination (Equal Employment Opportunity and Treatment) (0 issue)	-	-	-	-
5. Wages, Compensation, and Working Time (1 issue)	-	1. Found 2 companies a salary slips only in Thai language. No Burmese language	a translation into Burmese. and post public relations information for workers	-
6. Occupational Safety and Health	1. The company has more than 50	-	The company organize an election for the Safety	The 2006 Ministerial

and Workers' welfare (2 issue)	workers, but a safety committee has been established, but no official meeting has been held.		Committee in consultation with the provincial welfare officials in the area.	Regulations on Safety, Occupational Health and Working Environment Management stipulate that establishments with 50 or more employees must have a committee. (50-99 employees must have at least 5 peoples/100-499 must have at least 7 peoples/and 500 or more employees must have at least 11 peoples)
		2. The company has provided some work equipment to the workers. and some equipment must be provided by workers themselves.	The company consider providing sufficient work equipment suitable for labour.	

Schedule of GLP Visit members (1 January – 31 August 2024)

No.	Date		Activity	Place
January 2024				
1	26 January 2024	TFFA	GLP Visit TFFA member (onsite)	1) KIANGHUAT SEAGULL TRADING FROZEN FOOD PUBLIC CO.,LTD. 2) THAI UNION SEAFOOD CO.,LTD.
February 2024				
2	14 February 2024	TFFA	GLP Visit TFFA member (online)	3) KANTANG SEAFOOD CO.,LTD.
3	23 February 2024	TFFA	GLP Visit TFFA member (onsite)	4) SEA BONANZA FOODS CO.,LTD. 5) SEABORN FOOD SUPPLY CO.,LTD.
March 2024				
4	1 March 2024	TFFA	GLP Visit TFFA member (onsite)	6) KF FOODS CO.,LTD.
5	18 March 2024	TFFA	GLP Visit TFFA member (onsite)	7) I.T. FOODS INDUSTRIES CO.,LTD. 8) CK FROZEN FISH & FOOD CO.,LTD.
April 2024				
6	1 April 2024	TFFA	GLP Visit TFFA member (onsite)	9) SIAMCHAI INTERNATIONAL FOOD CO.,LTD.
7	2 April 2024	TFFA	GLP Visit TFFA member (onsite)	10) GOLDEN SEAFOODS INTERNATIONAL CO.,LTD
June 2024				
8	14 June 2024	TFFA	GLP Visit TFFA member (onsite)	11) TEP KINSHO FOODS COMPANY LIMITED
9	19 June 2024	TFFA	GLP Visit TFFA member (onsite)	12) BANGKOK DEHYDRATED MARINE PRODUCT CO., LTD.
10	20 June 2024	TFFA	GLP Visit TFFA member (onsite)	13) SHING-FU SEAPRODUCTS DEVELOPMENT COMPANY LIMITED
11	26 June 2024	TFFA	GLP Visit TFFA member (onsite)	14) BANGKOK SEAFOOD CO., LTD.
12	28 June 2024	TFFA	GLP Visit TFFA member (onsite)	15) YEENIN FROZEN FOODS COMPANY LIMITED

No.	Date		Activity	Place
July 2024				
13	10 July 2024	TFFA	GLP Visit TFFA member (onsite)	16) PITI SEAFOODS CO.,LTD.
14	11 July 2024	TFFA	GLP Visit TFFA member (onsite)	17) LEE HENG SEAFOOD CO., LTD.
15	30 July 2024	TFFA	GLP Visit TFFA member (onsite)	18) S & D MARINE PRODUCTS CO.,LTD.
16	31 July 2024	TFFA	GLP Visit TFFA member (onsite)	19) SEAFRESH INDUSTRY PUBLIC COMPANY LIMITED
August 2024				
17	5 August 2024	TFFA	GLP Visit TFFA member (onsite)	20) NS SEAFOODS COMPANY LIMITED
18	13 August 2024	TFFA	GLP Visit TFFA member (onsite)	21) KONGPHOP FROZEN FOODS CO.,LTD.
19	16 August 2024	TFFA	GLP Visit TFFA member (onsite)	22) GOOD LUCK PRODUCT CO., LTD.
20	29 August 2024	TFFA	GLP Visit TFFA member (onsite)	23) THAI I-MEI FROZEN FOODS CO., LTD.

Comments from participating in the GLP Visit members.

1. Regarding the welfare committee, the company must publicize, provide knowledge about the importance of the duties of the welfare committee, and have incentive measures for migrant workers to participate in being representatives of the welfare committee.
2. The most comment boxes, workers rarely express their opinions, but will be presented to the supervisor or human resources department. The company will use the collection from various complaints then bring it to the Welfare Committee and discuss together. However, it is seen that there should still be a box for receiving opinions. as an alternative for workers.
3. This time, it was found that most companies are more enthusiastic and interested in labor. This can be observed from the fact that there is a Welfare Committee (WPC) in every company. There are attempts to persuade migrant workers to participate and be representatives in the WPC. In addition, it was found that labor documents in many companies were originally not in the language of migrant workers. However, at present, every company has documents in the language of migrant workers,

although they may not be complete. They have been developed and improved continuously, starting with the necessary documents that workers want to know the most, such as money and holidays, and gradually proceeding with other documents.

4. There is more cooperation and acceptance of cooperation between the industrial sector and external agencies, such as in the area where civil society agencies work with the company, or in this activity, the International Labor Organization joined as an observer.
5. Good Labour Practices (GLP) are used as a basis and more labour systems and standards are developed, such as the Thai Labour Standard (TLS 8001), SMETA standards.
6. The International Labour Organization (ILO) also acted as an observer by walking around the accommodation provided by the factories for workers; Some factories were well-managed, some factories had more migrant workers, which made the area cramped, and the management saw the importance of taking care of the workers, so the factories had a project to improve the accommodation for the workers. And interviewing migrant workers (Myanmar) found that factories that built credibility and let the workers express their opinions had open interviews and gave various opinions. For factories where the workers did not fully trust them, in some questions or some opinions, the workers would avoid or not express those opinions.





3) Meeting/Workshop activities knowledge to association members Under Good Labour Practices : GLP

➤ Social Dialogue Workshop activities, creating importance for the Welfare Committee. Through representatives of employers and employees: Human Resources Department and Representatives of the Welfare Committee (Myanmar Labour) on November, 23 2023. (Participated 49 people from 19 companies, 2 associations and 3 speakers representing from the Labour Protection and Welfare office of Samutsakhon Province, Labour Rights Foundation (LRF) and representing of Unicord Public Company Limited shared their experiences)



Summary Report :

The activity is divided into 4 parts, starting with a lecture giving knowledge from a lecturer. From the government sector by the Department of Labour Protection and Welfare, Samut Sakhon Province and lectures by the private sector, Unicord Public Company Limited, and civil society by the Labour Rights Foundation. And thus began to conduct joint workshop activities between

HR representatives and the Welfare Committee. to create knowledge and understanding Including future development guidelines as follows:

1. Activity 1 Special Lecture: The importance of Welfare Committees in Workplaces and Related Laws by Mr. Surachet Wiriyasirikul, Labour Specialist, Samut Sakhon Provincial Labour Protection and Welfare Office.
2. Activity 2 Case study: Guidelines for promoting sustainable and effective welfare committees by Mr. Rungarun Putthipibul, Human Resources Department Manager, Unicord Public Company Limited.
3. Activity 3 Case study: The role of the Welfare Committee from an outside perspective / Benefits of collective negotiations between employers and employees through the welfare committee / Guidelines for using an effective grievance mechanism by Ms. Narunat Maruangsun, Project Manager of the Network for Migrant Workers' Rights Foundation.
4. Activity 4: Brainstorming on “Strengthening the efficiency of welfare committees in workplaces.”

➤ Workshop Seminar: “Good Labour Practices Training Program: GLP Practices, GLP Recruitment and Human Rights”

- **Bangkok Session:**

Held on January 22–23, 2024, at *The House on Sathorn*, W Bangkok Hotel, North Sathorn Road, Silom, Bangkok. The event took place from 08:30 AM to 05:00 PM.

- **Songkhla Session:**

Held on Thursday, January 25, 2024, at *Ratchavadee Room*, 2nd Floor, Grand Ballroom Building, Buri Sriphu Hotel & Convention Centre, Hat Yai, Songkhla. The event ran from 08:30 AM to 05:00 PM.

The training program aimed to review and update representatives from member companies on the principles and practices of SGLP, enhancing factory-level understanding of Good Labour Practices (GLP) in the seafood industry.

The three-day training brought together representatives from 40 member companies, along with observers from two organizations—Plan International and the State Enterprises Workers’ Relations Confederation (SERC). Additionally, trainers from a specialized training consultancy supported by the Ship to Shore Rights SEA project led parts of the sessions and provided guidance on training materials and techniques to further improve the SGLP training program. Participants from the 40 member companies included staff from human resources, payroll, quality control, and quality assurance departments, as well as representatives from company welfare

committees. A total of 101 participants attended the training (79 women and 22 men), including 8 migrant worker representatives from Myanmar who serve on their companies' welfare committees.



Seminar Conclusions

Lecture Topics Covered:

- Internal and external communication strategies to enhance understanding and access to SGLP.
- Recruitment approaches and employee retention strategies.
- Benefits of collaboration with Civil Society Organizations (CSOs).
- Guidance on implementing SGLP within the supply chain and addressing associated challenges.

To improve communication efficiency between employers and employees—both Thai and migrant—it was suggested to strengthen collaboration with various organizations, enhance engagement with welfare committees, and ensure feedback from employees is meaningfully addressed. These actions aim to build trust, improve organizational image, and increase overall work efficiency.

Case Studies:

- Pregnancy testing of female workers, discrimination issues, and the use of bathroom access cards by workers.

These case studies were used to facilitate discussion among seminar participants, allowing them to share experiences and perspectives. Valuable recommendations were also provided by trainers, the International Labour Organization (ILO), and participating civil society organizations.

➤ **Seminar and Meeting :** A joint seminar was organized between the Thai Frozen Food Association, the Thai Tuna Industry Association, and civil society organizations. The participating civil society groups included Migrant Worker Groups (MWG), the Labour Rights Foundation (LRF), the State Enterprises Workers' Relations Confederation (SERC), the Employers' Confederation of Thailand (ECOT), Plan International Thailand, and Oxfam (Oxford Committee for Famine Relief: OXFAM).

The objective of the meeting was to discuss and enhance the effectiveness of grievance mechanisms. Two meetings were held on **October 27, 2023**, and **May 24, 2024**, respectively.





Meeting Summary :

The meeting acknowledged that the U.S. Department of Labor has removed Thai shrimp products from the TVPRA list, which previously alleged the use of child labor in shrimp production. However, issues related to forced labor remain, and fish products are still listed on the TVPRA **list** for forced labor concerns.

During the discussion, association representatives expressed that collaboration between member companies and the International Labour Organization (ILO) clearly demonstrates the importance of Good Labour Practices (GLP). They emphasized the desire for GLP to gain recognition from international buyers, as this would mark a true achievement of GLP's goals.

The ILO added that the private sector and trade associations must remain vigilant regarding forced labor issues to prevent future incidents. It was also noted that several countries, such as Indonesia, have shown growing interest in implementing GLP. Establishing GLP as a credible system could lead to its wider adoption in other countries.

Furthermore, the meeting was updated on ongoing labor-related efforts, such as the GLP training programs, covering GLP practices, recruitment, and human rights.

➤ Establishment of the GLP Working Group

On July 24, 2024, at Meeting Room 2, 4th Floor, Department of Safety, Taling Chan Ministry of Labor — Subject: Discussion on the Appointment of the GLP Working Group."

GLP Working Group has been established, comprising representatives from the public sector—including the Department of Labour Protection and Welfare, Ministry of Labour; the Department of Fisheries; and the Department of Livestock Development, Ministry of Agriculture and Cooperatives—as advisory bodies. The group also includes members from the private sector, such as the Chamber of Commerce, relevant associations, civil society organizations, and the International Labour Organization (ILO), which serves as a technical advisor.

The Working Group is responsible for reporting on its activities and progress to the Good

Labour Practices Committee (GLP Committee), which was officially appointed by the Ministry of Labour under Order No. 628/2563, dated December 16, 2020. Additionally, it reports to the National Project Advisory Committee (NPAC) of the Ship to Shore Rights Project.



4) World Day Against Child Labour (June, 12 2024)

On **June 12, 2024**, the Thai Frozen Food Association participated in a campaign to mark the World Day Against Child Labour 2024, organized by the Department of Labour Protection and Welfare.

The event included a pledge announcement and a symbolic show of unity to end child labour, conducted online via Zoom Meeting under the theme: **“Let’s act on our commitments: End Child Labour!”** Participants in the campaign included government agencies, non-governmental organizations, employers, employees, children and youth, and the general public from both central and regional areas.

