



## 2024 Report

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



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## Section 1

### Background, Process, and Monitoring Overview

#### 1.1 Background

The Association has prepared a report on monitoring of the Good Labor Practice (GLP) of members of the Thai Tuna Industry Association (TTIA) and the Thai Pet Food Trade Association (TPFA). The objective was to support members in implementing the GLP, promote good relationships between employers and employees, and follow up on the implementation of the GLP. Additionally, the report aims to enhance new members' knowledge and understanding of the GLP. Data on labor recruitment and human rights have been gathered to keep up with current global situations.

The [Thai Tuna Industry Association](#) has been involved in the GLP (Good Labor Practice) program since 2013. The initiative is a collaborative effort with the Department of Labour Protection and Welfare, the Department of Fisheries, the International Labour Organization (ILO), and the Thai Frozen Food Association (TFFA). The goal is to strengthen labour management practices within the industry through voluntary participation. Subsequently, resolutions passed at the 2/2015 and 1/2016 TTIA meetings approved the implementation of the TTIA GLP Visit to promote and monitor the continued implementation of the GLP, in which 23 out of 25 member companies participated.

In 2018, the Association sent staff for training as facilitators in collaboration with the ILO and the TFFA. In 2019, the GLP manual and the latest edition of the checklist were developed to monitor the GLP among the members. The new GLP Guidelines outline six basic categories in the industry: (1) forced labour; (2) child labour; (3) freedom of association, collective bargaining and workplace cooperation; (4) discrimination (equal employment opportunity and treatment); (5) wages, compensation, and working time; and (6) occupational safety and health and worker welfare and community engagement. Monitoring of members' adherence to these standards commenced in 2020.

In 2019, the [Thai Pet Food Trade Association \(TPFA\)](#) was established to support the pet food industry in Thailand, with a specific focus on wet pet food production, a key product of the tuna industry. A meeting held on September 9th, 2019, established the Thai Pet Food Trade Association and mandated the use of labour policies similar to those of the TTIA. This included promoting and implementing the Ethical Code of Conduct, in which the TPFA members also participated.

In 2020, the Association started collecting data on the recruitment of migrant workers, as this issue became more important to the association's clients. The association designed a checklist based on informal recommendations from the International Organization for Migration (IOM). According to the Association's labour recruitment principles, members must comply with Thai laws as well as those of the source countries.

In 2021, the association expanded its data collection on human rights, as international organizations and business partners began to place greater emphasis on this issue. The Association revised the checklist

based on the Human Rights Due Diligence Handbook of the National Human Rights Commission and received approval during the 1st/2021 Labour Committee meeting.

In 2021, the Association provided information for the evaluation of the GLP program under the ILO’s Ship to Shore Rights project. The findings were shared, along with recommendations for improvement, such as engaging with civil society, establishing a reasonable timeframe for corrective actions in the grievance mechanism, ensuring gender balance in welfare committees, and encouraging more involvement from management. In 2022, the Association incorporated these recommendations by updating the checklist and inviting an NGO (MWG – Migrant Working Group) to join as an observer in monitoring activities based on the members’ voluntary participation.

In 2024, the GLP Visit, recruitment, and human rights activities, both online and on-site, were approved in the 2/2024 TTIA meeting. The decision was based on information from interviews and follow-up on issues arising from the previous year with each member to assess risks at individual factories. Once all companies have been evaluated, a summary report will be compiled in Thai and English and published on the Association's website. This year, the Association has received funding under the Ship to Shore Rights SEA project from the ILO, a UN-affiliated agency, to support GLP-related training sessions and activities. The ILO and NGOs (MWG: Migrant Working Group, LRF: Labour Rights Foundation) were invited as observers. Out of 26 companies, 6 companies allowed external organizations to observe the activities.

### Size classification of participating members

Associations	Total member companies	Number of participating companies	Small companies with up to 50 workers	Medium companies with 51-200 workers	Large companies with 201+ workers
TTIA	27	26	0	5	22
TPFA (every company is also a member of the TTIA)	10	10	0	0	10

**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 categorises companies based on the number of employees.

### 1.2 GLP Visit Process 2024

The Association has guidelines to monitor and verify compliance with the GLP principles under the following steps:

- **On-site inspection of the production area and surrounding premises:** The Association inspects the work environment, including the living conditions and safety of workers, to verify whether the company complies with legal standards, the GLP principles, and safety measures as required by law or the GLP guidelines. Companies that do not participate in on-site visits are required to submit documents as requested

by the Association to support the activity. These documents may include company policies, regulations, sample employment contracts in both Thai and the workers' native language, a list of welfare committee members and meeting minutes, evidence of wage payments (e.g., pay slips), and photos of key areas such as the canteen, first-aid room, and bulletin boards.

- **Interviews with employer and worker representatives:** The Association interviews representatives from the HR department and five sampled workers, comprising 2 welfare committee members and 3 general workers. For factories that are members of both the TTIA and the TPFA, workers will be sampled from both the tuna factory and the pet food processing factory. The questions cover various aspects such as working conditions, the internal environment, and employee opinions and satisfaction with the company.

- **Follow-up to ensure compliance with legal requirements and the GLP:** After the visit and notifying member companies of the results through the GLP Visit report, if any discrepancies regarding non-compliance with the law or the GLP principles are found, the Association will send a correction form, requesting the member company to set a timeline for rectifying the issues and submit supporting evidence of the corrective actions.

After the GLP Visit is completed, the Association will prepare a summary report of the GLP Visit results and share it with the member companies. The report entails the summary of feedback from both the employer and employee parties, the color-coded system (White, Gray, Black) evaluation which addresses whether the employer has an adequate management and documentation system to ensure compliance with the labour laws and corrective actions, as well as whether workers are knowledgeable about their rights and the functions of the welfare committee. Information gathered in the report will be used to prepare the annual GLP Visit Report of the Thai tuna industry and Thai pet food industry.

### 1.3 Overview of the GLP Activity

Currently, the total number of workers in the industry is 70,374, comprising 23,940 Thai workers (34%) and 46,434 migrant workers (66%). The key findings can be summarized into three areas: 1. Good Labor Practice (GLP); 2. Recruitment; and 3. Human Rights. The preliminary conclusions are as follows:

1. **Good Labour Practice (GLP):** It was found that 22 member companies were able to comply with the guidelines. One company that no longer produces tuna products but continues to maintain its membership status did not participate in data collection. Additionally, four companies were unable to fully comply with the guidelines. Issues identified include excessive deductions beyond the legal limit, employer representatives sitting on the welfare committee, reuse of toilet cards, and inadequate working conditions (e.g., non-functional lockers, lack of medical supplies as required by law, and obstructions in emergency exit routes).

2. **Recruitment:** It was found that 21 companies had covered recruitment expenses for all workers across all company sizes. The main reason is the increased importance given by clients to the recruitment

process. Additionally, companies that cover recruitment expenses for migrant workers aim to retain them for longer periods and reduce their expenses. When comparing recruitment expenses between 2023 and 2024, nearly every company has assumed greater responsibility for covering various worker-related expenses. The most significant changes in cost items include: 1. Document fees in the workers' home countries (accommodation, food, travel expenses) (+35%); 2. Contract signing fees, uniform costs, SMARTCARD, and life insurance in Myanmar (+31%); 3. Passport obtainment fees and quarantine expenses for migrant workers (14 days) due to the COVID-19 pandemic (+27%).

**3. Human Rights:** It was found that all member companies have policies against discrimination in hiring and treatment of workers regardless of gender, religion, and nationality. All members have also signed the new TTIA Ethical Labour Practice, which now includes human rights principles. These principles cover the rights and freedoms entitled to workers, and there are also policies concerning environmental responsibility and community engagement. However, only a few companies have gone beyond policy implementation, such as having a welfare committee that includes LGBTQ+ members, participating in external training activities, and having a human rights committee.

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## **Section 2**

### **Summary of the GLP**

#### **2.1 Compliance with the laws and the GLP**

From the legal compliance checklist and the GLP guidelines, data was collected in six areas: recruitment and employment, child labour, freedom of association, collective bargaining, and workplace cooperation, non-discrimination, wages, compensation, working hours, occupational safety and health, and worker welfare. It was found that members did not comply with two legal requirements (one of which has been corrected, and the other one is in the process of being corrected), and did not comply with three items in the GLP guidelines (all of which have been corrected). **Details are shown in Table 1.**

Table 1 Details of non-compliance with laws and the GLP, including corrective actions taken

Topics	Non-compliance with the laws	Non-compliance with the GLP	Corrective actions taken	Relevant laws and GLP guidelines
1. Recruitment and employment (1 company)	-	The company required the use of restroom cards, which restricted workers' freedom to access restrooms when necessary.	<b>Corrected</b> The company has canceled this policy to align with the GLP principles.	The GLP Guidelines define Section A. Recruitment and Employment>A.2 Workers have the freedom to enter and exit the workplace or accommodation according to company regulations and legal requirements.
2. Child labour (0 company)	-	-	-	-
3. Freedom of association, collective bargaining, and workplace cooperation (2 companies)		Representatives from the employers also serve as members of the welfare committee, including the factory manager and department manager. However, the representatives on the welfare committee should be elected workers who would then attend meetings	<b>1 Company has taken corrective action.</b> by organizing a reelection <b>1 Company is in the progress of taking corrective actions.</b>	Under Section 96 of the Labour Protection Act B.E. 2541, a company having 50 or more employees must found a welfare committee, The welfare committee shall consist of at least 5 employee representatives.

Topics	Non-compliance with the laws	Non-compliance with the GLP	Corrective actions taken	Relevant laws and GLP guidelines
		with employer representatives to discuss and resolve welfare issues and address complaints.		
4. Non-discrimination (0 company)	-	-	-	-
5. Wages, compensation, and working hours (1 company)	The pay-slips provided to workers include details on deductions, such as funeral expenses.	-	In progress	Under Section 76 of the LPA, an employer can make deductions for: 1. payment of income tax in an amount shall be paid by an Employee or other payments provided by law; 2. payment of labor union dues according to the regulations of a labor union; 3. payment of debts owed to the saving cooperatives or other cooperatives of the same description, or of debts relating to beneficial to of the Employee solely, with the prior



Topics	Non-compliance with the laws	Non-compliance with the GLP	Corrective actions taken	Relevant laws and GLP guidelines
				<p>consent of the Employee;</p> <p>4. payment as a deposit under Section 10, or as compensation to the Employer for damage caused by the Employee either wilfully or with gross negligence, with the prior consent of the Employee; or</p> <p>5. payment as Contributions under an agreement relating to a provident fund.</p>
<p>6. Occupational safety and health, and worker welfare. (2 companies)</p>	<p>One company has medical supplies or medicines that are incomplete according to legal requirements. Additional items may need to be provided, such as antihistamines, thermometers, blunt-tipped</p>	<p>Several observations regarding the working environment in the factory of one company were identified, such as a lack of regular inspection of fire extinguishers, blocked emergency exits, and damaged water dispensers,</p>	<p><b>Two companies have taken corrective actions</b> with the following details:</p> <ul style="list-style-type: none"> <li>- One company did not comply with the law, but has since corrected the issue by ensuring the required amount of medical supplies is provided.</li> </ul>	<p>1. Ministerial Regulation on Labour Welfare at Workplace, B.E. 2548</p> <p>2. The GLP Guidelines define Section F. Occupational safety and health, worker welfare, and community engagement&gt;F.25</p> <p>There are clearly marked emergency exits with sufficient</p>

Topics	Non-compliance with the laws	Non-compliance with the GLP	Corrective actions taken	Relevant laws and GLP guidelines
	forceps, dropper bottles, or others.	handwashing sinks, and workers' lockers in multiple areas.	- One company did not comply with working environment standards but has since improved the working environment to meet the required standards.	lighting for the area and the number of workers within the establishment. These exits must be maintained in operational condition and must not be obstructed or locked. The doors must open outward and clearly display exit route signs

## 2.2 Results of interviews with worker representatives on labour practices

Results from the self-assessment survey and interviews with workers revealed that the workers have the most knowledge and understanding in the top three areas as follows: 1) Occupational safety and health, worker welfare, and community engagement; 2) Wages, compensation, and working hours; and 3) Recruitment and employment. Details are as follows:

**1) Occupational safety and health, worker welfare, and community engagement:** Workers are provided with appropriate work equipment and a suitable working environment in line with occupational safety and health standards. This includes access to the first-aid room in case of illness, provision of protective aprons, shoes, and PPE before starting work, training on the use of hazardous chemicals, and fire safety drills.

**2) Wages, compensation, and working hours:** Workers are knowledgeable about wage rates, how working hours are calculated, the timely payment of wages, and that their wages have never been deducted for reasons other than those stipulated by law. They are also aware of their entitlement to leave (sick leave, vacation leave, personal leave) through orientation training, the employee handbook, and company regulations.

**3) Recruitment and employment:** Workers keep their identification documents (e.g., passport) with them, and understand their employment contract, job duties, minimum wage, and the basic welfare benefits they are entitled to. They received this information during their initial briefing and orientation from the employer.

**Additional observations:** Regarding freedom of association, collective bargaining, and workplace cooperation, it was found that some workers still lack an understanding of the role of the welfare committee and how it can assist and resolve complaints. This could be due to workers being new to the factory or a lack of regular training in the welfare committee's duties. Other issues raised during worker interviews include:

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

*Table 2 The number of workers and welfare committees in the enterprise in 2024*

NO	Number of workers (person)						Number of welfare committees (person)					
	Total	%	Thai	%	Migrant	%	Total	%	Thai	%	Migrant	%
1	154	100	32	21	122	79	5	100	2	40	3	60
2	91	100	56	62	35	38	5	100	4	80	1	20
3	3,820	100	1,930	51	1,890	49	15	100	7	47	8	53
4	5,984	100	1,692	28	4,292	72	28	100	17	61	11	39
5	406	100	96	24	310	76	5	100	3	60	2	40
6	3,243	100	2,863	88	380	12	8	100	6	75	2	25
7	2,369	100	2,369	100	0	0	7	100	7	100	0	0
8	4,769	100	119	2	4,650	98	12	100	2	17	10	83
9	7,530	100	2,106	28	5,424	72	9	100	3	33	6	67
10	611	100	527	86	84	14	5	100	4	80	1	20
11	1,091	100	992	91	99	9	11	100	9	82	2	18
12	628	100	339	54	289	46	7	100	4	57	3	43
13	N/A	100	N/A	N/A	N/A	N/A	N/A	100	N/A	N/A	N/A	N/A
14	3,598	100	925	26	2,673	74	8	100	3	38	5	63
15	216	100	41	19	175	81	7	100	6	86	1	14
16	343	100	55	16	288	84	7	100	3	43	4	57
17	15,305	100	2,897	19	12,408	81	26	100	15	58	11	42
18	5,195	100	3,424	66	1,771	34	7	100	5	71	2	29
19	2,464	100	988	40	1,476	60	8	100	4	50	4	50
20	871	100	139	16	732	84	7	100	5	71	2	29
21	503	100	56	11	447	89	8	100	4	50	4	50
22	4,096	100	846	21	3,250	79	17	100	6	35	11	65
23	176	100	76	43	100	57	7	100	4	57	3	43
24	1,829	100	294	16	1,535	84	7	100	2	29	5	71
25	974	100	139	14	835	86	5	100	2	40	3	60

NO	Number of workers (person)						Number of welfare committees (person)					
	Total	%	Thai	%	Migrant	%	Total	%	Thai	%	Migrant	%
26	697	100	220	32	477	68	5	100	2	40	3	60
27	3,411	100	719	21	2,692	79	13	100	5	38	8	62
<b>Total</b>	<b>70,374</b>	<b>100</b>	<b>23,940</b>	<b>34</b>	<b>46,434</b>	<b>66</b>	<b>249</b>	<b>100</b>	<b>134</b>	<b>54</b>	<b>115</b>	<b>46</b>

**Remark:** Entry no. 13 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.

From Table 2, the number of workers and welfare committees in the establishments for the year 2024 can be summarised as follows:

1. The total number of workers in the industry accounted for **70,374**, comprising **23,940** Thai workers (34%) and **46,434** migrant workers (66%).

2. The total number of welfare committee members was 249. Regarding the proportion of welfare committee members from migrant and Thai workers, there were 134 Thai workers (54%) and 115 migrant workers (46%).

3. The number of welfare committee members in each company ranges from 5-28 คน (the law requires establishments with 50 or more employees to have at least 5 welfare committee members). The committee meets 4 times per year.

#### Other findings

1. In terms of handling worker complaints, it was found that the companies provide several channels for submitting complaints, including the welfare committees, suggestion boxes, supervisors, the labour relations department, and various online platforms (Line, Facebook). The most common issues raised include the hot working conditions in the production area, insufficient restroom facilities, and, in fewer cases, workers reporting poor treatment or communication from supervisors.

2. The Association has collected retirement information from workers in each company (data from 26 member companies) and found the following:

- Retirement age at 55: **19 companies**
- Retirement age at 60: **7 companies.**

Upon reaching the retirement age, the company will pay severance according to the worker's years of service, in compliance with the legal requirements.

## 2.4 Additional information based on the ILO's recommendations

Since 2021, the Ship to Shore Rights SEA project has been collecting GLP data with the Association, and through random sampling from members. The Association received recommendations to collect additional data to improve the effectiveness of GLP. These recommendations include monitoring the working

conditions of workers, measures for handling the discovery of workers under 18 years of age, guidelines for handling complaints, supporting other welfare initiatives, and giving more emphasis to women's labor rights. In 2024, the association collected additional data based on ILO's suggestions, summarized as follows:

- **26 out of 26 companies (100%)** do not conduct pregnancy tests before hiring, as part of their policy to avoid discrimination in employment due to pregnancy. In previous years, some companies had conducted pregnancy tests because there were cases where workers did not know they were pregnant and suffered miscarriages while working. After receiving the Association's advice and recommendations to align with the GLP principles, the companies have announced the cessation of pregnancy testing. These companies may also support other activities, such as inviting external organizations to train workers on pregnancy care to promote welfare and increase focus on women's rights.
- **22 out of 26 companies (84%)** have a clear written policy or work instructions (Work Instruction: WI) for receiving and addressing complaints. These policies specify how complaints should be handled and resolved within a time frame defined by each company.
- **23 out of 26 companies (88%)** have measures in place to handle the discovery of workers under the age of 18. These measures include terminating employment, informing labor inspectors, and providing remediation (such as compensating wages for the period worked and supporting the worker in receiving appropriate education).
- **22 out of 26 companies (84%)** support additional welfare initiatives or emphasize women's labour rights, such as providing nursing corners or offering training on prenatal and postnatal care. (Members are interested in supporting women's rights but face limitations in terms of space and budget, which prevent the full implementation of such programs.)
- **18 out of 26 companies (69%)** have a balanced proportion of male and female members on their welfare committees. (Remark: Members reported that the welfare committee is elected, and in some factories, there is an unequal proportion of male to female workers, which makes it difficult to achieve balance in the committee's composition.)

## 2.5 Changes resulting from the implementation of the GLP Visit with members from 2016 to 2024

From the data on the results of the GLP Visit with members from 2016 to 2024, it was found that members have continuously improved their practices. Specifically, the number of findings related to non-compliance with legal requirements and GLP principles that required members to make corrections has decreased, as shown in the table below.

Table 3 Changes resulting from the implementation of the GLP Visit with members from 2016 to 2024

Labour issues identified \ Years implemented the GLP Visit	Pre GLP	2016 GLP visit	2017 GLP visit	2019 GLP visit	2020 GLP visit	2021 GLP visit	2022 GLP visit	2023 GLP visit	2024 GLP visit
1. Member lacks a welfare committee.	x	x	x	x					
2. Member does 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		
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						

**Table description:**

1. In 2018, no GLP Visit was conducted because there was a collaboration with the ILO to design a new GLP guideline, which was used to track member compliance starting in 2019.

2. GLP findings are followed up on continuously to ensure corrections are made. Issues that are repeatedly found over multiple years may arise from different companies, changes in the management team of member companies, or the departure of employees who had received GLP training. Continuous GLP training is important to maintain knowledge and ensure improvements.

3. In the current year, 2024, it was found that some issues, previously resolved, have resurfaced. These include the use of restroom cards and wage deductions beyond what is legally required. However, these issues are not from the same companies as in previous years.

### Section 3

#### Summary of Ethical Labour Recruitment

The Association uses a checklist designed in 2020, which was informally recommended by the International Organization for Migration (IOM). The checklist was specifically designed to align with the tuna industry and has been used to collect data since 2020. In 2024, employer representatives filled out and submitted self-assessment forms to the Association. The Association interviewed employer representatives and sampled employee representatives to gather data for the report. Table 5 summarizes the recruitment expenses of migrant workers. From the data in Table 4, the summary of expenses for recruiting migrant workers is divided into two parts: expenses in the source countries (1-4) and expenses incurred in Thailand (5-12).

**Table 4 Recruitment expenses**

No.	Expenses in recruiting migrant workers in 2023-2024	Number of members participating in the GLP (companies)	Covered by companies				Changes between 24/23 (%)
			2023		2024		
			Companies	%	Companies	%	
<b>Expenses in the source countries</b>							
1	Passport obtainment fees	26	14	54	21	81	+27%
2	Documents in the source countries (accommodation, food, travel costs)	26	14	54	23	88	+35%
3	Contract signing, uniforms, smartcards, life insurance on the Myanmar side	26	15	58	23	88	+31%
4	Agency service fees in the source countries	26	17	65	23	88	+23%
<b>Expenses incurred in Thailand</b>							
5	Visa fees	26	21.5	83	24.5	94	+12%
6	Work permit fees	26	21.5	83	24.5	94	+12%
7	Medical checkup	26	21	81	25	96	+15%
8	Tests for hepatitis	26	21	81	25	96	+15%
9	Food, drinks, and travel costs in Thailand	26	22	85	24	92	+8%
10	COVID-19 swab test (ATK, PCR)	26	21	81	25	96	+15%
11	Medical checkup for 6 forbidden diseases for work permit application	26	21	81	25	96	+15%
12	Costs for 14-day quarantine due to the COVID-19	26	18	69	25	96	+27%

**\*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. For the year 2023/2024, No. 5 and 6 show figures with a decimal point of 0.5, meaning that some companies share the costs equally with the workers.

From Table 4, recruitment expenses can be summarized as follows:

1. 21 out of 26 member companies cover all the costs under categories 1-12 for the workers (accounting for 81%). This applies to companies of all sizes. The main reason for this is that customers are placing more importance on workers' expenses. Additionally, members want to incentivize migrant workers to stay with their companies longer and reduce their expenses.

2. From the comparison of costs between 2023 and 2024, it was found that the number of member companies covering the costs for workers has increased across nearly all categories, with **increases ranging from 8% to 35%**.

- **Expenses in the source countries** (from highest to lowest) include: 1. Documents in the source countries, accommodation, food, travel costs (35%); 2. Contract signing, uniforms, smartcards, life insurance on the Myanmar side (31%); 3. Passport obtainment fees (27%)

- **Expenses incurred in Thailand** (from highest to lowest) include: 1. **Costs for 14-day quarantine due to COVID-19** (27%); 2. Medical checkup, Tests for hepatitis, COVID-19 swab test (ATK, PCR), Medical checkup for 6 forbidden diseases for work permit application (15%); 3. Visa fee, work permit fees (12%).

**Remark:**

1. In terms of migrant workers' personal expenses, Section 49 under the **Foreigners' Working Management** Emergency Decree B.E. 2560 stipulates that **"personal expenses such as passport fees, health check-up costs, work permit fees, and similar costs are the responsibility of the workers."** This table shows that many member companies are covering expenses beyond the legal requirements.

2. **"Costs for 14-day quarantine due to COVID-19"**: Even though the COVID-19 situation has improved, some members are still conducting tests if a worker is suspected to be at risk for COVID-19.

3. 14 member companies import workers both through brokers in Thailand and the source countries, and 12 companies managing the process themselves within the country, through brokers only in the source countries.

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## **Section 4**

### **Summary of Human Rights Practices**

In 2021, the United Nations (UN) placed greater emphasis on human rights for workers. As a result, the Association developed a checklist based on checklist based on the Human Rights Due Diligence Handbook of the National Human Rights Commission. This checklist was reviewed and approved, with modifications, during the Association's Labour Committee Meeting No. 1/2021 on July 7, 2021. It was then adapted to suit the tuna industry and has been in use for data collection since 2021. For data collection in 2023, employer



representatives were asked to submit a self-assessment form and relevant documents, which the Association used during interviews with employer representatives or HR departments. Based on the collected data, the following summary was made of the actions already taken by the members:

- **26 GLP-participating member companies (100%)** have a non-discrimination policy for hiring workers and for treatment of workers within the factory regardless of gender, religion, and nationality.
- **26 GLP-participating member companies (100%)** have signed the new TTIA Ethical Labour Practice, which includes additional ethical principles covering workers' rights and freedoms (referencing the TTIA/TPFA COC, as amended in 2022, Clause 10: Human Rights).
- **21 out of 26 member companies (81%)** have environmental and surrounding community policies, such as conducting annual surveys on pollution impacts, including noise, odors, and inappropriate activities stemming from factory operations. The remaining companies were found to be located in remote areas with little community presence but undergo regular external inspections, so they did not conduct environmental surveys. However, they do control pollution emissions in accordance with legal requirements.
- **7 member companies (27%)** have implemented additional actions beyond human rights policies, such as having welfare committees that include LGBTQ+ members, participating in external training activities, and having human rights committees.

#### Other observations

- Most member companies engage in CSR activities benefiting society, including environmental efforts, human rights, and social services. Examples include donating canned fish, building public amenities, and participating in reforestation, though some companies face budget constraints.
- While most companies have human rights policies, few take concrete actions beyond creating policies, with only a few raising awareness, participating in external training, or promoting LGBTQ+ inclusion in welfare committees.
- Human rights are increasingly prioritized globally, prompting the Association to: Enhance monitoring of member activities or encourage participation in government programs as human rights model organizations.

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## Appendix of GLP Visit Activities

In 2024, the Association conducted GLP Visit activities with 26 out of 27 member companies, starting from June 2024 to August 2024, as scheduled in the table.

Company list		June	July	August
1	A.E.C. CANNING CO., LTD		24 Jul 2024	
2	ABD KHAN CO., LTD		9 Jul 2024	
3	ASIAN ALLIANCE INTERNATIONAL CO., LTD.	26 Jun 2024		
4	CHOTIWAT MANUFACTURING CO., LTD.			27 Aug 2024
5	DIAMOND FOOD PRODUCT., LTD	28 Jun 2024		
6	GLOBAL FROZEN FOOD (THAILAND) CO., LTD.		23 Jul 2024	
7	I.S.A. VALUE CO., LTD.			14 Aug 2024
8	I-TAIL PUBLIC CO., LTD.		16 Jul 2024	
9	KINGBELL PRODUCER CO., LTD			2 Aug 2024
10	MMP INTERNATIONAL CO., LTD.		12 Jul 2024	
11	NISSUI (THAILAND) CO.,LTD.			26 Aug 2024
12	P & T FOOD CO., LTD		17 Jul 2024	
13	P.C. TUNA CO., LTD			8 Aug 2024
14	PATTHANA MARINE CO., LTD	-	-	-
15	PATAYA FOOD INDUSTRIES LTD.		4 Jul 2024	
16	PREMIER CANNING INDUSTRY CO., LTD.		31 Jul 2024	
17	RS CANNERY CO., LTD.		26 Jul 2024	
18	S.K. FOOD (THAILAND) PUBLIC CO., LTD.		11 Jul 2024	
19	S.P.A. INTERNATIONAL FOOD GROUP CO., LTD.			15 Aug 2024
20	SIAM INTERNATIONAL FOOD CO., LTD.			29 Aug 2024
21	SIAM TIN FOOD PRODUCT CO., LTD.			28 Aug 2024
22	SOUTHEAST ASIAN PACKAGING AND CANNING LTD.	21 Jun 2024		
23	THAI INABA FOODS CO., LTD			20 Aug 2024
24	THAI UNION GROUP PUBLIC CO., LTD.		5 Jul 2024	
25	THAI UNION MANUFACTURING CO., LTD.	20 Jun 2024		
26	TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.			30 Aug 2024
27	UNICORD PUBLIC CO., LTD.		19 Jul 2024	

Pictures of TTIA GLP Visit activities in 2024 via onsite and online, 27 factories

A.E.C. CANNING CO., LTD



ABD KHAN CO., LTD



ASIAN ALLIANCE INTERNATIONAL CO., LTD.



CHOTIWAT MANUFACTURING CO., LTD.



DIAMOND FOOD PRODUCT., LTD



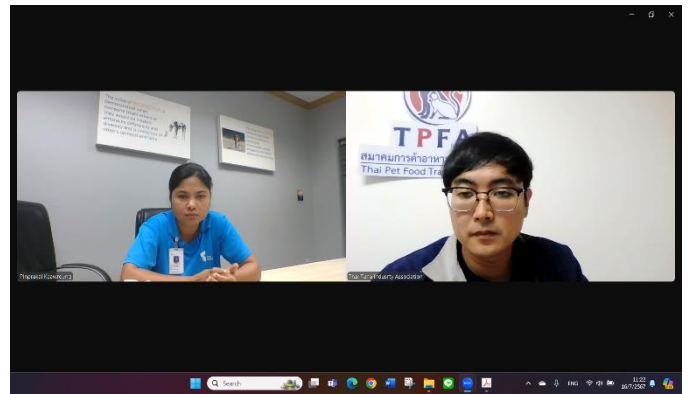
GLOBAL FROZEN FOOD (THAILAND) CO., LTD.



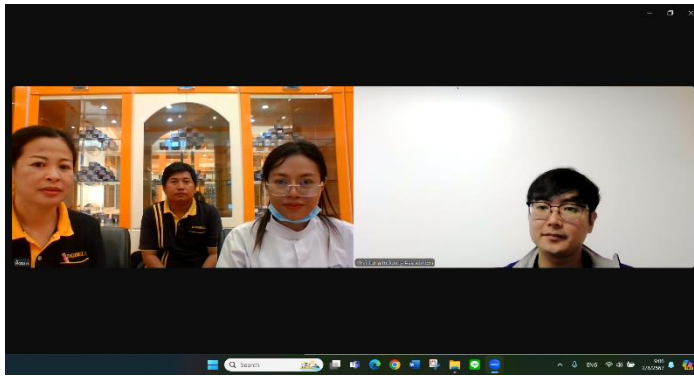
I.S.A. VALUE CO., LTD.



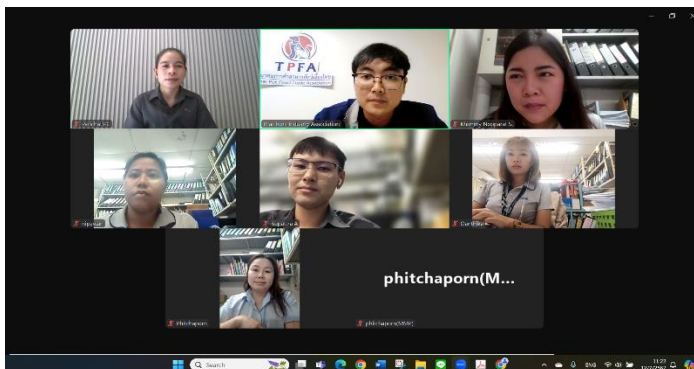
I-TAIL PUBLIC CO., LTD.



KINGBELL PRODUCER CO., LTD



MMP INTERNATIONAL CO., LTD.



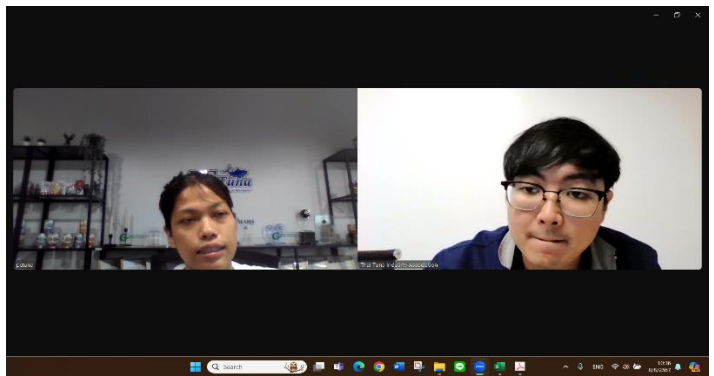
NISSUI (THAILAND) CO.,LTD.



P & T FOOD CO., LTD



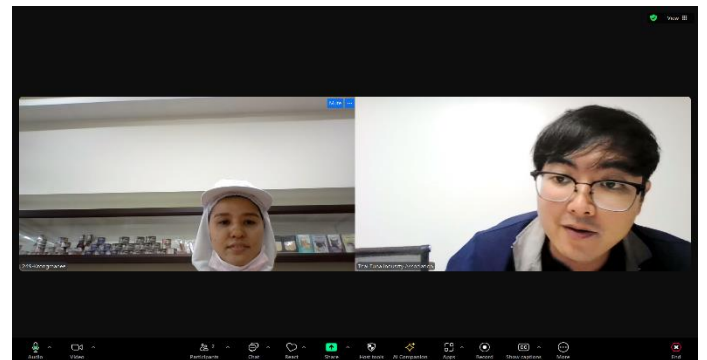
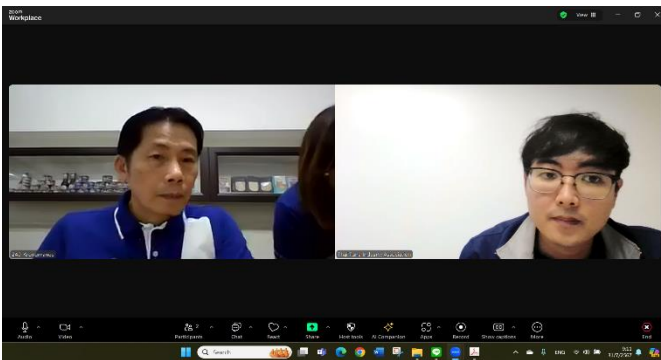
P.C. TUNA CO., LTD



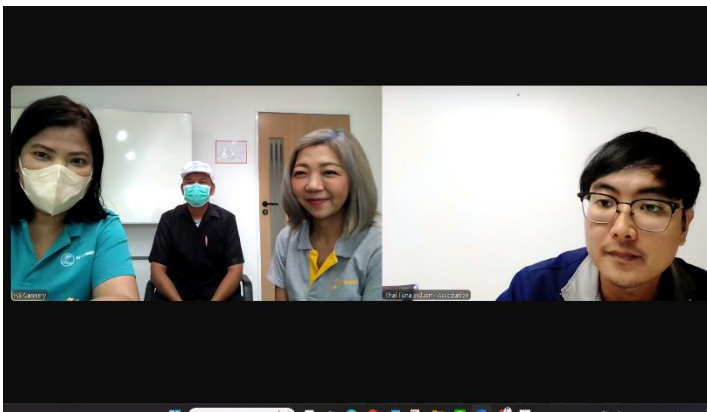
PATAYA FOOD INDUSTRIES LTD.



PREMIER CANNING INDUSTRY CO., LTD.



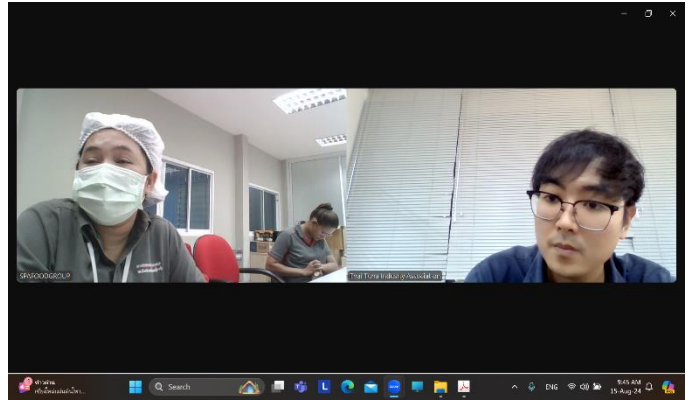
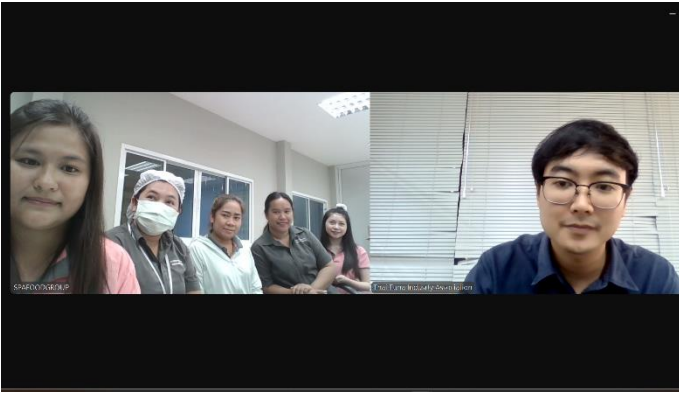
RS CANNERY CO., LTD.



S.K. FOOD (THAILAND) PUBLIC CO., LTD.



S.P.A. INTERNATIONAL FOOD GROUP CO., LTD.



SIAM INTERNATIONAL FOOD CO., LTD.



SIAM TIN FOOD PRODUCT CO., LTD.



SOUTHEAST ASIAN PACKAGING AND CANNING LTD.





THAI INABA FOODS CO., LTD



THAI UNION GROUP PUBLIC CO., LTD.



THAI UNION MANUFACTURING CO., LTD.



TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.



UNICORD PUBLIC CO., LTD.

