



# ANNUAL LABOUR REPORT 2025

รายงานการดำเนินการด้านแรงงาน ประจำปี 2568



## Thai Frozen Foods Association

## สมาคมอาหารแช่เยือกแข็งไทย



- [www.thai-frozen.or.th](http://www.thai-frozen.or.th) -



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Thai Frozen Foods Association : TFFA

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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
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## 1. Programme Ship to Shore Rights South East Asia (SEA) by ILO

- On May 28, 2025, at Grande Centre Point Ploenchit Hotel, Bangkok, a meeting was held under the project titled “*Ship to Shore Rights SEA: Safe Migration for Decent Work in the Blue Economy.*” The meeting aimed to discuss and plan the implementation of the project in Thailand.



The meeting served as a forum to discuss coordination among relevant stakeholders, including government agencies, the private sector, civil society organizations, and international labor organizations, for the implementation of the *Ship to Shore Rights Southeast Asia* project (Phase 3).

6 countries participated in this phase: Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, and Thailand. The project is led by the ILO, IOM, and FAO, with funding support from the European Union (EU) amounting to €11 million. The project duration is 48 months, running from January 1, 2025, to December 31, 2028.

**Objective:** To promote safe labor migration and support decent work throughout the supply chain of sustainable fisheries and seafood, covering activities from fishing, aquaculture, and post-harvest processes in the Southeast Asia region.

➤ On **September 23, 2025**, at **Eastin Grand Phayathai Hotel, Bangkok**, the **1st National Advisory Committee Meeting** of the *Ship to Shore Rights Southeast Asia: Safe Migration for Decent Work in the Blue Economy* project was held. The meeting was chaired by Ms. Kanchana Phoolkaew, Inspector of the Ministry of Labour.

6 countries participated in this meeting: Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, and Thailand. The project is led by **ILO**, **IOM**, and **FAO**, with funding support from the **European Union (EU)** amounting to €11 million. The project duration is **48 months**, from **January 1, 2025, to December 31, 2028**.

The objective of the project is to promote safe labor migration, support decent work, ensure good working conditions, and improve the quality of life for workers in the blue economy.



**Key Summary:** The project implementation plan consists of four main components:

(1) Strengthening Regional Cooperation

- Support regional coordination mechanisms to facilitate organizational exchange, including safe labor migration.
- Develop collaborative approaches on policy issues across the region, such as social security, skills development, safety, and data sharing.
- Promote and support worker organization and participation.
- Raise awareness of the importance of labor, including regional labor mobility.

(2) Supporting Legal and Policy Frameworks

- Promote social dialogue to develop migration policies and labor protection legal frameworks.
- Support training to enhance the capacity of multi-disciplinary officials and develop quality standard tools.
- Provide platforms for joint review and lessons learned regarding migration work.
- Promote integrated data sharing (Big Data).

(3) Driving Corporate Responsibility and Practices

- Conduct awareness and training activities for employers to promote transparency and participatory monitoring mechanisms.
- Organize joint training for government, employers, and civil society organizations along the supply chain to promote decent work, including human rights.

(4) Promoting Worker Participation, Organization, and Dialogue

- Provide training for workers on rights and compensation funds.
- Encourage the formation of worker networks.
- Support local labor information centers to meet the needs of migrant workers.
- Promote access to labor services, including information on compensation funds.

## 2. GLP Visit Members

In 2025, 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 8 factories (8 on-site ), divided into factories producing shrimp, squid, fish, and crab distributed in Samut Sakhon, Chonburi, and the

southern region such as Surat Thani. 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](http://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 8 companies. There are 4,957 workers in 8 members of Thai Frozen Foods Association. Among these 1,239 are Thai (man 428 workers, woman 811 workers) and 3,715 are migrant workers (man 1,658 workers, woman 2,057 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	85	37	48	100	0	0	0	8	8	0
2	B	37	1	1	5	17	18	95	0	0	0
3	C	271	38	64	38	68	101	62	7	3	4
4	D	36	6	27	92	0	3	8	0	0	0
5	E	1,320	75	224	23	288	732	77	12	7	5
6	F	514	93	137	48	280	4	52	5	3	2
7	G	2,657	175	304	18	988	1,188	82	9	9	0

8	H	37	3	6	24	17	11	76	5	2	3
	<b>Total</b>	<b>4,957</b>	<b>428</b>	<b>811</b>	<b>25%</b>	<b>1,658</b>	<b>2,057</b>	<b>75%</b>	<b>46</b>	<b>32</b>	<b>14</b>

หมายเหตุ: 1. Proportion of Thai Workers: Migrant Workers (25:75)

2. 2 companies have more Thai workers than migrant workers, with only one factory 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 (2 issues)	0	2	2	0
2	Child Labour (0 issue)	0	0	0	0
3	Freedom of Association, Collective Bargaining and Workplace Cooperation (0 issue)	0	0	0	0
4	Discrimination (Equal Employment Opportunity and treatment) (0 issue)	0	0	0	0
5	Wages, Compensation, and Working Time (0 issue)	0	0	0	0
6	Occupational Safety and Health and Workers' welfare (2 issues)	2	0	2	0
	<b>Total (4 issues)</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>0</b>

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	Issues of non-compliance with GLP	Corrective action by company	Concerned Laws
1. Recruitment and employment (2 issues)		1. 1 company was found where the company policy had not been translated into Myanmar language.	The company has translated the documents and posted notices to inform the workers.	
		2. 1 company was found to have employment contracts, but no copies were provided to the workers.	Employment contract copies should be prepared and distributed to workers for their records (one set per worker).	
2. Child Labour (0 issue)	-	-	-	-
3. Freedom of Association, Collective Bargaining and Workplace Cooperation (0 issue)	-	-	-	-
4. Discrimination (Equal Employment)	-	-	-	-

Opportunity and treatment) (0 issue)				
5. Wages, Compensation, and Working Time (0 issue)	-	-	-	-
6. Occupational Safety and Health and Workers' welfare (2 issues)	1.1 company was found with fire extinguishers that were rusted and had low pressure.		<p><b>-Immediate inspection:</b> Check all fire extinguishers throughout the factory, especially in areas that are damp or prone to corrosion.</p> <p><b>-Replacement or maintenance:</b> Fire extinguishers with severe rust or low pressure should be repaired by certified service providers or replaced with new units to avoid safety risks.</p>	Ministerial Regulation on Standards for the Management and Implementation of Occupational Safety, Health, and Working Environment Concerning Fire Prevention and Suppression, B.E. 2555 (2012).
	2. 1 company was found to have expired medicines.		<p><b>-Inform the safety officer (OHS officer)</b> and immediately segregate expired medicines from use, dispose of them properly according to relevant regulations, and establish a monthly stock check system for medical supplies.</p>	Ministerial Regulation on Welfare Provision in Establishments, B.E. 2548 (2005), pursuant to Sections 6 and 95 of the Labour Protection Act, B.E. 2541 (1998), Clause 2: Employers shall provide necessary facilities for first aid and medical treatment at the workplace.

Schedule of GLP Visit members (January – December 2025)

No.	Date		Activity	Place
<b>January 2025</b>				
1	8 January 2025	TFFA	GLP Visit TFFA member (onsite)	1) KYOKUYO GLOBAL SEAFOODS COMPANY LIMITED
<b>July 2025</b>				
2	15 July 2025 16 July 2025	TFFA	GLP Visit TFFA member (onsite)	2) <u>NPP FOOD SERVICE COMPANY</u> 3) <u>MARINE GOLD PRODUCTS LTD.</u>
<b>August 2025</b>				
3	14 August 2025 29 August 2025	TFFA	GLP Visit TFFA member (onsite)	4) <u>CUISINE SOLUTIONS ASIA CO.,LTD.</u> 5) NSC SEAFOOD COMPANY LIMITED
<b>October 2025</b>				
4	20 October 2025 21 October 2025	TFFA	GLP Visit TFFA member (online)	6) GMC MARINE (THAILAND) CO., LTD. 7) RUXCHAI COLD STORAGE COMPANY LIMITED
<b>December 2025</b>				
5	3 December 2025	TFFA	GLP Visit TFFA member (onsite)	8) COMMONWEALTH FACTORY CO.,LTD.

**Recommendations for improvement in the GLP visit members.**

**1. Documentation and Communication with Workers**

The company should provide copies of important documents, such as employment contracts, for workers to keep as evidence. In addition, company policies should be made available in languages that workers can understand (e.g., Myanmar and Khmer) to ensure that workers are fully informed of their rights and responsibilities.

**2. First Aid Room and Medicine Management**

Expired medicines were found in the first aid room. The company should implement regular inspections and replace expired medicines accordingly.

A medicine dispensing and withdrawal record system should be established to ensure proper traceability and control.

For factories without a first aid room or a professional nurse, designated staff should receive training in basic first aid and the use of common household medicines, under the supervision of qualified medical personnel.

### 3. Welfare Committee

The company should promote awareness and provide training on the roles and responsibilities of the welfare committee to employees. Additionally, measures should be implemented to encourage and increase the participation of migrant workers as representatives in the welfare committee.

### 4. Safety Equipment (Fire Extinguishers)

Some fire extinguishers were found to be rusted and have low pressure. The following actions are recommended:

Severely rusted or low-pressure extinguishers should be repaired by certified service providers or replaced with new ones.

Regular inspection and maintenance should be conducted according to the required schedule to ensure readiness for use at all times.

### 5. Implementation of Good Labour Practices (GLP)

The company should adopt Good Labour Practices (GLP) as a foundation for developing its labor management system and further enhance it to align with other standards such as Thai Labour Standard (TLS 8001) and SMETA.





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

➤ On May 26, 2025, at the 5th Floor Meeting Room, Ministry of Labour, a Memorandum of Understanding (MoU) signing ceremony was held on the prevention of child labor and forced labor in key product groups, including shrimp, fish, sugarcane, garments, and downstream products such as fishmeal, fish oil, and animal feed.



## Objectives of the Event

- To foster collaboration in preventing and addressing child labor and forced labor in key product groups, including shrimp, fish, sugarcane, garments, and downstream products.
- To demonstrate strong commitment and continuous efforts to enhance measures for preventing and addressing such issues, with the aim of supporting the removal of Thai products from the TVPRA List and EO List.

A total of **12 organizations** participated in this initiative, including: the Department of Labour Protection and Welfare, Department of Fisheries, Department of Livestock Development, Office of the Cane and Sugar Board, The Federation of Thai Industries, The Thai Chamber of Commerce, Thai Fishmeal Producers Association, Thai Feed Mill Association, Thai Frozen Foods Association, Thai Tuna Industry Association, the Thai Sugar Millers Corporation, and the National Fisheries Association of Thailand.

- On **August 14, 2025**, the Samut Prakan Provincial Office of Labour Protection and Welfare, led by Mr. Nikom Tubtimthongchai, Provincial Labour Protection and Welfare Officer, together with officials from the Department of Labour Protection and Welfare, conducted a site visit to C.K. Frozen Fish and Food Co., Ltd.

The purpose of the visit was to monitor and observe the production processes, labor management systems, and the implementation of measures to prevent child labor and forced labor within the establishment in Samut Prakan Province. The visit also included discussions and exchanges of views to identify effective approaches for preventing and addressing child labor and forced labor throughout the supply chain.

This activity was conducted in line with the Memorandum of Understanding (MoU) between the Department of Labour Protection and Welfare and the Thai Frozen Foods Association on the prevention of child labor and forced labor in key product groups, including shrimp, fish, sugarcane, garments, and downstream products (such as fishmeal, fish oil, and animal feed). The MoU reflects a strong commitment and collaboration between the public and private sectors to prevent child labor and forced labor across the supply chain.



➤ The 10th Social Dialogue Workshop was conducted on November 28, 2025, at Baan Kunghnam Resort, Samut Sakhon Province.

The workshop focused on the topic: ***“Effective Welfare Committee: Compliance & Practical Improvement”***, emphasizing proper election processes and effective committee operations.





This activity applied key findings from the **GLP Visit 2025** as the main theme under the concept of *“Effective Welfare Committee: Compliance & Practical Improvement.”*

The Association invited representatives from the public sector, including the **Samut Sakhon Provincial Office of Labour Protection and Welfare**, as well as private sector representatives from **Seafresh Industry Public Company Limited** and the **Labour Rights Foundation (LRF)**, to serve as guest speakers. The session aimed to facilitate the exchange of perspectives on government support mechanisms, share best practice case studies from establishments where welfare committees operate effectively, and highlight collaboration between organizations and NGOs in providing recommendations and appropriate grievance handling approaches.

In addition, a workshop session was organized for **Human Resources (HR) representatives and welfare committee members** to enhance their understanding of key findings from the GLP Visit and promote practical application within their respective organizations.

Overall, the activity **aimed to strengthen welfare committees** to be more effective, transparent, and capable of serving as a key mechanism in driving sustainable labor relations in the future.

**Key Summary:** The activity was divided into four main sessions, beginning with expert presentations, as follows:

1. **Session 1: Special Lecture – Case Study**

*Approaches to Promoting Sustainable and Effective Welfare Committees*

by Ms. Jutaporn Muknoi (HR Division Manager) and Ms. Naruemon Sroisuwon (HR Division Manager), Seafresh Industry Public Company Limited.

2. **Session 2: Special Lecture from Civil Society Sector**

*The Role of Welfare Committees from an External Perspective / Benefits of Employer–Employee Dialogue through Welfare Committees / Effective Grievance Mechanisms*

by Ms. Suthasinee Kaewleklai, Labour Rights Foundation (LRF).

3. **Session 3: Special Lecture from Government Sector**

*Welfare Committees in Establishments and the New Labour Protection Law*

by Acting Sub Lt. Pira Chokbooncharoen, Samut Sakhon Provincial Labour Protection and Welfare Office.

4. **Session 4: Group Discussion and Brainstorming**

Participants were divided into groups to exchange ideas on the topic:

*“Effective Welfare Committee: Compliance & Practical Improvement.”*