

**Minutes of the First Task Force Meeting**  
**ILO/EU Funded Project - Combatting Unacceptable Forms of Work in the Thai Fishing**  
**and Seafood Industry**  
**29 July 2016**  
**Amari Watergate Hotel Bangkok**

### **Objectives**

The Task Force (TF) is an operational platform that provides space for project partners/stakeholders to exchange information and share experiences on implementation of activities, challenges and limitations faced, including technical and operational considerations. Comments from the task force will shape the project interventions to effectively respond to the needs that arise and help measure the changes over the course of the project. The TF is also a platform for networking amongst different stakeholders, namely government, employers, trade unions, workers, CSOs, which can strengthen cooperation through more active and constructive dialogues among the stakeholders. The TF minutes will be reported to the Project Steering Committee (PSC).

### **Participant's agency**

1. PS office, Ministry of Labour
2. Ministry of Foreign Affairs
3. Department of Labour Protection and Welfare
4. Command Center for Combatting Illegal Fishing (CCCIF), Royal Thai Navy
5. Marine Department
6. Department of Fisheries
7. Social Security office
8. State Enterprise Workers' Relations (SERC)
9. Stella Maris Seafarers' centre Sriracha
10. Migrant Working Group
11. Human Right and Development Foundation (HRDF)
12. Thai Trade Union Congress (TTUC)
13. National Fisheries Association of Thailand (NFAT)
14. Thai Tuna Industry Association (TTIA)
15. The Thai Overseas Fisheries Association
16. Thai Frozen Foods Association (TFFA)
17. Thai Food Processors' Association
18. Employers' Confederation of Thailand
19. European Union Delegation
20. International Labour Organization (ILO)

### **Summary of the meeting**

#### **1. Introduction of the Project**

**Mr Jason Judd, Senior Technical Officer/Project Coordinator, ILO/ EU funded Project – Combatting Unacceptable Forms of Work in the Thai Fishing and Seafood Industry** summarised that:

The project aims to reduce forced labour, child labour and other unacceptable forms of work, with a specific target to progressively eliminate the exploitation of workers, particularly migrant workers in these sectors and thereby improve compliance with fundamental rights at work.

**There are 4 key specific objectives that holistically address the core problems in the sector:**

Objective 1: The legal, policy and regulatory framework in the fishing and seafood sectors strengthened by raising labour standards and facilitating more regular migration into the seafood and fishing sectors

Objective 2: Enhanced capacity of the Thai Government, including the labour inspectorate, to more effectively identify and take action against human trafficking and other labour rights abuses in the fishing and seafood processing sectors.

Objective 3: Compliance with the fundamental principles and rights at work (core labour standards) in the seafood and fishing industries improved through the implementation of the Good Labour Practices (GLP) Programme, featuring an effective dispute resolution mechanism and with increased awareness and ownership for action across the supply chain.

Objective 4: Access to support services of workers and victims of labour abuses, including children, enhanced through engagement and empowerment of civil society organizations and trade unions.

Mr. Judd also encouraged more open dialogue and constructive engagement from all stakeholders. He is confident that the governance of the project create added value that will contribute to strengthening better cooperation and leading towards practical and durable solutions.

## 2. Summary of Project Steering Committee Meeting

**Ms Patana Bhandhufalck, Director of Coordination of International Cooperation Bureau, MOL informed** that the PSC was appointed by the Minister of Labour (MOL Order No. 108/2559). The main function of the PSC is to review and endorse TORs and monitor project implementation.

The first PSC meeting was held on 10 May 2016 with 36 participants from government agencies, trade unions, employer's representatives, industry and CSOs, including EU delegation and the ILO. The key discussion and agreed actions of the PSC meeting can be summarized:

- Establish two Task Forces that will convene meeting prior to the next PSC: (1) on legal and regulatory environment and strengthening worker associations and organising support services, and (2) on labour inspection and enforcement and Good Labour Practices (GLP) including worker management dialogue;
- Propose the draft Monitoring and Evaluation Framework and seek inputs from the TFs
- Propose project strategy for GLP during the first Task Force meeting;
- Identify and propose a field office, including project sites
- Next PSC meeting will take place in mid-September

## 3. Update project-related activities

The participants were invited to update on activities currently being undertaken or planned that are consistent with the project objectives.

Organization	The implementation consistent with the project objectives.				Activities	Challenge
	1	2	3	4		
Permanent Secretary office, MOL	✓				<p><b>Road map of Convention No. 188</b></p> <ul style="list-style-type: none"> <li>- Gap Analysis (Jul. – Nov.2016)</li> <li>- Tripartite Consultative Process (Oct. 2016 – Mar. 2017)</li> <li>- Draft Law (Feb. – Apr. 2017)</li> <li>- Summit Draft Law to the Cabinet (May 2017)</li> <li>- Summit Draft Law to the Juridical Council (May – Aug. 2017)</li> <li>- Summit Draft Law to the Cabinet for final approval (Aug. – Sep.2017)</li> <li>- Ratification Process (Sep.– Dec.2017)</li> </ul> <p><b>Protocol of the Convention No. 29.</b></p> <ul style="list-style-type: none"> <li>- Information Sharing(Aug.– Sep.2016)</li> <li>- Gap Analysis (Aug. – Dec.2016)</li> <li>- Tripartite Consultative Process (Nov. 2016 – May 2017)</li> <li>- Law Revision (Feb. – Apr. 2017)</li> <li>- Summit Draft Law Revision to the Cabinet (Apr. 2017)</li> <li>- Summit Draft Law Revision to the Juridical Council (Apr. – Jul. 2017)</li> <li>- Summit Draft Law to the Cabinet for final approval (Jul. – Aug.2017)</li> <li>- Ratification Process(Aug.– Nov.2017)</li> </ul>	
Command Center for Combatting Illegal Fishing, Navy (CCCIF)	✓			✓	<ul style="list-style-type: none"> <li>- Act as an ad-hoc coordination agency on combatting IUU and trafficking in fishing</li> <li>- Oversee labour inspection and multi-disciplinary inspection both on land and at sea, under the combatting IUU initiative,</li> <li>- Conduct training for Navy and other concerned agencies on labour inspection</li> </ul>	Jurisdictional problems

Organization	The implementation consistent with the project objectives.				Activities	Challenge
	1	2	3	4		
					- Build and expand partnership with stakeholders in seafood and fishing industry, including CSOs	
State Enterprise Workers' Relations (SERC)			✓	✓	<ul style="list-style-type: none"> <li>- Support and strengthen workers-employers dialogues, including the establishment of welfare committee under the GLP programme</li> <li>- Provide trainings on freedom of association and collective bargaining and organising strategy</li> <li>- Provide supports on legal assistance and counselling</li> </ul>	- Lack of overview information of Trade union and activities in these sectors Propose to conduct mapping on T/Us activities
Thai Frozen Foods Association (TFFA)			✓		- Continue running GLP Training Programme amongst seafood industry association – Thai Tuna Industry Association and Thai Food Processors' Association	
National Fisheries Association of Thailand (NFAT)						<ul style="list-style-type: none"> <li>- Definitional Problems and identification process of forced labour , and child labour</li> <li>- Clarification needed on unacceptable forms of work</li> </ul>
Migrant Working Group (MWG)				✓	- 46 CSOs in 24 provinces offer assistance programme including education, information, training and legal assistance to migrant workers	
Stella Maris				✓	- Prevention programme and coordination center for seafarers and fishers	

Organization	The implementation consistent with the project objectives.				Activities	Challenge
	1	2	3	4		
Department of Fisheries	✓		✓		<ul style="list-style-type: none"> <li>- Act as part of a multi-disciplinary team under Port-in-Port-Out (PIPO)</li> <li>- Run GLP training for factory farms, fishing boats and peeling sheds.</li> </ul>	
Marine Department	✓	✓			<ul style="list-style-type: none"> <li>- Act as part of the PIPO and coordinate with Command Centre for Combatting Illegal Fishing (CCCIF)</li> <li>- Mandate to vessel inspection</li> </ul>	

#### 4. Work Plan

**Mr Judd** shared the workplan and updated on current activities under each objective:

Objective 1 – The project will work closely with the Government to provide technical assistance on gap analysis which is part of the legal development and possibly ratification process for the key ILO instruments: Convention No. 188 on work in fishing and Protocol No.29 on forced labour

Objective 2 – The project will work closely with the Ministry of Labour, the CCCIF and the Department of Fisheries to enhance enforcement i.e comprehensive labour inspectorate both on land and at sea.

Objective 3 – The project will expand the GLP scope from training programme to voluntary compliance that is transparent and create space for active dialogues for workers and management.

Objective 4 – The project is now mapping CSOs activities on labour related issues national wide and geographical focus across 22 coastal provinces.

#### 5. Monitoring and Evaluation

Ms. Denika Blacklock (M&E consultant) presented the M&E framework for the project implementation. M&E is a key to measure positive changes over the course of the project. To make M&E framework useful, there is a need for up to date data and information which enables the project to monitor changes and identify gaps in implementation.

Key performance indicators (KPI) needs to be developed for specific activities i.e. labour inspection. The KPI will help monitor effectiveness of labour inspectorate and data gathered can help design more comprehensive labour inspection plans with the aim to reduce forced labour, child labour and other unacceptable forms of work.

The meeting agreed to create an integrated database on indicators as part of effective monitoring and evaluation of the project. All participants were also encouraged to complete the questionnaire on their knowledge about monitoring and reporting.

## 6. Group exercise

The Task Force 1 and the Task Force 2 were assigned to discuss about the ‘Theory of Change’ to achieve the objectives under output 1.2.2, output 2.1.1, output 3.3.2 and output 4.1.2 of the workplan. The group exercises can be summarised as follows:

Output	Indicator	Main activities and timeline	Resources and capacity needed	The operations and activities related
1.2.2 Provide technical support to the Thai government to improve the national framework on labour protection in the fishing and seafood sectors.	<ul style="list-style-type: none"> <li>- Ratify 2 ILO instruments: Convention 188 and Protocol to the Convention approved 29.</li> <li>- The law has been revised</li> </ul>	<ul style="list-style-type: none"> <li>- Gap Analysis</li> <li>- drafting legislation/revision</li> <li>- Process – engage with tripartite and CSOs members</li> </ul>	<ul style="list-style-type: none"> <li>- Budget</li> <li>- Resource persons</li> <li>- Technical assistance from ILO</li> </ul>	<ul style="list-style-type: none"> <li>- MOL/MOAC/MONRE/MOPH/MOT/ MOI/MSDHS/Navy/MOJ and Council of State</li> <li>- Private sector</li> <li>- Trade Unions</li> <li>- Employers</li> <li>- CSOs</li> </ul>
2.1.1 Conduct a review of the systemic challenges to effective inspection	<ul style="list-style-type: none"> <li>- Fishing vessels and fishing Industry comply with the law</li> <li>- Comprehensive labour inspection with KPI and integrated database is developed, adopted and implemented amongst inter-ministerial agencies</li> </ul>	<ul style="list-style-type: none"> <li>- Develop integrated Database for labour inspection by March 2017</li> <li>- Develop Multi-disciplinary inspection guidelines and standard operational procedures by December 2016</li> <li>- Develop integrated inspection plans amongst concerned agencies by September 2016</li> </ul>	<ul style="list-style-type: none"> <li>- Increase number of labour inspectors</li> <li>- Tools</li> <li>- Increased Budgets</li> <li>- Capacity training programme</li> </ul>	ILO to assist on labour inspection plan, tools and curriculums.
3.3.2 Establish a dispute resolution mechanism at the industry level to receive and respond to complaints and requests for conciliation from workers, trade unions, NGOs and enterprises.	A dispute resolution mechanism is established with better coordination within industry and supply chain	<ul style="list-style-type: none"> <li>- Complaints mechanism at enterprise developed</li> <li>- Welfare committee established and strengthened with increased representation of migrant workers</li> <li>- Enhanced tripartite + coordination and dialogue</li> <li>-</li> </ul>	Private sector Trade Unions (T/Us) CSOs	Thai Tuna Industry Association will expand the Welfare committee to cover all member.

Output	Indicator	Main activities and timeline	Resources and capacity needed	The operations and activities related
4.1.2 Support NGOs, trade unions and migrants' associations that provide women and men, particularly migrant workers, with information, counselling and legal assistance to men and woman especially migrant workers.	- A coordination center both at local and national level established to rescue workers in the fishing and seafood processing industry.	<ul style="list-style-type: none"> <li>- Integrated database system</li> <li>- Referral mechanism amongst T/Us, CSOs and Govts established</li> <li>- Capacity Programme for T/Us and CSOs onreferral and protection mechanism</li> <li>- Education and Awareness Raising Programme for workers including migrant workers</li> <li>- Training and hiring the communication coordinator (the interpreter) at the coordination center.</li> </ul>	<ul style="list-style-type: none"> <li>- Budget</li> <li>- Resource persons</li> <li>- Technical expertise</li> <li>- IT system</li> </ul>	CSOs/ Gov./ Private sector/ Employers

#### 7. Proposal on the Project field office

Mrs **Kuanruthai Siripatthanakosol**, **National Project Coordinator** presented the analysis of official data as part of the identification of project field office and sites. The project proposed Phang Nga as the location for project office which is easily reachable to both provinces in the gulf of Thailand and Andaman

#### 8. Closing

EU representatives thanked the TF for invitation and glad to see that active participation and dialogue is recognized as a positive sign for a successful project intervention and implementation which will lead to better coordination in the near future.

Mr Judd concluded that we are still facing multiple challenges but we are here to balance interest of all concerned. The project aims to ensure that industries and Thai businesses can still leverage its competitive advantage, and at the same time, the fishing and seafood sector upholds a decent work value.

Adjourned at 15.30.

Sikharin S. – Minutes taker