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Foreword: Ministry of Labour, Thailand

According to the 20-year National Strategy aiming to eliminate inequality and promote social equality and the Thailand Decent Work Country Programme, the Royal Thai Government strongly endeavours to promote labour rights protection and improve labour living standards, especially in the fishing and seafood processing industries. All policies and implementations have taken into account the fundamental principles and rights at work so that the competitiveness of Thai entrepreneurs will be enhanced in the international trade arena. The Royal Thai Government also encourages decent work promotion, which paves a way towards the achievement of the Sustainable Development Goals.

Thailand has made a strong commitment to the international community by being the first country in Asia to ratify two crucial instruments of the International Labour Organization (ILO), namely the Protocol of 2014 to the Forced Labour Convention, 1930 (P029) and the Work in Fishing Convention, 2007 (No.188). Several pieces of national legislation have been reviewed and amended to ensure the alignment with the international standard, such as the Emergency Decree amending the Anti-Trafficking in Persons Act BE 2551 (2008), BE 2562 (2019) and the Labour Protection in Fisheries Act BE 2562 (2019). Labour inspection and enforcement have also been strictly conducted by multidisciplinary teams.

The Royal Thailand Government's notion is in conformity with the ILO's Ship to Shore Rights Project, funded by the European Union. Technical assistance and cooperation of all stakeholders under the project have played a major role and contributed to the advancement of worker protection in the fishing and seafood processing industries, including studies and research, capacity building of labour inspection, distribution of the labour inspection manual, promotion of Good Labour Practices and support for migrant workers' assistance services.

This endline survey shows the accomplishment of the integration between the public sector, employers, workers, and civil society, with a mutual ambition to prevent and eliminate trafficking in persons, child labour, forced labour, and unacceptable forms of work in Thailand's fishing and seafood processing industries. Some of Thailand's achievements have been revealed in the reports, such as the increasing of regular labour migration, lower costs for migration and higher wages. However, there are still gaps and challenges, and every partner in Thailand and neighbouring countries needs to work together to encourage fair and sustainable seafood industries along the global supply chains.

The Royal Thai Government, through the Ministry of Labour, is delighted to continue working closely with the ILO, employers' organizations, workers' organizations and all concerned parties to strive for decent work of both fishers and workers in the seafood industry according to the Thailand Decent Work Country Programme.

Mr Suthi Sukosol
Permanent Secretary
Ministry of Labour

Foreword: European Union Delegation to Thailand

Over the past years, the European Union, the Royal Thai Government and the International Labour Organization (ILO) have joined forces through the *Ship to Shore Rights Project (Combatting Unacceptable forms of Work in the Thai Fishing and Seafood Industry)* to support the Thai seafood and fishing industries in complying with international labour standards.

Thailand was the first country in Asia to ratify the Protocol of 2014 to the Forced Labour Convention, 1930 in 2018 and the Work in Fishing Convention, 2007 (No. 188) in 2019. The European Union commends the dedication of the Royal Thai Government to reform the legal framework for work in the fishing and seafood sectors.

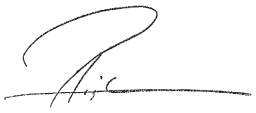
A dedicated EU–Thailand Labour Dialogue has been set up to capitalize on these achievements, aiming at the promotion of decent work and international labour standards through closer cooperation, exchanges of best practices and mutual learning. The latest edition of the High-Level Labour Dialogue took place in Bangkok on 13 - 14 February 2020.

In the framework of the Ship to Shore Rights Project, the ILO promoted the adherence to fundamental principles and rights at work and, more broadly, supported the effective implementation of the 2030 Agenda for Sustainable Development, in particular Sustainable Development Goal 8 on decent work and economic growth.

This endline survey is one concrete result of our joint collaboration and provides a good overview of the situation in the fishing sector, offering a snapshot of the efforts and outcomes of the Ship to Shore Rights Project. The survey shows that the trends are positive and progress is tangible; at the same time it acknowledges the need for continued efforts to address remaining challenges in an inclusive way.

Through our co-operation, efforts were made in the fight against unacceptable forms of work, in the promotion of sustainable production and consumption principles and in the implementation of core labour standards, thus laying solid foundations for the sustainable development of the fishing and seafood sectors in the country.

Going beyond Thailand, the European Union's fruitful co-operation with the Royal Thai Government and the ILO has the potential to form a convincing model for the region to improve the working conditions of fisheries workers across Southeast Asia. This is an opportunity to deepen regional co-operation and the European Union looks forward to supporting these efforts in the near future.



H.E. Mr Pirkka Tapiola
Ambassador of the European Union
to the Kingdom of Thailand

Foreword: International Labour Organization

In early 2018, the EU-funded ILO Ship to Shore Rights Project's "Baseline Research Findings on Fishers and Seafood Workers in Thailand" put figures to the stories of exploitation of workers in the fishing and seafood processing industries. These figures allowed the Royal Thai Government, Ministry of Labour, industry associations, trade unions and civil society organizations to see more clearly the scale and shape of working conditions and abuses in both sectors. The report also pointed to holes in the enforcement systems built since 2015 to protect fishers and seafood workers, and migrant workers in particular.

In an effort to respond to these findings, the Project's partners stepped up their work with the Ship to Shore Rights Project and implemented an integrated approach to the fundamental principles and rights at work to address major gaps that had been identified. This included the ratifications by the Royal Thai Government of the ILO's Work in Fishing Convention, 2007 (No. 188) and Protocol of 2014 to the Forced Labour Convention (P029). Other major achievements, since 2017, include the deployment of an additional 180 newly trained labour inspectors around Thailand, the rolling out of the Good Labour Practices programmes by leading seafood-processing associations, and the strengthening of the workers' voice and representation.

This Endline Research report gives us a much-needed window on the results of those efforts over the past two years. We see, for example, more migrant workers entering the workforce through regular migration channels, and salary increases in the order of 28 per cent for fishers surveyed in 2019, and 15 per cent for seafood workers. We see improvements in housing conditions over the last five years, and a perception among workers in both sectors that change is moving in the right direction.

Nevertheless, the data in this report also indicates that there is still a lot of work to be done. Two out of three fishers lack full control over their ATM cards and hence, pay. Nearly half (44 per cent) of all workers surveyed cannot recall signing a work contract, and illegal wage deductions for food and accommodation stand at 16 per cent among fishers surveyed and 18 per cent for seafood workers. The industry's forced labour problem—the issue that brought global attention to Thai fishing seafood processing—is measured in this report using the ILO's new methodology. Seven per cent of seafood processing workers interviewed experienced both involuntary work and coercion—the elements of forced labour. The figure for fishers surveyed stands at 14 per cent.

Although this research marks the end of the project, the ILO will continue its work with the Royal Thai Government, and employers' and workers' organizations to promote good labour practices and to ensure respect for, promote and realize the fundamental principles and rights at work in the Thai fishing and seafood industry.

Ms Beate Andrees
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Acknowledgements

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This report is based on study design, research and analysis conducted by Daniel Lindgren, Karnmanee Thanesvorakul and Shawn Kelley from Rapid Asia.

Ship to Shore Rights Project partners, including the Royal Thai Government and the Ministry of Labour, employers' and workers' organizations, civil society organizations and the European Union participated in planning and reviewing the research.

Technical comments were provided by Bharati Pflug, Michaelle De Cock and Federico Blanco of the ILO Fundamental Principles and Rights at Work Branch.

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Executive summary

Project background

Thailand's commercial fishing and seafood processing industries employ over 350,000 workers and produce billions of dollars in export earnings each year. Thai seafood products are sold all over the world. But since 2014, the industry has attracted mostly negative attention from global media, trading partners, overseas buyers, unions and others for forced labour and more routine abuses: poor working and living conditions, low wages, long working hours and limited social protection for workers.

The international attention, from the European Union and the U.S. Government in particular, has helped the Royal Thai Government adopt a series of reforms to improve fisheries management and reduce unacceptable forms of work in the industry, including forced labour. Reforms have focused on the 5,500 commercial fishing vessels over 30 gross tonnes and the 60,000–70,000 fishers who work on them. Reform of the seafood processing sector has been in the works for longer and the estimated 300,000 workers – of whom two-thirds are migrants and two-thirds are women – work and live in conditions that are better regulated and less dangerous.

Among the recent efforts to prevent and reduce unacceptable forms of work in the Thai industry is the European Union-funded ILO Ship to Shore Rights Project, launched in 2016. The project worked along the Thai seafood supply chain with the Royal Thai Government, workers' and employers' organizations, and civil society organizations to advance four objectives: (i) strengthen the legal, policy and regulatory framework; (ii) improve the labour inspectorate's ability to move against forced labour and other rights abuses; (iii) improve compliance with ILO core labour standards and establish a complaints mechanism across the supply chain; and (iv) increase access to support services for workers, especially victims of labour abuses.

Of these four objectives, strengthening the legal framework has progressed furthest. Beginning in 2014, the Government made a number of changes to strengthen the laws and regulatory agencies that manage the country's fisheries sector. The Government also developed a more comprehensive legal framework to manage labour migration with the Royal Ordinance Concerning the Management of Employment of Foreign Workers in 2017.

In 2018 and 2019, Thailand ratified the ILO Protocol of 2014 to the Forced Labour Convention, 1930 and the Work in Fishing Convention, 2007 (No. 188), making Thailand the first country in Asia to adopt these international standards. Changes to Thai law to comply with these new obligations include amendments to the Prevention and Suppression of Human Trafficking Act 2008 and the Labour Protection of Work in Fishing Act, which brings together recent rules on work in fishing.[1]

1 The amendment is made to the Prevention and Suppression of Human Trafficking Act, 2560 BE (2017, 3rd Version).

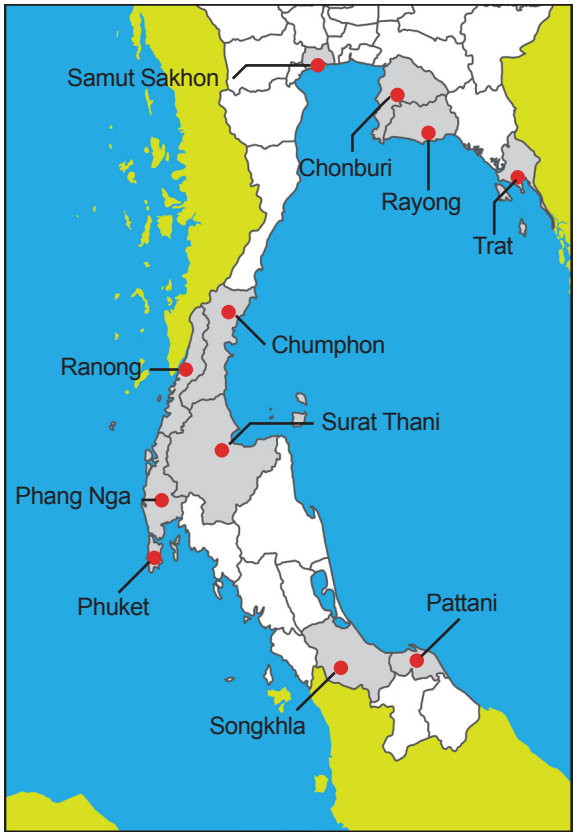
Rationale and methodology

During this time of tumult for the Government, employers, and workers in the industry, in 2017 the project conducted a baseline survey of working and living conditions among 434 fishing and seafood processing workers across 11 provinces (ILO, 2018a). That report was among the first to measure the scale of labour abuses at the two ends of seafood production – fishing and seafood processing. A primary goal of that report was to

> [M]ove from reaction and anecdote to a more detailed picture of current practices in the industry. The baseline data also help us build the debate with substantiated figures, focus on priority issues and – because this research is focused more on questions of "what?" and "how much?" than "why?" – identify issues and dynamics that need more investigation.

As the four-year project neared its end in 2020, the ILO conducted an "endline" survey using similar research method and data collection tools. The goals are to capture the status of, and changes to, working conditions since the 2017 survey, and to help identify needs and challenges for the next phase of the effort. In contrast to the baseline, this report also attempts to answer the "why" questions where the new findings indicate a change – or a lack of change – in working conditions.

Figure 1. Map of survey locations, 2019



Like the baseline research, the endline survey methodology employed a mixed-methods approach comprising both qualitative and quantitative methods. In July 2019, following a desk review of recent research and consultations with project partners on the survey tool, the research team conducted face-to-face surveys – in Thai, Burmese, and Khmer languages – of 219 workers in fishing and 251 workers in seafood processing in 11 provinces, as shown in figure 1.

The research concentrated on workers employed by larger fishing vessels and larger seafood processing plants, as they represent the vast majority of workers in the supply chain and have been the focus of reforms in the industry. In addition, researchers surveyed 42 homeworkers to gain some insights into the working conditions of this informal and little-studied link in the supply chain. Finally, in September 2019, researchers used in-depth individual interviews with ten key project stakeholders – in the Government, workers' and employer's organizations, and civil society organizations – to gain insight into evident changes and labour trends in the industry.[2]

Because it was not possible to establish a representative sampling frame of migrant workers, researchers selected respondents in proportion to their shares of the workforce and used a combination of intercept and snowball sampling. The results of this study cannot be extrapolated to the entire fishing and seafood processing industry in Thailand, but – based on the demographic profile of workers interviewed the sample – it is very similar to that of 2017 and there appears to be a good basis for comparing results.

2 Interviews were conducted with leaders of the Ministry of Labour's Department of Labour Protection and Welfare, Command Center to Combat Illegal Fishing, Thai Frozen Foods Association, Thai Tuna Industry Association, Fishers' Rights Network, State Enterprise Workers' Relations Confederation, Human Rights and Development Foundation, Migrant Workers Rights Network, Raks Thai Foundation, and Stella Maris.

Findings

The 2017 baseline report noted that the Royal Thai Government had improved the legal framework for work in fishing and seafood processing and had improved employer compliance with some provisions of the rules. At the same time, the data also showed that serious labour abuses persisted in the industry. The report's lead recommendations reflected the need for effective enforcement and greater accountability:

> Reorient the inspectorate to investigate, identify and punish violations of routine violations of recruitment, wage, hours, safety standards and indicators of forced labour, including document retention and wage withholding;
>
> Establish higher industry standards that move beyond benchmarks to measurable improvements in the industry's labour practices, especially between tier 2 and fishing vessels; and
>
> Initiate massive worker education campaigns by unions, civil society organizations and the Government, in light of the small numbers of workers seeking help and the lack of workers' knowledge about Thai labour standards.

Project partners took up these recommendations and comparisons with the baseline data are now possible. With 2019 data on working conditions, what changes do we see?

Recruitment and contracts. Nearly three-quarters of workers surveyed in 2019 – both fishing and seafood processing – reported that they found work or were recruited via their family and friends. This shift since 2017 away from registered agents and brokers appears to have reduced recruitment fees, but fishers, in particular, continue to report owing debts to employers for migration costs with attendant reports of wage withholding, deception and coercion.

The share of workers surveyed who can recall signing a work contract increased slightly since 2017 but remains low at 51 per cent in fishing and 61 per cent in seafood. Of those who recall signing a work contract, 79 per cent of fishers and 97 per cent of seafood workers received a copy to keep.

Wages. Monthly pay is higher for workers surveyed in 2019 and average pay is 12,730 Thai baht (THB) for fishers and THB10,640 for seafood processing workers, up 28 per cent and 15 per cent over 2017 figures respectively. The five-year shift away from pay based only on a "share-of-the-catch" in fishing and from piece-rate (incentive) pay in seafood continues in the new data: 85 per cent in fishing and 26 per cent in seafood are paid (or promised) a flat monthly pay rate. These changes in pay provide a rough gauge for the formalization of the work in fishing, in particular, since 2015.

The Government effort to eliminate theft and withholding of fishers' wages by employers was first documented in the project's baseline report. The required shift from cash to electronic pay for fishers has progressed despite widespread opposition by vessel owners: two out of three fishers surveyed for this report still receive cash or do not have full control over their ATM cards. In contrast, pay violations and aggressive control of pay by employers is almost unknown among seafood processing workers, 89 per cent of whom are reliably paid via bank accounts and have control over their ATM cards.

This report's findings on recruitment, contracts and wages – both the general direction of travel of reforms and the data – are confirmed by two 2019 reports from Humanity United and Freedom Fund, which had similar findings (Lindgren, Zaratti and Thanesvorakul, 2019; Boles, 2019).

Forced labour. Findings on forced labour in both fishing and seafood, however, are unique to the project. This analysis employs the ILO's new forced labour measurement methodology to determine the prevalence of forced labour situations among workers surveyed in 2019: 14 per cent among fishers and 7 per cent among seafood processing workers. These figures represent potentially tens of thousands of workers in the Thai fishing and seafood sectors. These workers are overwhelmingly migrant men in fishing, and their numbers are greatest among the Cambodian fishers along Thailand's eastern seaboard ports.

These findings indicate little change over the ILO's Employment Practices and Working Conditions in Thailand's Fishing Sector survey in 2013, which put forced labour in fishing – including distant-water fishing – at 17 per cent. Close comparison of figures from the two studies are complicated by changes in methodology and sampling, but the 2019 forced labour figures suggest that – even as industry compliance with the labour law climbs – a significant number of vessel owners (and a smaller number of seafood processing factories) persist in engaging in serious abuses. These findings challenge the vessel owners' associations, Thai Government, and Thai and overseas seafood buyers to use their power to radically reduce unacceptable forms of work.

Finally, these figures point to the lack of unions among most fishers. The Thai Government prohibits migrant workers from forming or leading unions. This violates ILO core labour standards and is the subject of complaints to the ILO as well as repeated admonitions from the ILO Committee on Freedom of Association.[3]

Seeking help. Despite the prohibition and a generalized hostility to unions among Thai employers, 47 per cent of the surveyed workers indicated interest in joining unions or other labour-support organizations. In general, civil society organizations had low recognition rates among workers. Only 3 percent of workers surveyed knew of phone-based substitutes for face-to-face help, and an even smaller percentage used them. Compared with 2017 figures, workers surveyed in 2019 showed greater willingness to take complaints to their employers. And although nearly all fishers encountered Thai Government officials directly or indirectly, none of the workers surveyed were willing to bring complaints about workplace violations directly to officials.

Better, the same, or worse? The endline survey also sought to gauge change over the longer term with "direction of travel" questions for veteran workers – those with five or more years in the Thai industry. They were asked if pay, hours, safety and more were better, worse or unchanged from 2015 when the first big round of reforms were introduced.

Workers in both fishing and seafood processing perceived that housing conditions had improved, but their responses diverged after that. Reflecting the aggregate working conditions data by sector, seafood workers reported more improvement than fishers. For fishers, the aggregate improvements are outweighed by issues that remain unchanged.[4]

These findings are detailed in the chapters that follow, along with analysis of their causes from the ILO and project partners. The report concludes with recommendations for future work on these issues for the Government, employers' and workers' organizations, and civil society organizations dedicated to bringing decent work to Thailand's seafood industry.

3 See, for example, ILO Freedom of Association cases involving Thailand listed in the ILO's NORMLEX database: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:20060:0::NO::P20060_COUNTRY_ID,P20060_COMPLAINT_STATU_ID:102843,1495811 [accessed 24 Feb. 2020].

4 Only two issues earned notable "worse" scores: about one tenth of the surveyed seafood workers flagged salary deductions and work hours or overtime. Both complaints come chiefly from seafood processing workers and may relate to reductions in overtime hours and the associated earnings, rather than deterioration of working conditions.

Limitations of the research

It is important to note the limitations of the research. First, the results of this study cannot be extrapolated to the entire fishing and seafood processing sector in Thailand, given that the selection of respondents did not follow probabilistic sampling principles.

Second, the nature of work for fishers requires them to work under specific weather conditions and during periods of time dictated by type of vessel they work on. The researchers were not able to stick to a predetermined schedule for data collection and relied on individuals who were available at the time of the survey. However, researchers made efforts to intercept workers in different locations (i.e. markets, host community, eating places, homes and port areas) and over the course of several weeks to interview as broad a cross-section of fishers as possible.

Third, the sampling plan for this study was set to ensure the sample was as representative as possible. Quotas ensured that 80 per cent of fishers came from larger vessels and 80 per cent of seafood workers worked in larger factories. The proportion of Thai workers was also larger in this survey to better reflect their share of the fishing and seafood workforces. Such quotas were not used in 2017 and may have inflated findings regarding compliance with some Government regulations, especially for the seafood sector. The 2019 endline survey also includes additional questions on workplace injuries and forced labour indicators. These two differences between the two surveys limits their comparability. For example, some of the larger improvements highlighted in this study should be interpreted with some caution. Comparisons of findings in the 2017 and 2019 surveys, therefore, distinguish between fishing and seafood processing, and are made only where survey questions are the same or similar.[5]

Finally, workers in fishing, in particular, undergo repeated and highly ritualistic inspections by Thai Government officials that appear to have produced rote responses to questions regarding wages, hours and more. In Samut Sakhon, interviews with fishers revealed that some employers pay THB1,000 premiums each month to the preselected fishers who are permitted to speak with Government officials. It is not known how widespread employer "defeat devices" like this are in fishing.

Before publication, the research team interviewed leaders in the Government and employers' and workers' organizations and discussed endline research results to collect reactions to key findings from these three constituencies. Despite their different interests and perspectives, they deemed that the data on the whole represented their experience in the industry. Differences of opinion about the scale or origins of labour practices described in the report are included here. Triangulation with other data sources also did not uncover any distinct inconsistencies or contradictions.

5 Changes to the questionnaire were needed to improve data accuracy, improve survey quality, and to cover new topics relevant to the industry today.

Abbreviations

ATM	automated teller machine
BE	Buddhist Era
CI	certificate of identity
FAO	Food and Agriculture Organization of the United Nations
ILO	International Labour Organization
MOU	memorandum of understanding
PIPO	port-in/port-out
RTG	Royal Thai Government
SEAFDEC	Southeast Asian Fisheries Development Center
SPSS	Statistical Package for the Social Sciences
THB	Thai baht

1. Where the survey looked

Who was covered in the endline survey?

A total of 470 face-to-face interviews were carried out in 11 provinces: Chonburi, Chumphon, Pattani, Phang Nga, Phuket, Ranong, Rayong, Samut Sakhon, Songkhla, Surat Thani, and Trat, in five coastal zones of Thailand where fishing and seafood manufacturing are concentrated. These provinces are home to some 43 per cent of all large fishing vessels and 59 per cent of all seafood factories in Thailand. The sample was distributed in proportion to the number of large fishing vessels and seafood factories by region, based on 2017 data from the Department of Fisheries in Thailand, as detailed in table 1. An 80 per cent quota was also set for fishing vessels of over 30 gross tons and large seafood processing factories (with 100 or more employees).

In addition, a total of 42 interviews in three provinces were conducted with homeworkers who clean fish and peel shrimp at home. Also, in-depth interviews were carried out with key Government stakeholders, employers, unions and civil society organizations.

Workers surveyed originated from Myanmar, Cambodia and Thailand and included regular and irregular migrants. Researchers surveyed only those who worked in the sector for at least six months and chose Thai, Myanmar and Cambodian workers to reflect their approximate shares of the workforces in fishing and seafood processing.

Interpreters speaking the workers' native languages and using show cards in their native languages helped to conduct the interviews with migrant workers. Survey data was collected using computer tablets and uploaded onto a secure server. Researchers weighted the final data file to bring it in line with the actual distribution of fishing vessels and factories by region before carrying out analysis using statistical analysis software.[6] In addition, the data were entered and labelled systematically to allow for analysis of changes between the baseline and endline surveys. The data were then triangulated to ensure the validity of the results.

Table 1. Sample size and coverage, 2019

Region	Fishing sample (n)	Fishing sample after weighting (n)	%	Seafood sample (n)	Seafood sample after weighting (n)	%
Trat	25	28	13	–	–	–
Rayong	34	33	15	30	23	9
Chonburi	20	19	9	–	–	–
Samut Sakhon	–	–	–	157	159	64
Chumphon	30	32	14	–	–	–
Surat Thani	–	–	–	22	13	5
Songkhla	–	–	–	22	36	14
Pattani	42	42	19	–	–	–
Phang Nga	21	15	7	–	–	–
Phuket	25	23	11	–	–	–
Ranong	22	27	12	20	20	8
Total	**219**	**219**	**100**	**251**	**251**	**100**

Note: The percentages shown in this report may not always add up to a 100, as they are rounded off to the nearest integer.

– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

6 Statistical Package for the Social Sciences (SPSS).

Both the baseline and endline surveys asked workers to describe their experiences related to their working conditions – recruitment, wages, hours, safety and health, support services, complaint mechanisms – and living conditions. Both surveys also asked workers about their experience with Thai authorities. The 2019 endline survey includes additional questions on workplace injuries as well as forced labour indicators. Again, the comparisons of findings in the 2017 and 2019 surveys distinguish between fishing and seafood processing, and are made only where survey questions are the same or similar.

As with nationality or country of origin, specific measures were applied throughout the process to ensure a gender-responsive approach, which include a representative sample of women and men in the seafood sector and disaggregation of the data to support gender analysis of selected results.

2. General worker profiles

Nationality and gender profiles of workers

Of the 470 workers interviewed, an almost equal share worked in fishing (47 per cent) and in seafood processing (53 per cent). The proportions of workers surveyed – broken down by sector, gender, and countries of origin – reflect roughly their shares in both fishing and seafood processing (table 2).

All respondents in the fishing sector were men, because the sector employs only men on boats. Overall, 28 per cent of respondents were female. In seafood processing, most workers are women from Thailand and Myanmar. As a result, most of the Cambodians surveyed – 75 per cent – were fishers and, therefore, almost all male.

The majority of all respondents were from Myanmar (64 per cent) and the remainder included a roughly equal share from Cambodia (19 per cent) and Thailand (18 per cent). Only workers who had worked in the industry for at least six months prior to the field survey were interviewed. On average, most workers had worked less than five years in Thailand, including 62 per cent in fishing and 81 per cent in seafood.

Respondents included regular and irregular migrant workers. In the 2017 baseline study, nearly two-thirds of migrant workers surveyed (65 per cent) had obtained a “pink card”, meaning they had migrated to Thailand irregularly but later regularized their status (United Nations Thematic Group on Migration in Thailand, 2019). Because the Thai Government discontinued the pink card and promoted regular migration through the memorandum of understanding (MOU) process, the number of seafood workers surveyed who entered Thailand formally via the MOU process increased from 19 per cent in 2017 to 83 per cent in 2019, while in the fishing sector the figure increased from 2 per cent of workers in 2017 to 39 per cent in 2019.

The sample was weighted by the number of fishing vessels and processing factories in each location. Accordingly, more than one-third of respondents worked in Samut Sakhon, mostly Myanmar and Thai workers in seafood processing. In the eastern provinces of Trat, Rayong and Chonburi, there were only Cambodian and Thai respondents, while in the other provinces, only Myanmar and Thai workers were surveyed, reflecting the geographical distribution of migrants in Thailand (Department of Employment, 2018).

The overall profile of respondents is roughly similar to the survey sample in the 2017 baseline (n=434). However, this study included more workers from Thailand in order to have a larger sample base for analysis based on country of origin. While the proportion of respondents from Myanmar remained almost equal in both surveys (66 per cent in the baseline), there was more change in the proportions of those from Cambodia (29 per cent in the baseline) and from Thailand (5 per cent in the baseline). There was also no significant change in the proportion of migrants from each country working in the fishing and seafood sectors, although the proportion of Myanmar migrants in the seafood sector decreased from 80 per cent in the baseline to 71 per cent in the endline, while the proportion of Thai workers in seafood increased from 7 per cent in the baseline to 22 per cent in the endline.

Table 2. Worker demographics, by sector and country of origin, 2019

Demographics **Base: all respondents**	Total n=470 (%)	Fishing n=219 (%)	Seafood n=251 (%)	Burmese n=299 (%)	Khmer n=87 (%)	Thai n=84 (%)
Sex						
Male	72	100	47	73	92	49
Female	28	–	53	27	8	51
Sector						
Fishing	47	100	–	41	78	35
Seafood	53	–	100	59	22	65
Country of origin						
Myanmar	64	56	71	100	–	–
Cambodia	19	31	8	–	100	–
Thailand	18	13	22	–	–	100
Years worked in the sector						
Average years	5	6	4	4	4	11

– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

How old are you? How long did you stay in school? Do you have dependents?

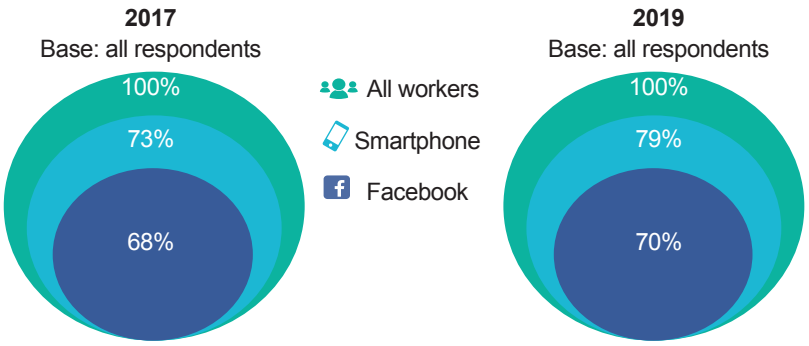
Respondents were distributed roughly evenly among age groups with no particular age biases. Roughly one-third of all migrant worker respondents were aged 35 years or older, equal to the baseline, with the majority of Thai respondents in both surveys being older workers.

In general, almost half of respondents had completed 1–5 years of basic education (37 per cent) or had never attended school (9 per cent). Thai workers as a group had higher education levels than migrant workers. Respondents from Myanmar tended to be younger on average and those from Cambodia had somewhat less education. A large number of Thai and migrant workers had school-age children who did not attend school (23 per cent), and this figure was higher among Myanmar respondents (32 per cent) than others.

Do you own a smart phone or access social media?

Social media use among migrant workers can impact labour market choices, mobility and even working conditions. Respondents were asked about access to a phone and social media. The proportion of respondents who had access to a smartphone increased from 73 per cent in the baseline to 79 per cent in 2019 (figure 2). Facebook was the most widely used social media platform (70 per cent of all respondents), followed by Line (56 per cent). Instagram and Viber were used by only a small number of Thai and Myanmar workers.

Figure 2. Smart phone and social media penetration, 2017 and 2019



Fishing boat and seafood factory profiles

The survey aimed to generate a sample wherein 80 per cent of workers were employed on big boats (over 30 gross tonnes), as commercial fishing and its reform are more heavily concentrated among big boats than smaller boats (10–29 gross tonnes). Nearly all boats (99 per cent) had undergone recent inspection at the port-in/port-out (PIPO) centres, but more than one-third of respondents reported having "rarely" or "never" seen inspection staff in the past 12 months, and nearly half (47 per cent) could not recall being interviewed by a Thai official (table 3).

Table 3. Fishing boat profiles, 2019

Fishing boat profiles **Base: fishers**	Fishing n=219	10–29 GT n=44	30 GT+ n=175
PIPO inspection			
Yes from time to time	99%	100%	98%
Seen inspection staff in past 12 months			
Regularly	66%	73%	64%
Rarely	29%	25%	30%
Never	6%	2%	6%
Ever interviewed by officials			
Yes	53%	59%	51%
Worker country of origin			
Myanmar	56%	55%	56%
Cambodia	31%	27%	32%
Thailand	13%	18%	12%
Average number of crew			
Number of workers on the vessel	24	14	27

GT = gross tonnes.

Source: Ship to Shore Rights 2019 survey data

Most of the seafood processing factories processed mixed fish (50 per cent) or shrimp (46 per cent) with only 3 per cent processing tuna or mackerel, and the main activity is peeling or cleaning (79 per cent), as shown in table 4. There was not much difference in the profiles of large factories (over 100 employees) and small and medium-sized factories(20–99 employees).

Table 4. Seafood factory profiles, 2019

Seafood factory profiles **Base: fishers**	Seafood n=251 (%)	Small and medium (20–99 employees) n=53 (%)	Large (100+ employees) n=198 (%)
Main type of seafood processed			
Mixed fish	50	51	50
Shrimp	46	47	46
Tuna or mackerel	3	2	4
Main work activity			
Peeling shrimp or cleaning fish	79	77	79
Packing seafood for shipping	21	23	21
Worker country of origin			
Myanmar	71	62	73
Cambodia	8	30	2
Thailand	22	8	26

Source: Ship to Shore Rights 2019 survey data

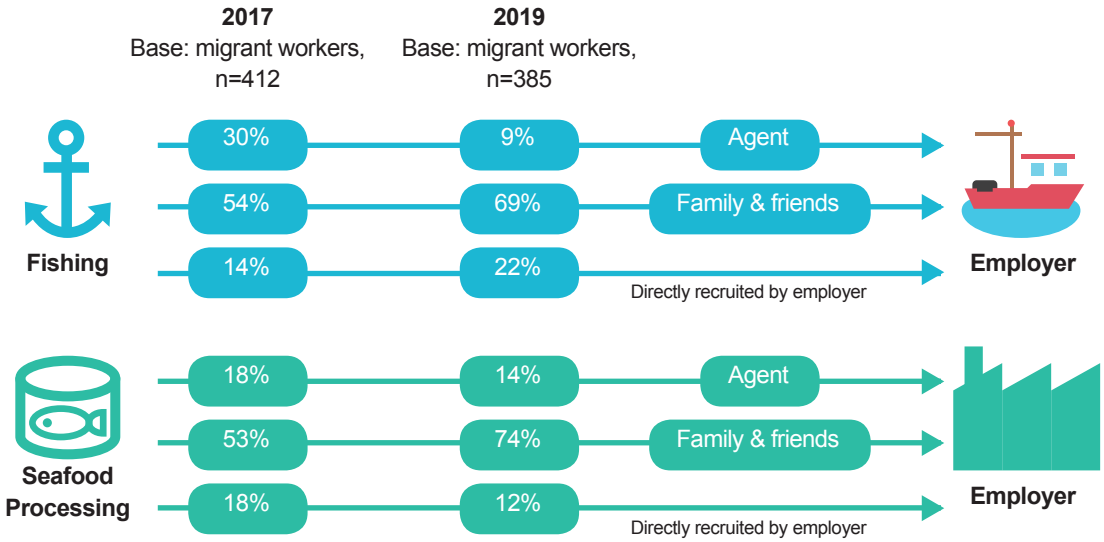
3. Recruitment experiences and work contracts

How did you get your current job?

Since 2017, significant changes in Thai rules regarding labour migration, especially the Thai Government's efforts to promote more regular migration through the MOU process with neighbouring countries, appear to have led to shifts in the migration channels used by both fishers and seafood workers, how they obtain jobs, and their costs (box 1). The multiplication of migration channels for work in fishing – in contrast to seafood processing, which has seen a consolidation – undermines the Government's stated goal of improved protections for migrant fishers.

Migrant fishers' use of recruitment agencies dropped sharply from 30 per cent in the baseline survey to 9 per cent in 2019, as shown in figure 3.[7] The shift was less significant in seafood: from 18 per cent in the baseline to 14 per cent in 2019. The percentage of workers who said they had used family and friends to obtain their current job increased from 54 per cent to 69 per cent for fishing workers and from 53 per cent to 74 per cent for seafood workers. Those who found their jobs directly through their employer increased from 14 per cent in 2017 to 22 per cent in 2019 for fishing, and decreased from 18 per cent in 2017 to 12 per cent in 2019 for seafood. The distinction between informal brokers, relatives and friends is somewhat blurred. For consistency, a recruiter who charges a fee would also be considered a broker. There was no strong statistical difference in recruitment channels used among regions, sectors, or sex.

Figure 3. How migrant workers obtain jobs, by sector, 2017 and 2019



Source: Ship to Shore Rights 2017 and 2019 survey data

The project and its partners noted that the shift in recruiting practices in the fishing sector seen in the figures above – recruitment via friends and family instead of brokers – is driven in part by the industry's inability to recruit new fishers. The project's paper Less is more: How policy and technology can impact the Thai labour market for work in fishing (ILO, 2019a) describes how low wages, outdated vessel technologies, and poor working conditions in the Thai industry produce a chronic labour market malfunction in the Thai fishing sector: demand consistently outstrips supply.

This labour market has been made tighter still since the introduction of new controls on migration and the reluctance of governments in Cambodian and Myanmar to allow recruitment of workers for the Thai fishing sector.[8] These findings were confirmed when speaking to some of the stakeholders, who also noted the shift towards relying more on family and friends. As a representative from a civil society organization commented, "There are very few migrant workers who actually come to Thailand through agencies. It is always through friends and family that

7 "Recruitment agency" refers generically to licensed recruiters, government agency, and informal brokers.

have worked in Thailand. But once they are here, an employer might use an agent to do documentation for him." Another representative reported that some employers rely on their workers to help recruit:

> **In the fishing sector, they can't really use broker or recruitment agencies. It is difficult to find workers for fishing because it is heavy work. The Myanmar Government also has not signed an MOU with Thailand for fishing sector. Employers usually ask current workers to go find workers from their home village – this is a common practice.**

An industry association representative recognized the workers' growing sources of knowledge about recruitment, "Migrant workers have more knowledge about the recruitment system than before of which agency is good and which is bad. They can access more information and it's been more than a decade that migrant workers have been working in Thailand, so many came back and tell a lot about their experiences to their friends and family." And a representative from civil society organization noted the informality of brokers:

> **Actually, brokers come in many forms – brokers don't have to be a proper agency, and it could be someone in the village. So it is not surprising that when you ask them [fishers] how they got their current job, they would say through a friend or a family member. We heard that some workers that used to work in fishing in Thailand were sent back to recruit more workers for their employer.**

To bridge their labour supply-demand gap, vessel owners have worked through their Cambodian and Myanmar supervisors (or chieu) to recruit workers, sending them in search of new workers in the supervisors' home districts. This type of recruitment is unregulated and – in conjunction with use by employers and the Department of Fisheries of an "emergency" recruiting provision in the 2015 Royal Ordinance on Fisheries (Article 83) – undermines the government's stated goal of MOU channel migration for work in fishing.

The shift away from agents and brokers to find jobs was explored with the stakeholders interviewed by researchers. When asked to explain the shift, some union respondents as well as and civil society organizations noted that more employers are relying on chieu to recruit workers directly. One of the government officials interviewed said migrant workers are increasingly using social media which allows them to share information among each other and can refer job opportunities that way.

Several stakeholders agreed that the more regular MOU process has resulted in more migrant workers applying for jobs directly with employers. However, some union and civil society respondents explained that both migrant workers and employers continue to use brokers to manage the various documents required under the MOU process.

Did you pay a recruitment fee upfront?

The large majority of both migrant fishing and seafood workers secured their jobs in their home country, with only 13 per cent of fishing workers and 8 per cent of seafood workers securing their jobs after arriving in Thailand.

Migrant fishing workers reported little difference in the proportions and amount of recruitment fees – fees paid to brokers and/or employers for jobs – paid upfront in the country of origin versus Thailand. Only 3 per cent of migrant workers who were recruited in Thailand reported having paid a recruitment fee upfront, at an average of 13,800 Thai baht (THB), while only 5 per cent of migrant fishing workers recruited in their home country reported having paid a recruitment fee upfront, on average the equivalent of THB12,400. In seafood, only 4 per cent of workers recruited in Thailand paid a recruitment fee upfront – an average of THB7,900 – and 7 per cent of those recruited in their home country paid a fee, on average the equivalent of THB19,700.

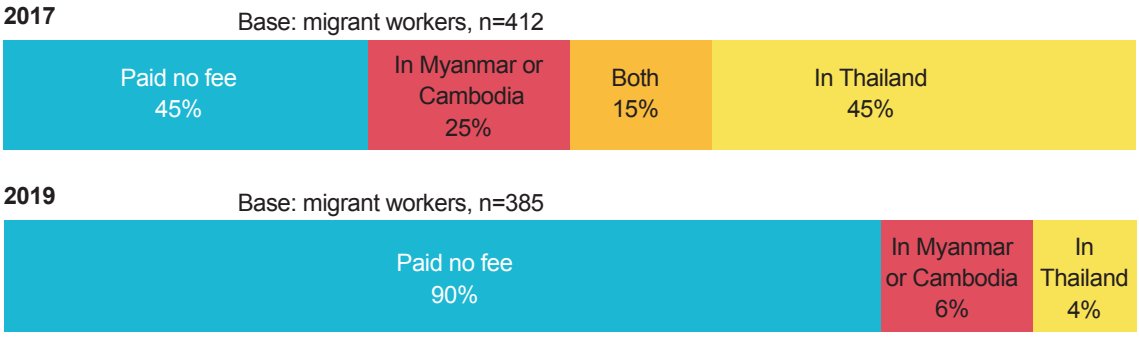
8 The report includes detailed analysis of the labour market, and likely impact of low-cost vessel reconfigurations on wages and working conditions in the Thai fishing sector. The research and recommendations can be found at shiptoshorerights.org.

For workers who reported paying recruitment fees, these typically covered not only a payment to the employer for a job, but also costs for passport, work permit, medical certificates and travel. According to union and civil society representatives interviewed, fewer migrants now report paying upfront recruitment fees or migration costs because employers cover these costs upfront, sometimes through an agent or a trusted chieu. A union representative reported, "For expenses involving documentation, we found that employers use agents to do documentation. We have done a summary of the cost for the MOU process: it is THB8,000 for all documents, but workers pay THB12,000. The extra cost is for 'processing services'." Civil society representatives described changing and varied practices among employers: one commented that "Some employers cover all document costs, some don't. Employers usually pay upfront for all expenses because they want workers." Another said, "Before, [fishers] had to save money before migrating, but now employers pay [costs] upfront so [fishers] may not be aware of the expenses."

In the past, the recruitment and migrations costs were passed on to workers in the form of wage deductions. The 2017 baseline findings showed this to be a common practice among vessel owners. The electronic payment system and greater scrutiny of recruitment practices has complicated this scheme. Employers in response have started to "claw back" costs at the end of the work contract. In such cases, the worker may have been unaware that the debt existed: "the workers don't really know what is deducted each month or it is not shown until accounts are settled after some months," said one civil society representative. In other cases, unions and civil society organizations reported that employers have used these debts as leverage to force workers to stay longer. A trade union representative summarized the workers' dilemma:

> If [fishers] keep working with the same employer, they will not know that they have debt. But when they are going to leave the job, that's when employer will tell them how much they owe. If [the fishers] don't pay, the employer will not give them documents nor report for them at the Department of Employment, so the worker cannot quit.

Figure 4. Recruitment fees paid upfront, by country of payment, 2017 and 2019



*Note: One person reported paying fees both country of origin and destination

Source: Ship to Shore Rights 2017 and 2019 survey data

Box 1
Legal ways to enter Thailand

Thailand's **MOU**s with neighbouring Cambodia, Lao People's Democratic Republic and Myanmar provide migrants a fully legal channel to work in Thailand, typically with a passport. The Royal Thai Government signed bilateral MOUs with the governments of Cambodia (May 2003), Lao People's Democratic Republic (October 2002) and Myanmar (June 2003). However, the MOU process does not afford workers, once enrolled, much flexibility in employment, arrangements or choice of employer. Workers can terminate employment but must immediately find new work or return home (Verité, 2019).[9] MOU employment limits work in Thailand to four years.

The **nationality verification system** is a temporary stopgap measure initiated in 2004 to register all irregular migrants from Cambodia, Lao People's Democratic Republic and Myanmar who were already living and working in Thailand, without requiring them to return to their countries of origin. This process allows registered migrant workers who entered Thailand illegally to stay in Thailand temporarily (until March 31, 2020) and work as labourers and domestic workers.

Migrants who wished to legalize their status through the nationality verification mechanism were required to obtain certification documents from their country of origin, such as a temporary passport or **certificate of identity (CI)**. The CI offers migrants temporary legal status and allows them to travel freely in Thailand in order to obtain the necessary documents to apply for a work permit.[10] However, by 2020, all registration processes for CI, as well as for temporary passport extensions (purple temporary passports), will have to go through the MOU system for permission to enter and work in Thailand.

Since September 2016, migrant workers who wished to work in the fisheries sector have been able to apply for migrant **seabooks**, which allows migrants with passports, temporary passports, personal documents or resident documents to remain in Thailand to work in the fishing sector for one year. This "emergency measure" is authorized in the 2015 Royal Ordinance on Fisheries and allows the Department of Fisheries to effectively bypass Ministry of Labour safeguards on recruitment.

Border passes (Section 64) are another method for some migrants to legalize their status in Thailand. The Thai Government has bilateral agreements with two countries – Cambodia and Myanmar – which allows employers to hire workers from those countries through regular channels. The border pass was designed as a short-term document for seasonal migrant workers in certain border districts. The pass allows for multiple entries and is good for one to two years, depending on country of origin. Migrants can apply for a border pass at the provincial administration office or district office in border areas.

Sources: ILO, Ministry of Labour

9 Under the MOUs, workers are permitted to change employers in case of the employer's death, closure of business, abuse by employers, employer's violation of the Labour Protection Act, and if workers have re-paid their debts (or paid for damages) to their previous employer.
10 The CI replaced the "pink card" (known as Tor Ror 38/1) to allow irregular migrants to legally stay in Thailand and make them eligible to get a work permit.

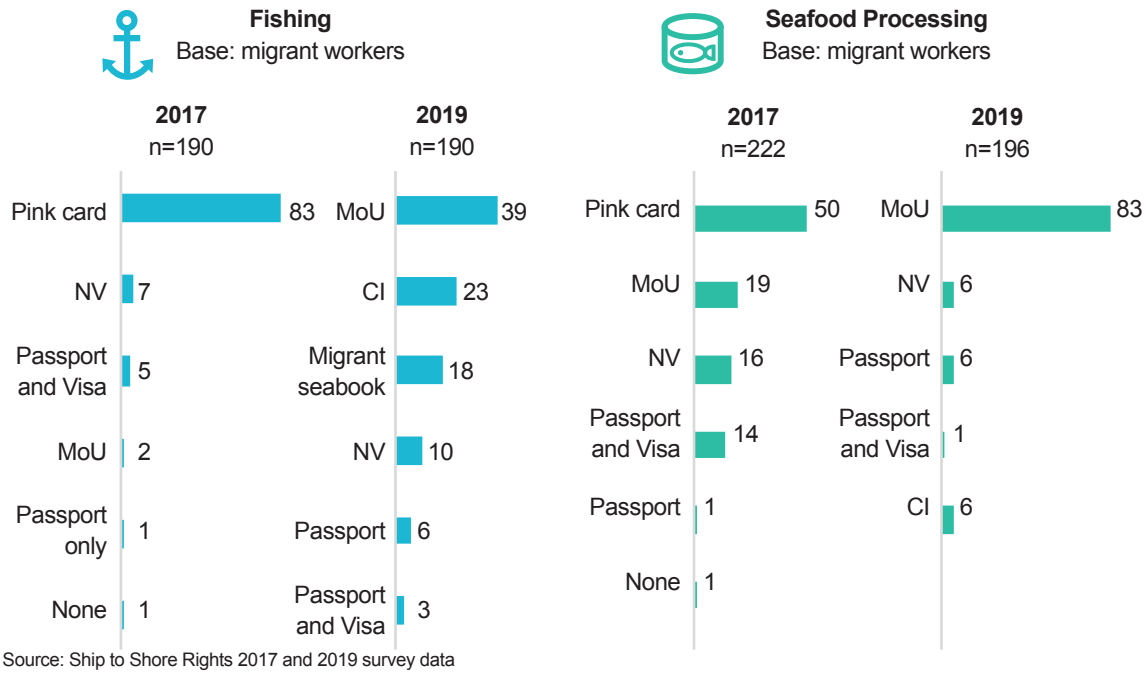
Which identity documents do you have in your possession?

Nearly all of the migrant worker respondents had identity documents signalling regular migration status. This represents an increase over the 67 per cent of workers in the baseline survey who held either "pink cards" or no documents at all. The identity documents in use in 2019 vary due to changes in regulations since 2017 and the availability of workarounds for vessel owners.[11] Viewed side by side, the migration status of fishers has become considerably more fragmented while the seafood sector has become considerably more uniform and stable under the MOU process, as shown in figure 5.

The number of seafood workers who entered Thailand regularly via the MOU process increased from 19 per cent in 2017 to 83 per cent in 2019. Procedural improvements in the seafood sector since 2017 gave workers fewer options (documents and migration channels) to enter and work in Thailand, so most seafood workers (and a growing share of fishers) are in the MOU category.

In the fishing sector, the MOU figure increased from 2 per cent of workers in 2017 to 39 per cent in 2019, but there continue to be more options for non-regular migrants to work in fishing including the certificate of identity (CI), migrant seabook and nationality verification processes.

Figure 5. Workers' identity documents, by sector, 2017 and 2019



Source: Ship to Shore Rights 2017 and 2019 survey data

Could you recall signing a work contract for your current job?

The proportion of workers who can recall signing a work contract increased in both fishing and seafood, from 36 per cent of all workers (n=434) in 2017 to 56 per cent (n=470) in 2019 (figure 6).

In fishing, the modest increase from 43 per cent to 51 per cent can be attributed to the emphasis at PIPO centres on the presence of – but not necessarily compliance with – workers' contracts. This, in turn, can be traced to the campaign by workers' organizations and civil society organizations to enforce this requirement in Thai law.

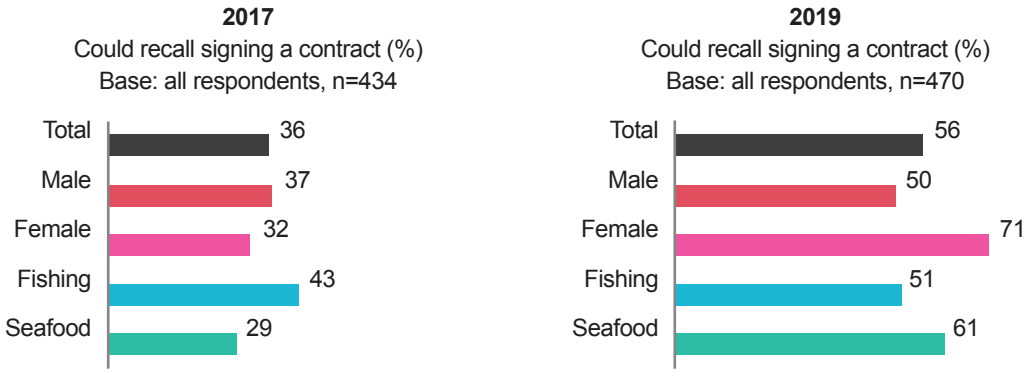
11 The Royal Ordinance on Fisheries 2015, Article 83 states: "For the purposes of administrative facilitation, the Director-General shall have the same powers as the Harbour Master under the law on navigation in Thai waters, with respect to the issuance of seaman documents, the Commissioner General of the Royal Thai Police under the law on immigration, with respect to the issuance of a permit for temporary stay in the Kingdom for aliens working on fishing vessels, and the Registrar under the law on working of aliens, with respect to the licensing of aliens working on fishing vessels which engage in fishing operations at sea." Available at http://extwprlegs1.fao.org/docs/pdf/tha159730.pdf [accessed 24 Feb. 2020].

But the modest increase raises the question: Why is the percentage for fishers not higher? While contracts are mandatory, not all workers may remember signing a contract. Based on interviews with stakeholders, language barriers can be a problem and contracts are often not in their native language. Documents for migration and employment can be bundled together by employers or brokers, and signed by workers as a batch. A civil society staffer speculated, "Maybe migrant workers recall signing something, but they didn't know if it was a work contract or not." Another pointed to the change in contract language: "In the beginning of 2018, the employment contract form of Department of Employment used to have Thai, Burmese and Khmer languages, but then later on I saw there was only Thai now."

Underscoring the ritualization of contract-signing and a correlation with weak enforcement of contract terms, the breakdown by region shows that the region with the highest rate of written contracts – the Eastern seaboard – is also the region with the most significant forced labour problem.

The increase in written contracts among surveyed seafood processing workers (and hence among women workers) was higher (from 29 per cent in 2017 to 61 per cent in 2019, and 71 per cent female) than among fishers (from 43 per cent in 2017 to 51 per cent, and 50 per cent male). This increase is attributable chiefly to the larger proportion of workers in large factories.

Figure 6. Respondents who recalled signing a contract, by sex, sector and region, 2017 and 2019



Source: Ship to Shore Rights 2017 and 2019 survey data

Can you access your documents if you need them?

Control of or unrestricted access to identity documents is a key measure of workers' rights and protection against forced labour. The proportion of migrant workers who said they retained their own documents was significantly higher for workers in seafood (97 per cent) than in fishing (32 per cent). Accordingly, the figure is higher for female workers (98 per cent) than for male workers (54 per cent), and for workers in the Central (90 per cent) and Andaman (71 per cent) regions.

Among migrant workers who reported that their employers kept their identity documents, nearly all (97 per cent) reported having access to them if they needed them.

These access figures are considerably higher than in 2017, when 30 per cent of fishers surveyed reported that they did not have control of or access to their identity documents. The 2017 figure for seafood workers was 7 per cent.

Do you understand the details of your work contract?

Among the 51 per cent of surveyed fishers who recalled signing a contract, the proportion who reported being given a copy of their contract – including temporarily at PIPO – increased significantly from 14 per cent in 2017 to 79 per cent in 2019. Nearly all seafood workers (97 per cent) who recalled signing contracts reported being given a copy.

Workers' understanding of contract terms has also been a concern for the project's partners. Large proportions of workers surveyed in 2019 said their contract stated their salary (around 70 per cent) and their ability to quit their job (around 80 per cent), as shown in table 5. But of the roughly half of surveyed fishers who recall signing a contract, the proportion of workers whose contract was written in their native language decreased from 66 per cent in 2017 to 51 per cent in 2019. For seafood, this figure declined from 77 per cent to 55 per cent. This is due in part to use of a revised Government-provided work contract in 2018 that was only available in Thai language, and the lack of a legal requirement that contracts be provided for the workers in their native languages. In 2017, the earlier forms were available in Thai, Burmese, Khmer and English.[12]

Respondents from unions, civil society organizations, the Government and the private sector interviewed believed that while training sessions and advocacy have increased migrant workers' understanding of the importance of work contracts and that contracts are required by law, some still had no knowledge about work contracts and some still did not possess a copy of their own contract because their employers did not allow them to do so.

Fewer than half of all workers (47 per cent) were aware that contracts were mandatory. Some 60 per cent of workers said they desired a contract, and workers who responded that they did not want a contract believe – according to interviews with workers' organizations and civil society organizations – that having a contract is too binding or limits their ability to change employers or leave the industry and return home when they choose to. "Workers may feel like they are not free to leave because they do not understand how legally binding the contract is," explained one civil society organization staff member. A vessel owners' association representative corroborated this view: "The contracts are mostly long term, which [fishers] don't want to sign because they may want to switch to another employer." A Government representative pointed out, "Maybe some of these workers feel confident they can find work with or without contract. But the contract is more about protecting their rights." However, workers may not understand that view, as a civil society representative expressed, "[Workers] think that if they sign then they have to keep their promise, cannot leave the employer, and cannot go home before the contract ends."

Table 5. Work contracts details among workers who recall signing a contract, 2017 and 2019

Contract details Base: those who recall signing a contract	2017 Fishing n=85 (%)	2019 Fishing n=112 (%)	2017 Seafood n=69 (%)	2019 Seafood n=153 (%)
Native language	66	51	77	55
Given a copy to keep	7	79	23	97
Salary stated in contract	–	70	–	72
"Ability to quit" stated in contract	–	83	–	80

– = nil or negligible.

Source: Ship to Shore Rights 2017 and 2019 survey data

12 The Announcement of the Department of Labour Protection and Welfare Concerning Forms of Employment Contract for Fisheries Workers 2014, by the Ministry of Labour Department of Employment, issued the form *Por Mor* 1 as a model sea fishery employment contract (ILO, 2017).

4. Wages and deductions

Like the baseline, the endline survey included a variety of questions related to workers' pay, including frequency, structure, amounts, overtime, deductions and savings. This detailed exploration is needed for a clearer picture of pay practices, particularly for fishing, where a mix of payments – cash salary, bank transfers, deductions, advances, withholding and repayments – make pay (and compliance with wage regulations) difficult to track and verify.

How much are you normally paid?

The average monthly pay – including overtime, bonuses, and piece-rate pay or "share of the catch" – is higher for respondents working in fishing than in seafood processing. Workers surveyed in 2019 in both sectors reported higher average monthly pay than those surveyed in 2017: average monthly earnings among the fishers surveyed increased 28 per cent, from THB9,980 to THB12,730. Monthly pay increased by 15 per cent for seafood workers, from THB9,270 to THB10,640, as shown in table 6.[13]

Findings of higher pay for fishers is reflected in the two 2019 reports from Humanity United and Freedom Fund cited earlier (Lindgren, Zaratti and Thanesvorakul, 2019; Boles, 2019). Two important factors help to explain the significant differences in wages between the two surveys. One, the tight labour market for fishers described above – and in the 2019 Ship to Shore Rights paper Less is More (ILO) – has forced employers to bid up wages to attract and keep fishers. Two, a 2018 Ministry of Labour requirement that fishers be paid electronically via bank accounts has introduced a verifiable pay record and greater attention to wage violations in an industry with obscure pay practices. It is also important to note that the 2019 survey sample was geared towards larger fishing vessels and seafood factories where pay is generally higher.

Table 6. Worker salaries, by sector and nationality, 2017 and 2019

Sector Base: all respondents	2017 Average monthly salary n=196/200 (baht)	2019 Average monthly salary n=219/251 (baht)	Increase (baht)	Increase (%)
Fishing overall	**9,980**	**12,730**	**2,750**	**28**
Fishing - Burmese	9,830	11,500	1,670	17
Fishing - Khmer	10,090	13,020	2,930	29
Fishing - Thai	Base too small	17,320	–	–
Seafood overall	**9,270**	**10,640**	**1,370**	**15**
Seafood - Burmese	9,520	10,500	980	10
Seafood - Khmer	7,560	9,550	1,990	26
Seafood - Thai	Base too small	11,460	–	–

– = nil or negligible.

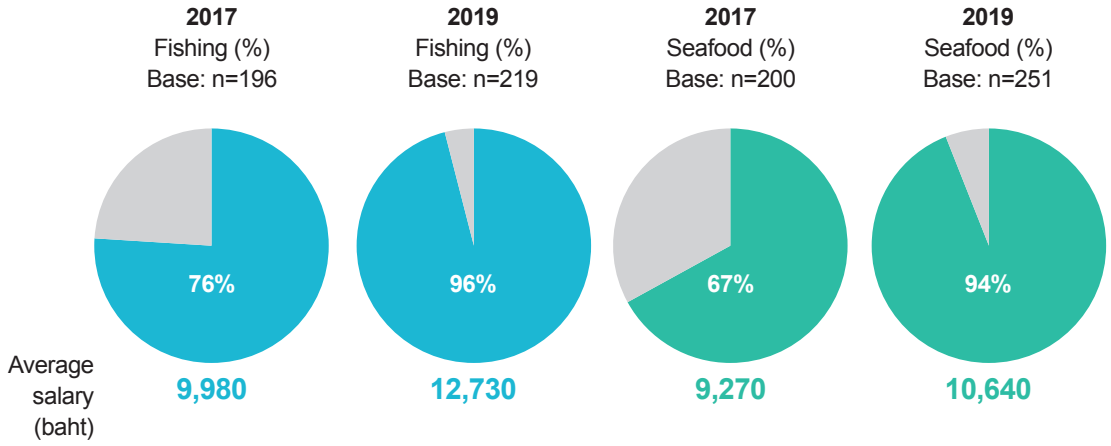
Source: Ship to Shore Rights 2017 and 2019 survey data

13 Figures are nominal and not adjusted for inflation, which has run at or below one per cent in since 2017.

Overall, Thai nationals surveyed earned on average higher pay than Myanmar and Cambodian nationals, particularly in the fishing sector where the average salary for Thais was THB17,320, followed by Cambodian fishers (THB13,020) and Myanmar fishers (THB11,500). Thais also earned the highest salaries (THB11,460) in the seafood sector, followed by Myanmar seafood workers (THB11,500) and Cambodian seafood workers (THB9,550). However, there was wage parity between men and women surveyed in seafood processing.

The growth in monthly pay in both sectors has outpaced growth in the legal minimum wage and, as a result, compliance with wage laws has improved.[14] Compliance with the minimum wage requirements among workers surveyed increased from 74 per cent (2017) to 96 per cent (2019) in fishing and from 67 per cent (2017) to 94 per cent (2019) in seafood.[15] This improvement was also echoed by an interviewed Government official, who said: "For minimum wage, from our inspector interview, we found only a few cases that don't get minimum wage."

Figure 7. Compliance with minimum wage and average salary, 2017 and 2019



Source: Ship to Shore Rights 2017 and 2019 survey data

How is your salary determined?

The structure of pay in fishing is different between the two surveys (figure 8). In 2017, a significant proportion of fishers surveyed (22 per cent) were paid only with a share of catch – that is, with no fixed wage. Some 15 per cent reported receiving a fixed wage combined plus a share of catch, and only 39 per cent were paid only a fixed monthly wage. In 2019, all fishers reported that they were paid either a fixed monthly wage (85 per cent) or by a combination of a salary plus a share of the catch.

The proportion of seafood workers who received a fixed salary showed a smaller increase, from 10 per cent in 2017 to 26 per cent in 2019. The vast majority of seafood workers in 2019 (74 per cent) reported that they received a fixed salary combined with piece-rate pay. This practice was even more common for Thai seafood workers than for migrant workers.

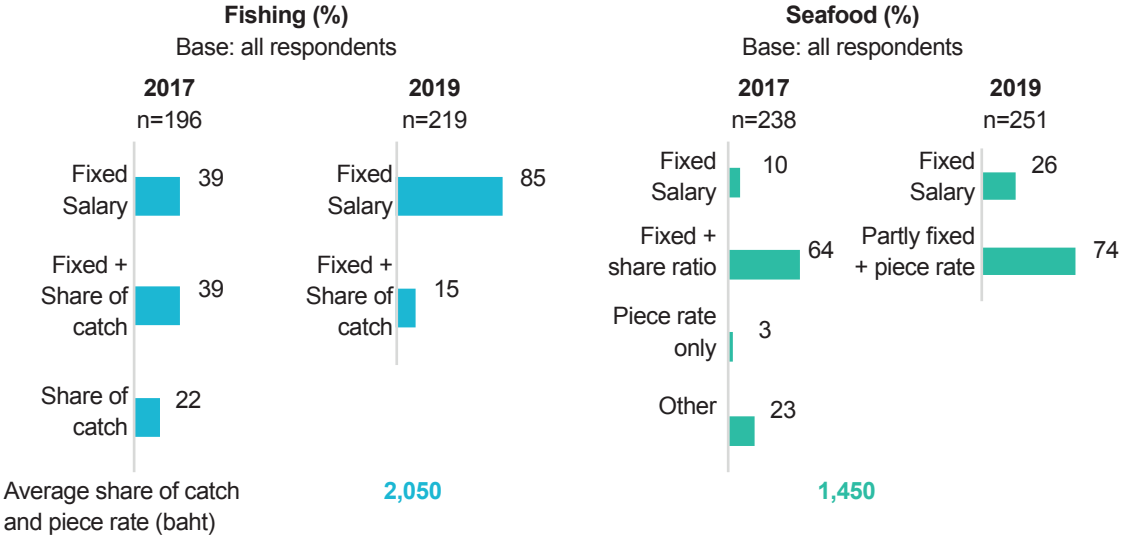
14 The minimum wage for each province covered in this survey, from highest to lowest, is as follows: Chonburi (THB330), Phuket (THB330) Rayong (THB330), Samut Sakhon (THB325), Phang Nga (THB320), Songkhla (THB320), Surat Thani (THB320), Trat (THB320), Chumphon (THB310), Ranong (THB310), Pattani (THB308).

15 The minimum wage for seafood workers was calculated based on the number of days worked per week to derive a daily equivalent income, multiplied by the number of days they worked. For fishers, who are required to be paid monthly, the equivalent monthly wage was used. The 2017 result was also adjusted to avoid understating those receiving minimum wage, resulting in an increase in minimum wage compliance for seafood workers from 57 per cent to 67 per cent.

As a result of these shifts in both sectors, the structures of pay for fishing and seafood processing workers sectors are more formal and increasingly similar: minimum wage (or lower) base pay plus modest piece rates or share of catch. Of the surveyed fishers who received share of catch, the average extra pay they received was just over THB2,000. The average piece rate for seafood workers was found to be a bit lower, at THB1,450. This incentive pay is already included in the total salary discussed in the previous section. Government officials interviewed also confirmed that fewer employers pay for share of catch due to the introduction of the electronic payment system:

> **No employer can say they will pay workers any other way but monthly. But employers might stop giving share of catch, simply because they do not know how to manage it – whether to include that as a bonus in contract. They don't want it to be binding to them. It helps to make payments more consistent and regular. Because if there is a problem, workers can report to us and we can check for evidence.**

Figure 8. Type of salary, by sector, 2017 and 2019



Source: Ship to Shore Rights 2017 and 2019 survey data

This shift appears to stem chiefly from legal requirements for minimum wage payments (introduced in 2015), electronic payment (introduced in 2018), a tight labour market for work in fishing (ILO, 2019a), and sustained pressure from fishers and workers' organizations – the International Transport Workers' Federation's Fishers' Rights Network in particular.

How are you normally paid?

Following reporting on pay violations in 2017 by the project and others, including wage withholding and delayed lump sum payments, the Thai Government moved to strengthen enforcement of wage regulations. The Ministry of Labour issued a model contract for work in fishing and a 2017 ministerial order requiring electronic payment of fishers via bank accounts by April 2018:

(a) Whereas wage is calculated on a monthly, daily or hourly basis or on the basis of other time periods not exceeding one month, wage shall be paid not less often than once a month unless otherwise agreed in favour of an employee (holiday pay, too, shall be made not less frequently than once a month).

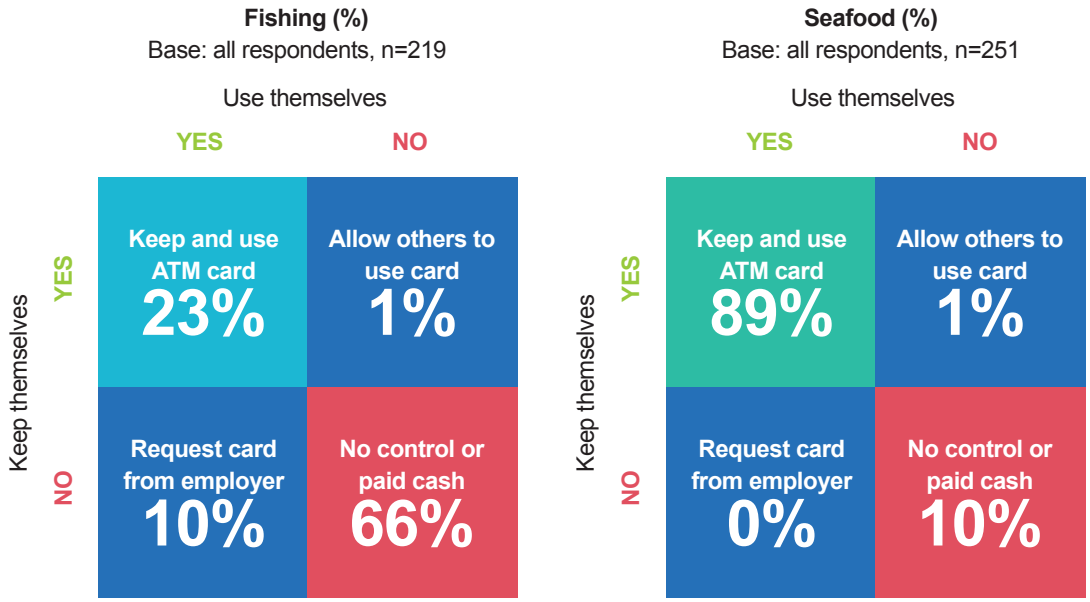
(b) Shared profit in which an employer has agreed to pay accordingly to the value of the aquatic animals being caught (share of the catch) shall be paid according to mutually agreed payment schedule, but the payment frequency shall not be less frequent than once every 3 months.

This policy change put fishers in the company of the many tens of thousands of migrant workers in Thailand's seafood processing factories who were already accustomed to being paid regularly via electronic payroll systems and to using ATM cards.

Who keeps your ATM/bank card?

Electronic pay can reduce pay violations, depending in part on how much migrant workers can control their ATM cards and hence, their accounts and their pay. In the seafood sector, 89 per cent of workers have full control over their card, but in fishing, the figure is 23 per cent, as shown in figure 9. On one hand, this represents significant growth in use of accounts and cards over approximately 12 months. On the other hand, fully two-thirds of fishers surveyed reported that they did not yet have control over their cards (although some reportedly give it to the employer voluntarily) or are still paid in cash.

Figure 9. ATM card control, by sector, 2019



Source: Ship to Shore Rights 2019 survey data

The fishers' relative lack of control makes them vulnerable to a "cash clawback": employers or their agents withdraw money from fishers' account using their ATM cards and give fishers only a proportion of their required monthly earnings.

Some vessel owners keep workers' ATM cards in order to deduct money from workers' pay and/or to withhold pay for months to prevent workers from leaving the employers' vessel, as the 2019 Humanity United and Freedom Fund report on electronic payments confirmed (Lindgren, Zaratti and Thanesvorakul, 2019).

Unions and civil society organizations interviewed for this study also confirmed that the cash clawback practice continues and that some migrant workers still are paid in cash rather than the e-payments reported to PIPO officials. And as reported above, respondents noted that some migrant workers may be "scripted" by their employers to answer falsely to officials and researchers that they are using an ATM to receive payment: "This is probably what is said on paper, but in reality fishers still take advance payment every week or every other week and then the accounts are settled every three or six months," according to one civil society representative. Another commented:

The e-payment system is good in that it enables transparency on payment; but it would better if workers kept all their documents themselves so that they can use ATMs to monitor their bank accounts and detect if their accounts have been tampered with… Workers can be independent and keep their own money safe in their account.

A Government official noted the differences in compliance between seafood processing and fishing: "The seafood industry is more accessible, so they are more likely to comply to avoid getting reported. The fishing sector is different – they are always on the move, out at sea, so they are not monitored as frequently."

The near-total compliance with minimum wage requirements in fishing shown in figure 7 obscures clawback and debt practices in ports. The project and partners have noted three likely causes for this discrepancy. One, some fishers know from their experience that withheld wages will be repaid at the contract's end. Two, fisher responses to this survey's questions on pay may reflect the conditioning effect of repeated and document-focused PIPO inspections in which fishers may ritually state monthly minimum wages. Three, up to 25 of fishers surveyed have been asked (or "did not know" if they had been asked) to sign a form or make a statement saying that they had been paid more than they had actually received. The possibility that a quarter of fishers feel pressure from employers to mislead inspectors or are unsure about the accuracy of the employer documents they are told to sign is a problem for enforcement officials and researchers.

Most of the workers interviewed for this study who maintain control of their cards reported that they withdraw their monthly pay in cash on payday and use cash for all transactions. Obstacles cited by vessel owners in opposition to electronic payment appear to be falling: a plurality of fishers surveyed for a 2019 ILO rapid assessment tated their preference for accounts and electronic payment. A remaining obstacle in some ports is the absence of Burmese and Khmer language services at ATMs and in bank branches.

Were you given any receipt stating your salary and deductions?

In 2017, few respondents received pay records from their employers showing earnings, hours and deductions.[16] The lack of pay records for workers was more pronounced in fishing than in seafood processing, where employers are more likely to have modern payroll systems.

In the 2019 survey, among seafood workers, 77 per reported receiving some form of pay records showing earnings, but only 19 per cent of those showed deductions, while 21 per cent of seafood workers received no payment record at all.

In 2019, among fishers, almost half the respondents reported receiving a pay record – sometimes simply the ATM cash withdrawal receipt – but only 3 per cent reported receiving records as required by Thai law, showing pay and deductions. Almost half – 48 per cent – received no payment record at all.

What deductions were made from your salary?

The Thai Labour Protection Act specifies that deductions from pay are allowed only for a few items: income taxes, labour union dues, debts to savings cooperatives, worker penalties and damages caused to the workplace, social security and provident fund contributions, salary advances, and some document costs including passports. All other deductions – including for most types of accommodation, food, water, clothing, and equipment – are unlawful and are expenses that must be covered by the employer.[17]

In the 2017 survey, 53 per cent of respondents reported deductions from their pay – some legal and some illegal. The most common were fees for pink cards (13 per cent) and payments for advances on salary or debts (15 per cent).

16 Pay records were usually not formal pay slips but instead ATM transfer receipts or hand-written notes.

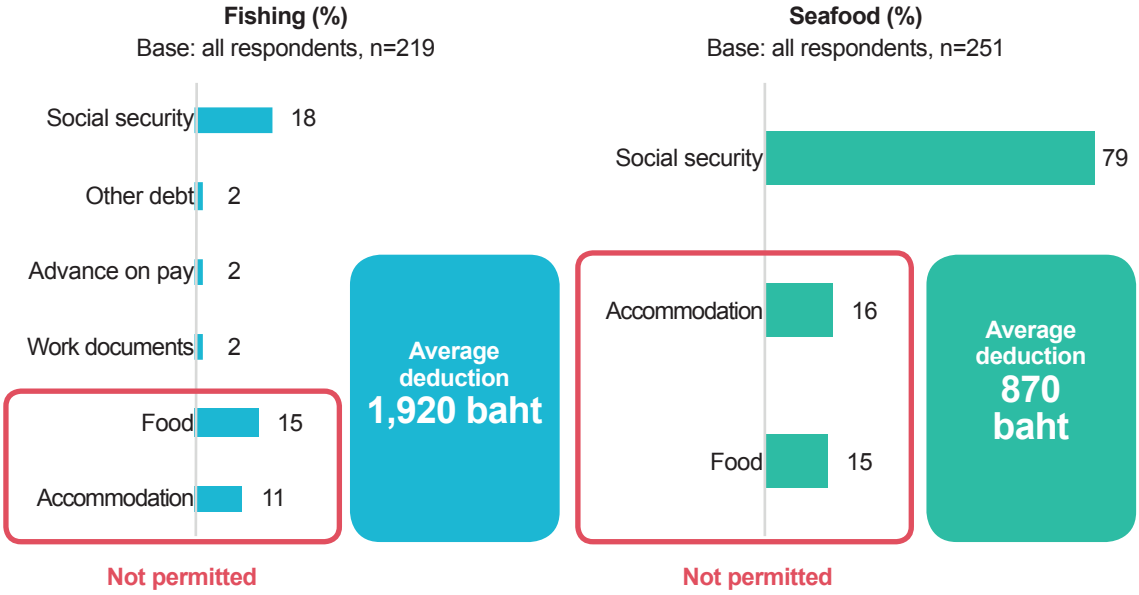
17 According to the Foreigners' Working Management Emergency Decree (No.2) BE 2561 (2018), employers cannot request or accept money from foreign employees, unless it is for "the expense paid by the employer beforehand, such as, passport fee, health checkup fee, work permit fee, or other fees...".

In the 2019 survey, however, 94 per cent of seafood workers reported having some form of wage deduction: social security deductions were reported by 79 per cent of seafood workers. Deductions for most types of accommodation (16 per cent) and food (15 per cent), although not permitted by law, were also reported. The average monthly deduction was THB870. The increase is related chiefly to the shift in the sample from smaller to larger factories, where human resources systems are better built and legal compliance is generally higher.

Among fishers, a smaller percentage (39 per cent) reported wage deductions, but the average monthly deductions of THB1,920 were more than twice as large as those for seafood workers. The most common deductions were social security (18 per cent), food (15 per cent) and accommodation (11 per cent). Deductions for social security were more prevalent for Thai workers at 75 per cent, compared to 52 per cent for Myanmar and 24 per cent for Cambodian workers.

This compares with 48 per cent of fishers in the 2017 survey who reported deductions, and of considerably larger average amounts: THB4,640 per month. The lower deductions likely reflect both a recognition by employers of the legal requirements, and a shift towards deductions from lump sum payments at the end of fishers' contract period.

Figure 10. Salary deductions: types, prevalence and averages, by sector, 2019



Source: Ship to Shore Rights 2019 survey data

Do you remit money home?

Large majorities of respondents in both sectors remitted money home: 80 per cent of fishers and 75 per cent of seafood workers. Despite the prevalence of electronic payment in seafood processing and the introduction of bank accounts in fishing, the percentage of migrant workers using banks to transmit money is effectively unchanged, at 18 per cent. The absence of regulations and relationships needed for the hugely popular and low-cost Cambodian and Myanmar mobile money networks (Wing and Wave) to operate in Thailand keeps the cross-border remittances systems from graduating to next generation banking systems.

5. Working and living conditions

Workers in both sectors were asked questions about their work and living conditions including the number of days they normally worked, hours of rest each day, leave time, safety on the job, health care and quality of their accommodations.

How many days and hours per week do you normally work?

Fishing workers reported working 6.4 days per week and seafood workers, 6.0 days – right at the legal limit for the workweek. These figures are largely unchanged since the 2017 survey.

Workers in both the fishing and seafood processing sectors reported working an average of 9 hours each day. For seafood workers this is unchanged since the 2017 survey, but among fishers it represents a decline from an average 11 hours.

It is important to note that there are no effective limits on overtime in Thailand: a 14-hour working day, six days a week, is permissible in both seafood processing and fishing. Some buyers of Thai seafood now require lower limits of their suppliers and nine- and ten-hour workdays (54- and 60-hour workweeks) are routine for 73 per cent of the seafood workers surveyed.[18]

Although the project and partners have received recent reports of 14-plus hour workdays on board fishing vessels, the reported 9-hour per day average for fishers is confirmed in the 2019 Praxis Labs research on working conditions.

However, researchers at work on these issues note that calculations of average working hours in fishing are difficult. Understandings of working hours may not always include time leaving the port, sorting and storing the fish, or time spent fixing equipment and cleaning the boat. While Thai law reflects the global standard for rest for fishers set in Convention No. 188 – ten resting hours per 24 hours – Thai law has not yet defined how to measure work and rest hours for work aboard fishing vessels. As a result, there is no agreement among Government officials, employers and workers about what constitutes the beginning and end of work on board a vessel.

Three other factors affect hours reporting. One, as in the discussion above on pay, fisher reports on hours worked may reflect coaching (and even false-testimony payments) by employers as well as the conditioning of repeated and ritualistic compliance inspections by Thai Government officials. Two, project partners including Ministry of Labour officials have received reports of and witnessed falsification by employers of hours (and wage) records. In a typical reported case, hours records are completed and signed by fishers in port before the vessel has begun its trip. Finally, the nature of fishing work – with sudden and sustained bursts of activity followed by lulls – can make tracking and averaging of working hours difficult.

18 The Tesco (United Kingdom) Ethical Trading Policy supplier code states: “All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment… Total hours worked in any 7 day period shall not exceed 60 hours [including overtime]”. The Ethical Trading Initiative base code is available at https://www.ethicaltrade.org/eti-base-code [accessed 24 Feb. 2020]. The Costco (United States) supplier code of conduct states: “Employees’ combined regular and overtime working hours shall not exceed legal limits or 60 hours per week, whichever is more strict.” Available at https://www.costco.com/wcsstore/CostcoUSBCCatalogAssetStore/Attachment/16w0604-sustainability-conduct.pdf. [accessed 24 Feb. 2020].

Figure 11. Average work days and work hours, by sector, 2017 and 2019

Note: The base is all respondents, n=424 (2017) and n=470 (2019)
Source: Ship to Shore Rights 2017 and 2019 survey data

Are you paid for overtime work?

Although overtime work is in general not permitted in fishing – and is not compensated with overtime pay – skippers must instead give fishers compensatory rest immediately after a work period over 14 hours.

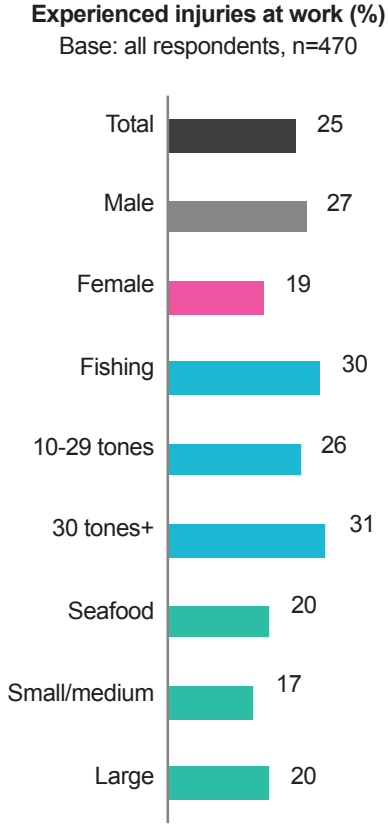
In factories, seafood processing workers reported that 84 per cent (roughly equal for men and women) are compensated for overtime work, an increase from the baseline sample – with a larger number of small factories – in which only 56 per cent of workers reported being paid when doing overtime work.

Have you had a serious work-related injury or illness?

Of the 470 fishers and seafood processing workers surveyed, 25 per cent or one quarter (116 workers) reported they had experienced work injuries or illnesses that required them to take time away from work, as detailed in figure 12. These figures confirm the significant risks for worker safety and health in both sectors, but the dangers of fishing stand out: injury and illness are higher in fishing (30 per cent) than seafood processing (20 per cent). (A related question in the 2017 survey asked about injuries or illness "requiring medical attention": 27 per cent among fishers and 13 per cent for workers in seafood processing).

The most common of these injuries or illnesses were slips, trips and falls (38 per cent), followed by cuts and lacerations (34 per cent overall). These types of injuries were significantly more common among fishers (47 per cent) than seafood processing workers (16 per cent). Most common among seafood workers (49 per cent) were illnesses related to extreme heat or cold in the factories, compared with 18 per cent for fishers. Other injuries included crashes and collisions, muscle strains, skin rashes and infections. Illness related to toxic fumes or bad water or food were rare for fishers and non-issues for those working in seafood processing.

Figure 12. Types of injuries from work, by sex, sector and type of work activity, 2019



Type of injury Base: experienced injury	Total n=116 (%)	Fishing n=65 (%)	Seafood n=52 (%)
Slips, trips and falls	38	38	38
Muscle strains	8	8	8
Crashes and collisions	10	9	10
Cuts and lacerations	34	47	16
Inhaling toxic fumes	1	2	–
Exposure to loud noise	1	2	–
Skin rashes and infections	3	5	2
Illness related to heat and cold	31	18	49
Sickness from bad food or water	2	3	–
Other	3	6	–

– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

What kind of workplace training have you received?

Workers' safety and health is not only related to the numbers of hours worked, but also closely related with safety training for workers.[19] Workers surveyed in 2019 reported that only a very small number, mostly women, received any type of work training on the job: 3 per cent of fishers and 18 per cent of seafood workers.

In fishing – one of the world's most dangerous occupations – only two (2) of the 219 workers surveyed reported that they had received training on fishing equipment or safety practices. Only 12 per cent of seafood workers received training on work safety, 4 per cent received work skills training, and 1 per cent on work equipment by the employer.

Which work entitlements are provided to you in your current job?

Health and safety issues are also tied to all forms of leave: weekly days off, sick leave, annual leave, and in seafood processing, maternity leave. Not all workers may be aware of their entitlements; thus, the survey's results, shown in table 7, do not necessarily reflect what the work contracts stated or the employers verbally communicated. While all seafood workers were aware they receive at least one of the work entitlements, 43 per cent of fishers were not aware they had any of the work entitlements in their current job.

Among fishers surveyed, only one third (35 per cent) reported being entitled to paid sick leave, and an equal share said they were given one full day off per week. These figures are largely unchanged from 2017.

19 See ILO Conventions related to working hours (https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/working-time/lang en/index.htm) and worker health and safety (https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:::NO:12100:P12100_ILO_CODE:C155:NO).

Nearly all seafood workers (98 per cent) reported that they had one day off per week, and approximately two-thirds (64 per cent) were aware they are entitled to sick leave. Some 42 per cent of women workers in the seafood sector said maternity leave was available to them if they needed it.

When asked to explain why work entitlements generally improved in the seafood sector but declined in the fishing sector – especially paid sick leave and paid holidays – unions, civil society, and private sector respondents said that it is difficult for fishers to take sick leave when they are on the boat because some boats only have a small number of workers and taking sick leave can cause problems among the other fishers if they rest. That is, sick leave is denied or discouraged: "I have never heard of fishers that receive these entitlements, but only have heard of cases where fishers who have taken sick leave had money deducted from their salary," said a civil society respondent.

In both sectors, respondents reported that almost no workers (4 per cent) were aware they had paid holidays or annual leave. In fishing, however, holidays and annual leave are controlled by employers and are generally lumped together for use as paid leave during the Buddhist New Year in April. For seafood workers, this result represents a significant drop from the 2017 survey, highlighting that fewer workers are aware of this entitlement today.

Taken together, an average of 1.9 work entitlements (excluding overtime pay) were available or provided to seafood workers. This compares with less than one entitlement (0.7 entitlements) on average for fishing workers. As expected, Thai workers reported receiving the highest average number of work entitlements (1.9 entitlements), while Myanmar (1.4) and Cambodian workers (0.9) received considerably fewer on average.

Table 7. Work entitlements, by sex, sector and nationality, 2019

Entitlements Base: all respondents	Total n=470 (%)	Male n=337 (%)	Female n=132 (%)	Fishing n=219 (%)	Seafood n=251 (%)	Burmese n=299 (%)	Khmer n=87 (%)	Thai n=84 (%)
Paid holidays	4	3	7	4	4	1	5	16
Paid sick leave	51	44	69	35	64	48	40	73
One-day off per week	68	56	99	35	98	73	40	81
Paid maternity leave	12	–	42	–	22	13	1	19
None	20	29	–	44	–	20	37	5
Average number of entitlements (not %)	**1.4**	**1.0**	**2.2**	**0.7**	**1.9**	**1.4**	**0.9**	**1.9**

– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

What facilities do you have access to?

Both the baseline and endline surveys included questions about living conditions, basic services (water, electricity) and various amenities (television, radio, bed) as proxy measures of the quality of life of workers; the results are shown in table 8.

Overall, seafood workers were found to have access to more facilities and amenities than fishers, in part because they work on land, whereas fishers live on boats while at sea and usually stay in temporary housing conditions while on land. Thai workers, perhaps unsurprisingly, had greater access to these facilities than Cambodian and Myanmar workers.

Most migrant workers lived in shared accommodations, with only 13 per cent of Cambodian workers and 23 per cent of Myanmar workers surveyed living in their own rooms, compared with 74 per cent among the Thai workers surveyed. Overall, this represents 30 per cent of all respondents and an increase from 6 per cent of respondents in 2017, due in part to a higher share of Thai workers and workers from larger factories in the sample. For fishers, the percentage of those surveyed who had use of showers and toilets increased since 2017 – from 67 per cent to 83 per cent for access to toilets, and from 69 per cent to 83 per cent for showers.

With the apparent increase in the number of workers who have their own rooms, the share of workers (in shared rooms) who said they had their own bed decreased from 55 per cent in 2017 to 31 per cent in 2019. Also related to the shift towards individual rooms, the number of surveyed workers who had their own locker to secure their belongings dropped from nearly half (48 per cent) of all workers in 2017 to less than one third (30 per cent) of all workers in 2019.

Table 8. Access to facilities and amenities, by sector and nationality, 2019

Facilities Base: all respondents	Total n=470 (%)	Fishing n=219 (%)	Seafood n=251 (%)	Burmese n=299 (%)	Khmer n=87 (%)	Thai n=84 (%)
Clean toilet	83	69	96	78	86	100
Clean shower	83	68	95	77	87	98
Running water	89	81	96	89	85	94
Electricity	93	88	98	91	94	100
Fan	92	85	98	90	92	96
Lit pathways to toilet/shower	47	36	56	41	53	58
Own room	30	17	41	23	13	74
Own bed	31	17	43	24	13	76
Lockers	30	16	41	25	9	68
TV	55	44	65	48	43	93
Radio	12	18	6	9	18	12
Regular mobile phones	17	29	7	17	17	18
Smartphones	79	66	91	78	81	82
None	1	1	–	1	–	–
Average number of facilities (not %)	**7.4**	**6.3**	**8.3**	**6.9**	**6.9**	**9.7**

– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

What are your living and working conditions?

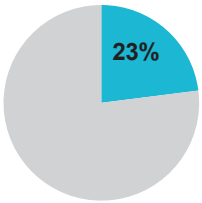
To provide both surveyed workers and readers of this report with more context on living and working conditions, workers were shown pictures of substandard living and working quarters and asked to indicate whether the conditions in the pictures were worse, about the same, or better – that is, cleaner, more spacious, safer – than their working and living quarters. Examples of the photos used in this part of the survey are shown in figure 13.

The results show that large majorities of workers in both sectors rated their living and working conditions better than those depicted. Reports of substandard living conditions were far more common for fishing workers (23 per cent) than seafood workers (3 per cent). Reactions to photos of working quarters produced roughly the same results: 17 per cent of fishing workers reported that their work conditions were about the same or worse than those shown in the pictures, and 3 per cent for seafood processing working conditions.

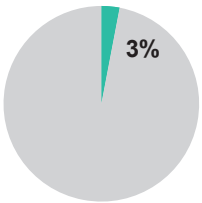
Figure 13. Substandard living and working conditions, by sector, 2019

SUBSTANDARD LIVING CONDITIONS

Fishers with substandard living conditions
Base: all respondents, n=219

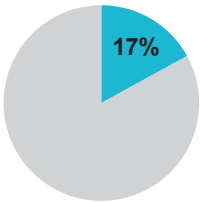


Seafood workers with substandard living conditions
Base: all respondents, n=251

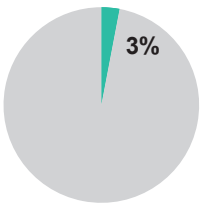


SUBSTANDARD WORKING CONDITIONS

Fishers with substandard work conditions
Base: all respondents, n=219



Seafood workers with substandard work conditions
Base: all respondents, n=251



Source: Ship to Shore Rights 2019 survey data

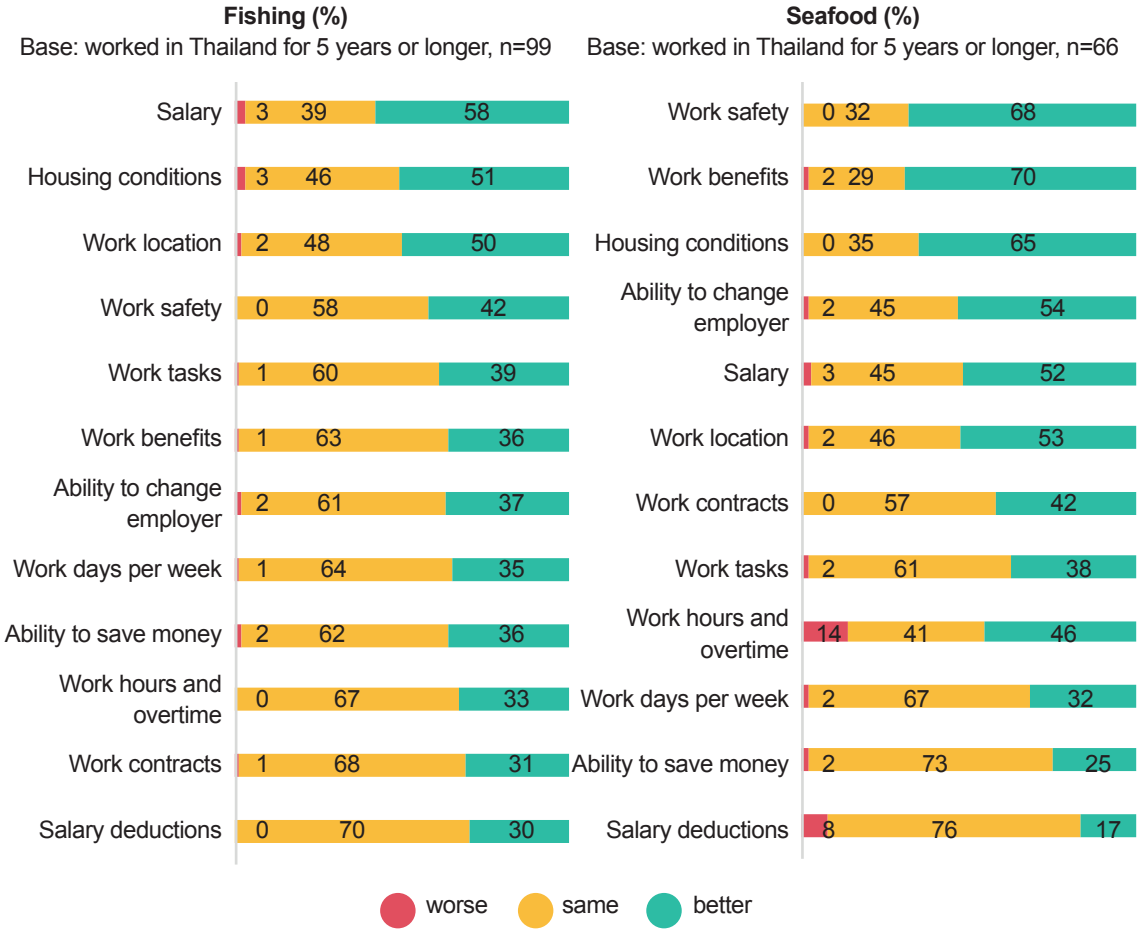
Perceived work condition improvements

In order to provide the project and partners with a longer view of changes in the industry, researchers addressed additional questions to workers who have worked for five or more years, since 2015 when reform of the Thai industry began in earnest. These 165 workers – of whom one third are Thai and two-thirds are Cambodian or Myanmar – rated a dozen of the work issues covered above as generally "better", "about the same" or "worse" than five years earlier (see figure 14).

Housing conditions were perceived to have improved for workers in both fishing and seafood processing, but the responses of fishing and seafood processing workers diverge after that. Seafood workers reported more improvement in the aggregate than did fishers, and for fishers the aggregate improvements are outweighed by issues that have not changed. (Only two issues earned notable "worse" scores: about one tenth of the surveyed seafood workers flagged work hours – including overtime – and salary deductions. Both complaints come chiefly from seafood processing workers and may relate to reductions in overtime hours and the associated earnings, rather than deterioration of working conditions.)

For seafood workers the top three improvements were work benefits received (70 per cent), work safety (68 per cent), and housing conditions (65 per cent). For fishers, the top reported improvements are found in salaries (58 per cent), housing conditions (51 per cent) and work location (50 per cent).

Figure 14. Perceived work condition improvements, by sector, 2019



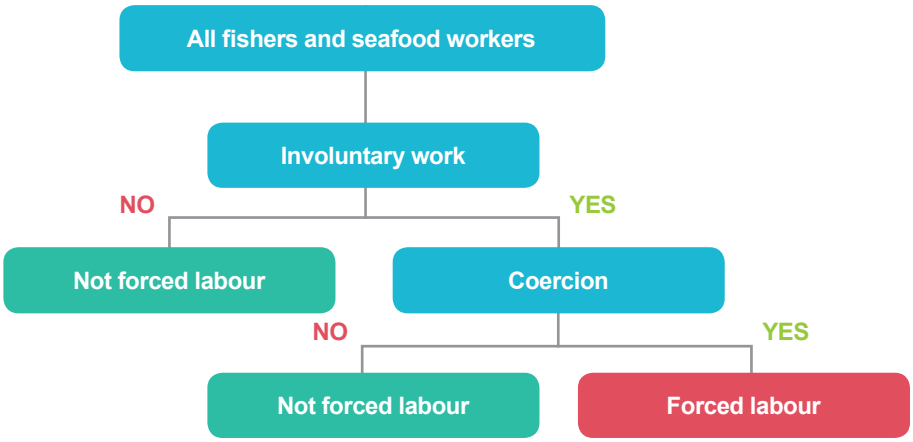
Source: Ship to Shore Rights 2019 survey data

6. Forced labour prevalence

Forced labour is a violation of a fundamental human right and – along with illegal and unregulated fishing – a driver of much of the tumult and change in the Thai fishing and seafood sectors in the last five years. A measure of its prevalence among surveyed workers using the ILO methodology revised in 2018 was one of the goals of this survey (ILO, 2018b).

The ILO's framework for identifying forced labour is grounded in the ILO Forced Labour Convention, 1930 (No. 29), which Thailand ratified in 1969: "All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." The elements of forced labour are classified into circumstances of "involuntary work" and "coercion". A forced labour case must include both of these conditions simultaneously with the same recruiter or employer (see figure 15).

Figure 15. The concept of forced labour



The study of working conditions in Thai fishing published in 2013 by the ILO TRIANGLE project estimated that 17 per cent of fishers were working in forced labour conditions, and this was more prevalent among fishers on Thailand's long-haul and distant-water vessels (ILO, 2013).[20] Thai law has since reined in the distant-water fleet.

Although the project's 2017 baseline survey included measures of key forced labour indicators, it did not measure its prevalence among the surveyed workers (ILO, 2018a, pp. 34–35). The 2019 survey used ILO's methodology for measuring forced labour to determine the prevalence of forced labour among the workers surveyed.

Elements of involuntary work

The ILO 2018 framework states that "involuntary work refers to any work taking place without the free and informed consent of the worker. Circumstances that potentially give rise to involuntary work include, among others:

- unfree recruitment at birth or through transaction such as slavery or bonded labour;
- situations in which the worker must perform a different job from that specified during recruitment without his or her consent;
- abusive requirements for overtime or on-call work that were not previously agreed with the employer;

20 The study, titled *Employment practices and working conditions in Thailand's fishing sector*, surveyed 490 short-haul fishers (less than 30 days at sea) and 106 long-haul fishers: "Conditions of forced labour were more prevalent on long-haul fishing boats compared with short-haul boats, with nearly 25 per cent of long-haul fishers surveyed subject to deceptive or coercive labour practices. These long-haul fishers trapped in forced labour situations were more likely to have been employed through deceptive recruitment practices, whereas short-haul fishers were more likely to be forced to work by the threat of financial repercussions."

- work in hazardous conditions to which the worker has not consented, with or without protective equipment;
- work with substandard or no wages; work under degrading living conditions linked to the job;
- work for other employers than agreed; work with a substantive change in job tasks than agreed; work for longer period of time than agreed;
- work with no or limited freedom to terminate work contract.

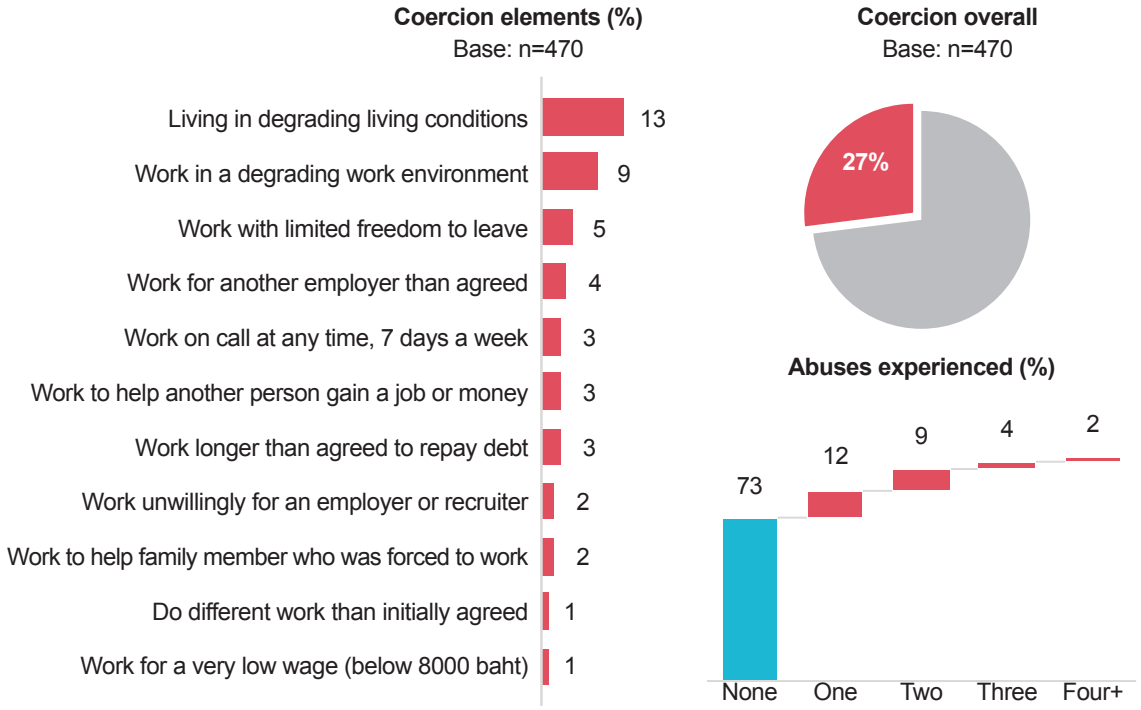
Based on this methodology, 27 per cent of the 470 workers surveyed in fishing and seafood processing reported that they had experienced some form of involuntary work in the 12 months before the survey, as detailed in figure 16.

The most common forced labour elements cited were living in degrading living conditions (13 per cent) and working in a degrading working environment (9 per cent); 5 per cent reported they worked with limited freedom to leave, and 4 per cent worked for another employer than agreed.

Other elements cited were working longer than agreed to repay debt (3 per cent); being forced to work in order to help another person obtain a job or money (3 per cent); working on call at any time, 7 days a week (3 per cent); working to help a family member who was forced to work (2 per cent); and working unwillingly for an employer or recruiter (2 per cent).

Some 15 per cent of the workers surveyed reported a compounding of these elements – that is, they experienced two, three, or four of these situations in the same job

Figure 16. Elements of involuntary work, 2019



Source: Ship to Shore Rights 2019 survey data

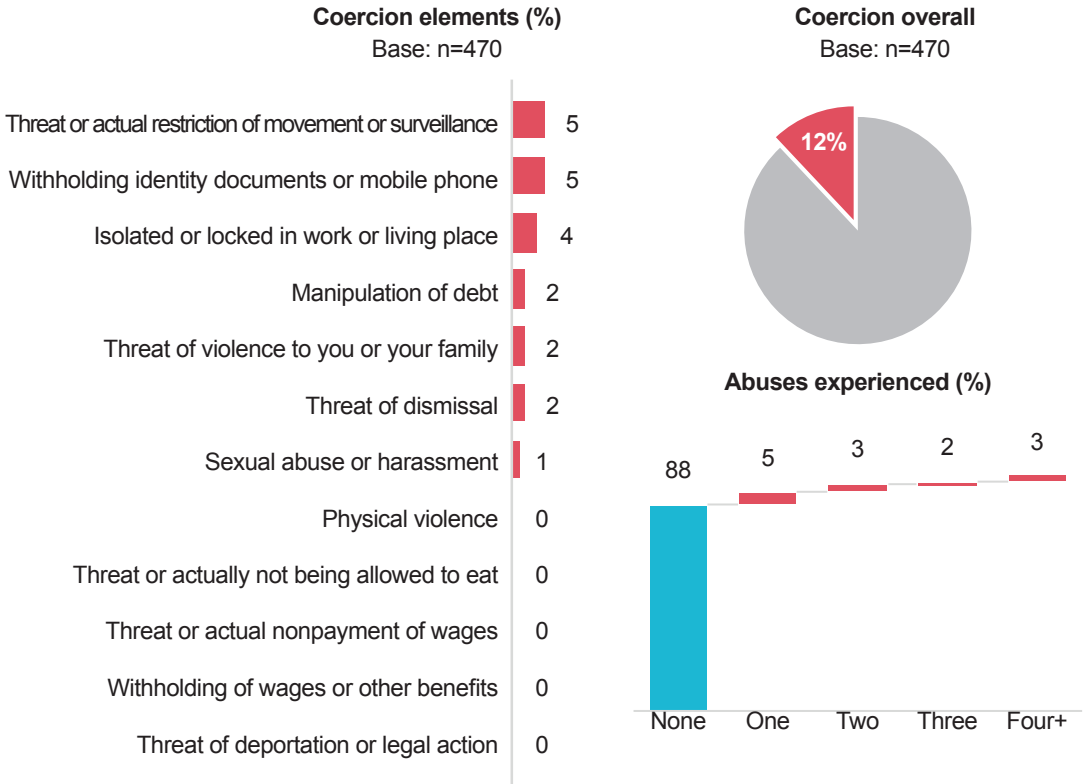
Accounts of involuntary work were significantly more common in fishing (42 per cent) than in seafood (14 per cent). They were also more common among men (32 per cent) than women (14 per cent). By nationality, almost half of Cambodian workers (49 per cent) reported involuntary work, compared with 23 per cent of Myanmar workers and 17 per cent of Thai workers.

The ILO framework states that threat and menace of any penalty are the means of coercion used to impose work on a worker against his or her will. Elements of coercion may include, among others,

- threats or violence against workers or workers' relatives; restrictions on workers' movement;
- debt bondage or manipulation of debt; withholding of wages or other promised benefits;
- withholding of valuable documents (such as identity documents or residence permits);
- abuse of workers' vulnerability through denial of rights or privileges, threats of dismissal or deportation.

Elements of coercion were reported by 12 per cent of workers. The most common forms of coercion were threats of or actual restriction of movement or surveillance (5 per cent), withholding identity documents or mobile phone (5 per cent), and isolation or being locked in working or living place (4 per cent). Workers reported threats of violence to workers or their families (2 per cent), threats of dismissal (2 per cent), manipulation of debt (2 per cent), and sexual abuse or harassment (1 per cent). Some 8 per cent of workers overall reported two or more of these elements of coercion (see figure 17).

Figure 17. Elements of coercion, 2019



Source: Ship to Shore Rights 2019 survey data

Circumstances of coercion were more common in the fishing sector (14 per cent of respondents) than in seafood (7 per cent), among men (15 per cent) than women (5 per cent), and among Cambodian workers (40 per cent) than Thai workers (11 per cent) and Myanmar workers (4 per cent). Accounts of coercion were higher in the Eastern region (54 per cent) than in the Upper Gulf (21 per cent). All other regions were below 5 per cent.

Estimated prevalence of forced labour

The overall prevalence of forced labour among the fishing and seafood processing workers surveyed was found to be 10 per cent (see figure 18).

In line with the findings above related to involuntary work and coercion, forced labour was found to be more prevalent among the workers in fishing (14 per cent) than those in seafood (7 per cent), and among men (12 per cent) than women (5 per cent), as shown in figure 19.

These breakdowns of the findings by nationality and region involved relatively small numbers and as such are not as representative as those categories – gender and sector – with considerably larger numbers of workers per category. Nonetheless, the picture appears similar to that in the baseline survey. In particular, Cambodian migrants surveyed in the 2017 reported significantly higher levels of wage withholding, abusive working conditions and deception than migrants from Myanmar. This wide regional disparity likely reflects the predominance of Cambodians among migrant fishers in the Eastern region ports – like Rayong, where practices are among the worst reported in this survey – and the relative lack of a migrant worker network among Cambodians.

Figure 18. Estimated prevalence of forced labour, 2019

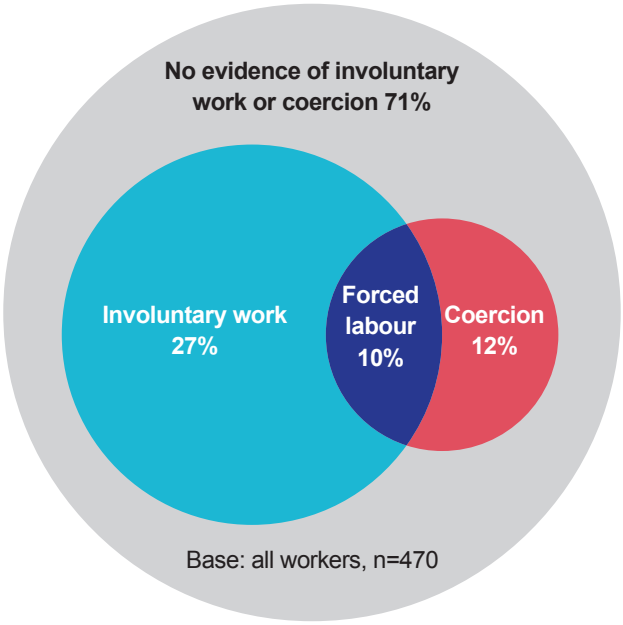
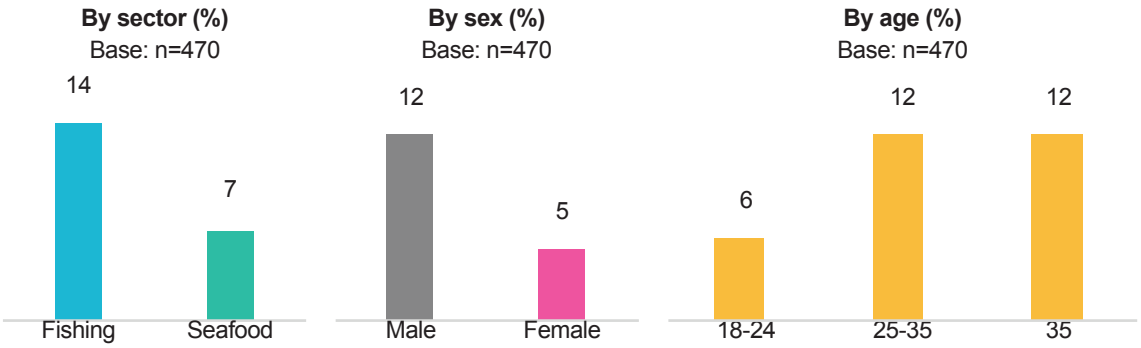


Figure 19. Forced labour prevalence by sector, sex and age, 2019



Source: Ship to Shore Rights 2019 survey data

Some respondents explained that an apparent decrease in the percentage of fishers who reported working in forced labour conditions is due to the more efficient registration of fishers, stricter enforcement of the law, and harsher punishments for offenders: “Forced labour decreased because it is now part of the Anti-Trafficking Act, which stipulates severe punishments similar to those given to those convicted of human trafficking offenses,” a Government official said. “In 2014 there was change to legislation, better documentation and workers registration. So forced labour should be reduced,” one civil society representative commented, and another pointed to the effect on employers: “Employers are more cautious now because the law is stricter.”

7. Seeking help and services

This section describes where and how workers in the industry make use of services organized by or for workers, and how, when and where they seek help with problems related to work.

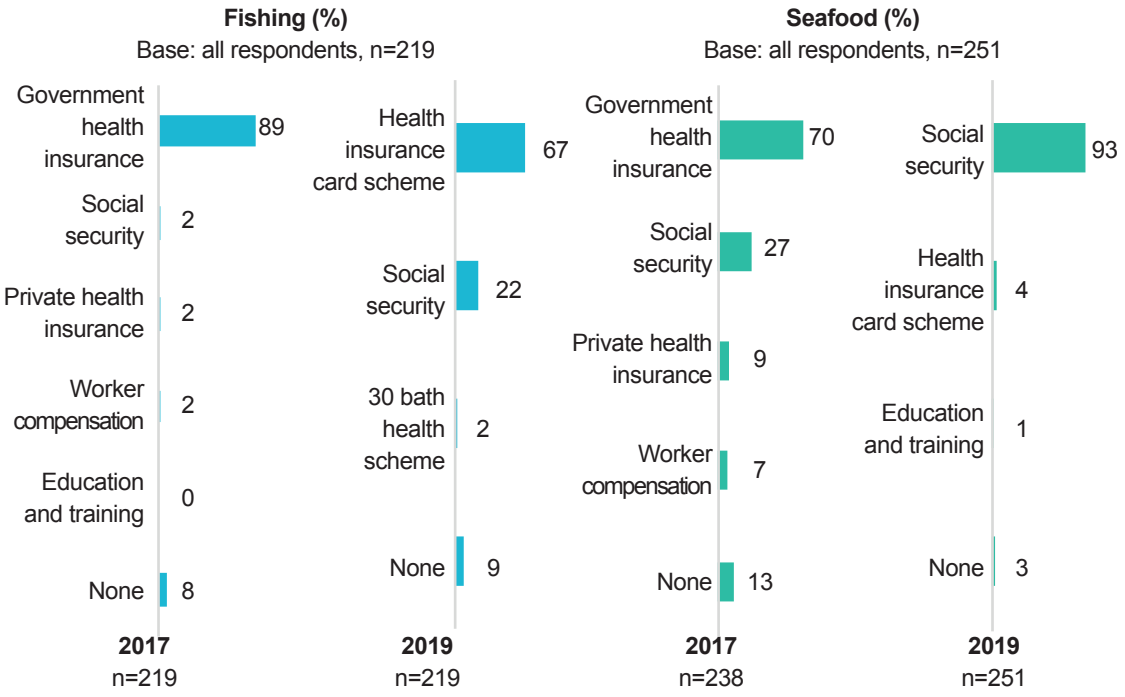
What services and benefit schemes do you have?

Workers were asked whether they were enrolled in any Government or private sector benefit scheme; figure 20 summarizes the results. Enrolment in the Government health scheme in 2019 declined among fishers to 67 per cent from 89 per cent in 2017. However, 22 per cent claimed to have social security which appears to offset the decline. A new requirement for social security type benefits for all fishers was finalized by the Ministry of Labour in November 2019 and is related to Thailand's ratification of the ILO Work in Fishing Convention, 2007 (No. 188).

Among seafood workers surveyed – chiefly large-factory workers – coverage overall increased, up from 87 per cent in 2017 to 97 per cent in 2019, and near-universal social security coverage.

Reflecting the gender makeup of the two sectors, nearly all female workers (95 per cent) were found to be enrolled in social security, compared with just less than half (46 per cent) of all male workers. And reflecting the dominance of Myanmar workers in seafood processing, Myanmar workers surveyed were considerably more likely to be enrolled in social security (62 per cent) than workers from Cambodia (25 per cent). Some 87 per cent of Thais were enrolled.

Figure 20. Benefit scheme enrolment, by sector, 2017 and 2019



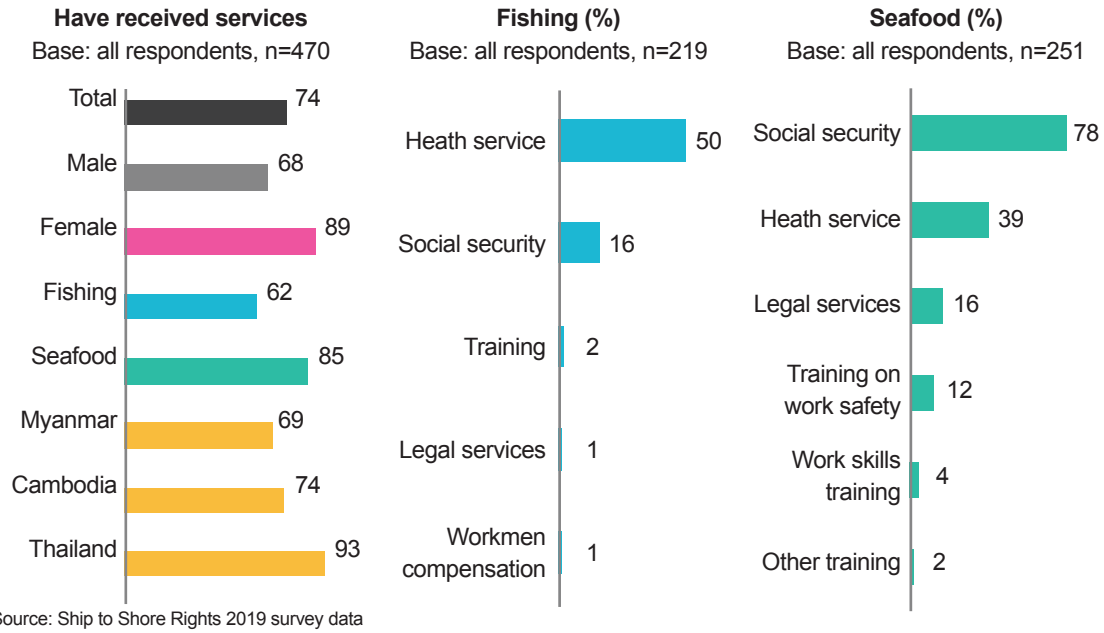
Source: Ship to Shore Rights 2017 and 2019 survey data

The enrolment and coverage figures above do not necessarily indicate which services are used most by (or are actually available to) workers. Workers were also asked which services they had received. Fishing workers reported having received (or made use of) far fewer services: 62 per cent versus 85 per cent for seafood workers. Nearly all Thai workers surveyed (93 per cent) had access to (or were using) these services. As in the enrolment section above, seafood workers were far more likely actually to receive social security benefits (78 per cent) than fishing workers (16 per cent), as shown in figure 21.

These low figures regarding use of services by fishers are due in part to holes in the legal framework – lack of social security coverage for migrant fishers until late 2019, for example. The figures are also a function of the work itself: in fishing, the workplace and workers are often far from services.

Use of Government health care services by fishers is an outlier: half of all fishers reporting having received health services compared with 39 per cent of seafood workers. This may come from the higher injury and illness rates among fishers and the relatively long-standing requirement that fishers be enrolled in the health scheme.

Figure 21. Support services, by sector, 2019



Source: Ship to Shore Rights 2019 survey data

Are you a member of a union or would you like to be?

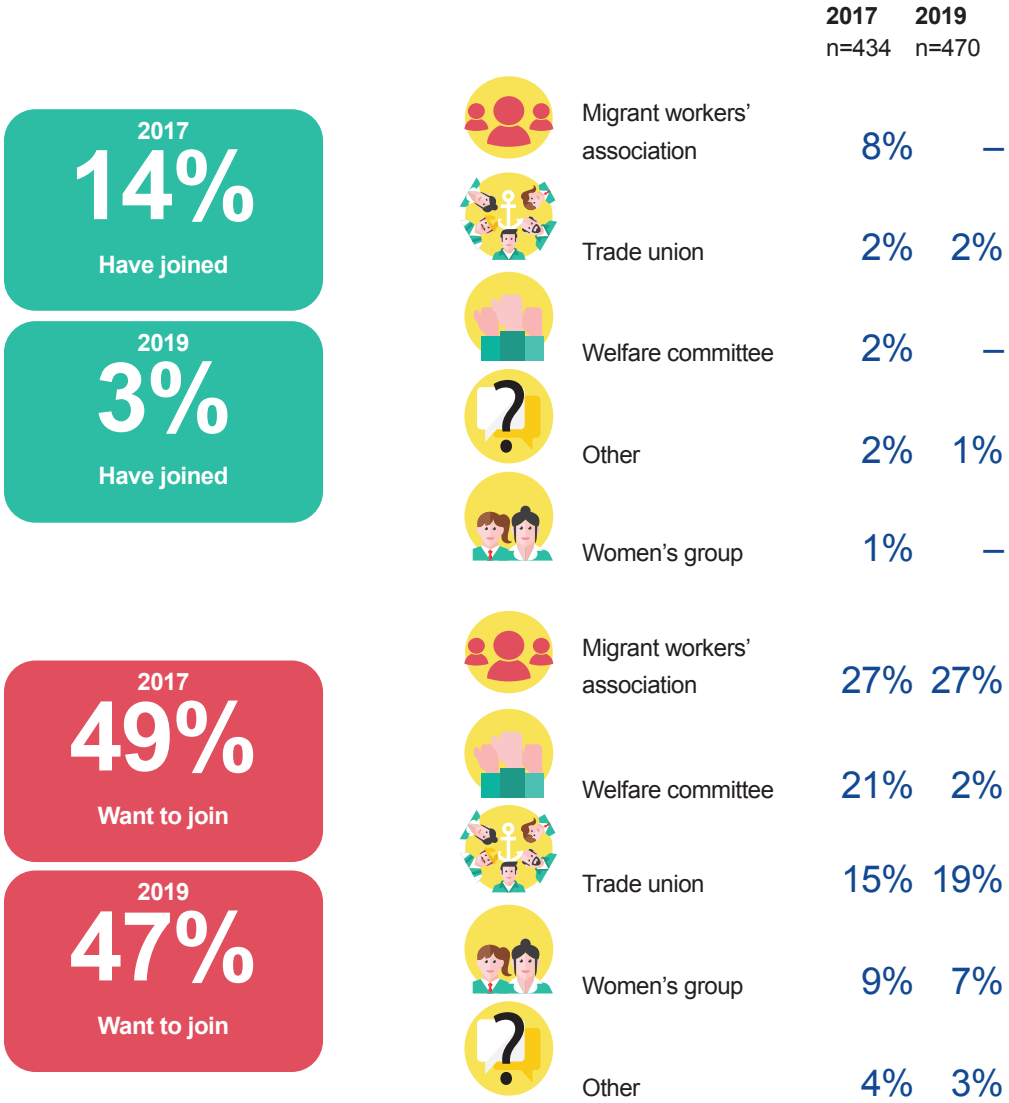
Migrant workers may join a Thai union but are prohibited in the Thai Labour Relations Act Buddhist Era (BE) 2518 (1975) from setting up and leading unions. This prohibition is a violation of ILO core labour standards protecting organizing and collective bargaining rights.[21] Despite the prohibition and a generalized employer hostility in Thailand to worker organizations, roughly half of all workers surveyed in 2019 said they wanted to join a union or another worker-focused organization.

Of those who said they would like to join an organization, the largest shares said they want to join a migrant worker association (27 per cent) or union (19 per cent). The share of workers who said they wanted to join a workplace welfare committee fell from 21 per cent in 2017 to 2 per cent in 2019.

21 ILO Committee on Freedom of Association Case 3164 (Thailand): "The Committee also notes the complainant's allegation that the restriction on the right to form a labour trade union based on nationality effectively bars unionization in those industries where migrant workers prevail, such as the shrimp and commercial fishing sectors. The Committee considers that such restriction prevents migrant workers from playing an active role in the defense of their interests, especially in sectors where they are the main source of labour and recalls that Article 2 of Convention No. 87 is designed to give expression to the principle of non-discrimination in trade union matters, and the words 'without distinction whatsoever' used in this Article mean that freedom of association should be guaranteed without discrimination of any kind based on occupation, sex, colour, race, beliefs, nationality, political opinion, etc…" Available at https://www.ilo.org/dyn/normlex/en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:3302068 [accessed 24 Feb. 2020].

Nonetheless, only 3 per cent of workers surveyed in 2019 joined any kind of union or association, down from 17 per cent of workers surveyed in 2017, due to fewer members in migrant workers associations in the 2019 survey, as shown in figure 22. This dynamic was also observed by the project and partners, who have seen a fall-off in organizing by migrant worker associations (as opposed to unions and representative workers' organizations), and a surge in funding for services for migrant workers that do not include organizing or formal membership.

Figure 22. Workers' membership and interest in unions and associations, 2017 and 2019



– = nil or negligible.

Source: Ship to Shore Rights 2019 survey data

Which organizations have you heard of and contacted?

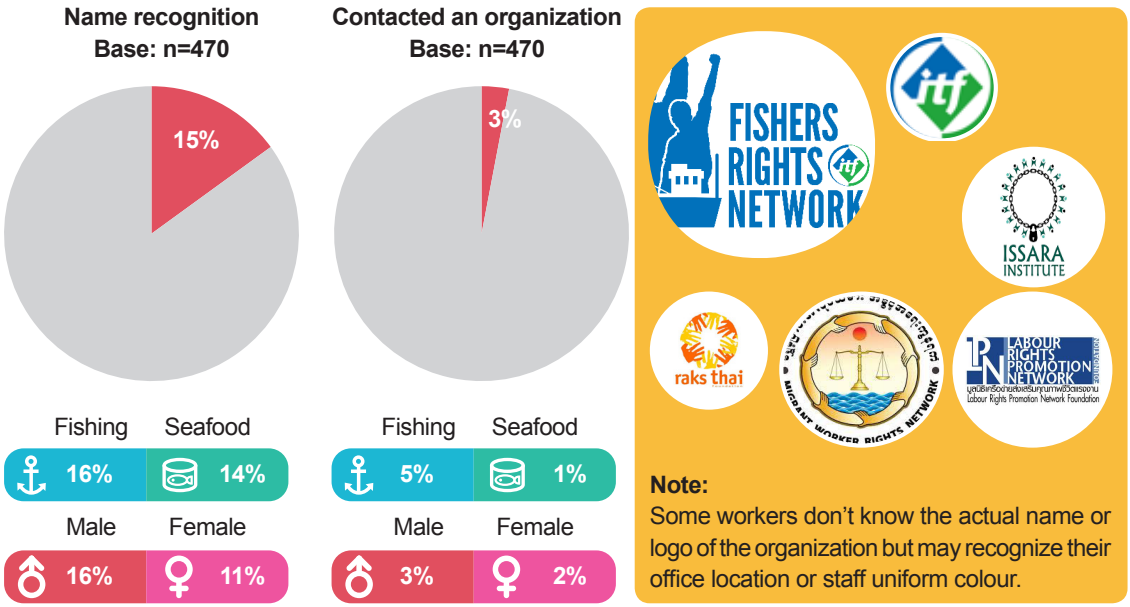
Using names and logos to identify organizations, the survey also sought to determine which organizations in Thailand workers recognized and had contacted. Most workers (85 per cent) had not heard of any of the listed organizations (figure 23), and only 3 per cent had ever contacted one.

The Fishers' Rights Network, with presence in three fishing ports, was the most widely recognized – 8 per cent of fishers surveyed knew the organization.

Smaller percentages of respondents had heard of Issara Institute and/or Golden Dreams (a phone app and buyer private remediation scheme) at only 3 per cent overall and 2 per cent among fishers, Migrant Workers Rights Network (2 per cent overall and 3 per cent among seafood workers, a target group), the Labour Protection Network (2 per cent), and Raks Thai (1 per cent). Some workers do not recognize organizations by name or logo but may recognize them by other means, such as the office location or staff uniforms, which may affect the survey's recognition rates.

Male workers were more likely to have heard of an organization (16 per cent) than female workers (11 per cent). Only 5 per cent of all fishers and 1 per cent of seafood workers contacted an organization. The gender and sectoral differences here reflect the larger investments made by workers' organizations and civil society organizations in fishing and men, but figures for both sectors are relatively low.

Figure 23. Workers' recognition of and contact with organizations, 2019



Source: Ship to Shore Rights 2019 survey data

Did you go to anyone for help with your problems?

The survey also asked workers about how, when, and from whom they sought help. For a subset of labour abuses, respondents (11 per cent overall) were asked whether someone had taken a complaint – formally or informally – to their employer or others for help.[22]

Of the 50 workers in this subset, roughly three-quarters asked for help and nearly all of them took the problem(s) – by themselves or, more commonly, through someone else – to the employer to be addressed. (Some complaints were taken to both employers and others). The remaining quarter of workers did not take their problems to anyone. Fishers were a little more likely than seafood workers to act on a problem at work.

Although the number of workers in this subset is small – 50 people – it is remarkable that comparable responses from workers surveyed for the 2017 report show the inverse – that one quarter sought help with a problem and three-quarters did not. This may be in response to efforts by the Government, unions, and civil society organizations to improve fisher and vessel owners' understandings of legal requirements and labour rights. The 2019 Praxis Lab research noted that 81 per cent of fishers surveyed reported learning about labour rights from a workers' organization or civil society organization (Boles, 2019, p. 54).

22 The violations and/or abuses in the subset included work with limited freedom to leave; threat or actual restriction of movement or surveillance; withholding identity documents or mobile phone; and isolated or locked work or living place.

In the 2019 survey, two-thirds of the workers who sought help were able to resolve the problem and about one third said they were able to "partly resolve" their problem. However, resolution of a problem for workers does not necessarily mean that the resolution met a legal requirement – for example, settlement of back wages owed or compensation for an injury – but only that workers considered the matter(s) closed.

The need for wider worker education campaigns is plain, but this apparent flip in willingness of workers to raise workplace issues directly with employers may be due to efforts to teach workers about basic labour protections. The language of labour rights was widespread among research participants, suggesting a successful outcome from efforts to increase knowledge of labour rights among workers.

On the other hand, workers who did not seek assistance pointed to one of several reasons: they were not sure if anyone could help, the problem seemed too small to bother with, they did not know whom to ask, or they were not fluent or able to speak Thai.

Have you seen officials coming to inspect? Were you ever interviewed by an official?

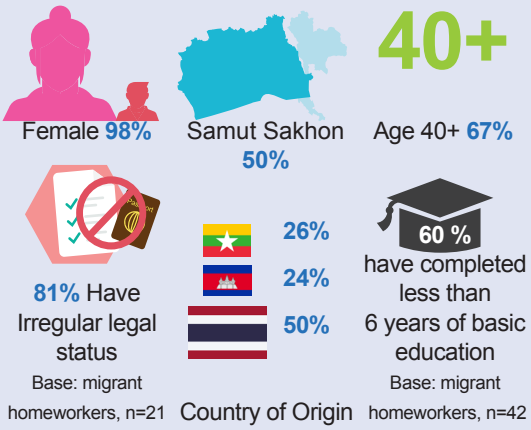
Thai fishing saw the introduction of a labour inspection regime for the first time in 2015. Fishers surveyed reported that nearly all of their boats (99 per cent) had undergone inspection at the PIPO facilities. More than one third of respondents reported having rarely or never seen inspection staff in the past 12 months, a figure which was somewhat higher for big boats than smaller ones. Just over half of respondents (53 per cent) had ever been interviewed by Thai Government officials. None of the workers in the "seeking help" subset above reported taking their problems to a Government official. During interviews with Government officials, researchers shared these findings and officials responded:

> **We do not interview every worker. If they been working for a long time and can speak Thai, we don't interview them. We will interview the ones that seem in low spirits or seem abused. So, I think your number is correct. It takes too long to interview everyone, and workers on the same boat tend to have similar [experiences]. The number does not matter as much as cooperation from workers themselves. We might interview small number of workers, but if they tell us the truth, it could lead to more prosecutions for violations.**

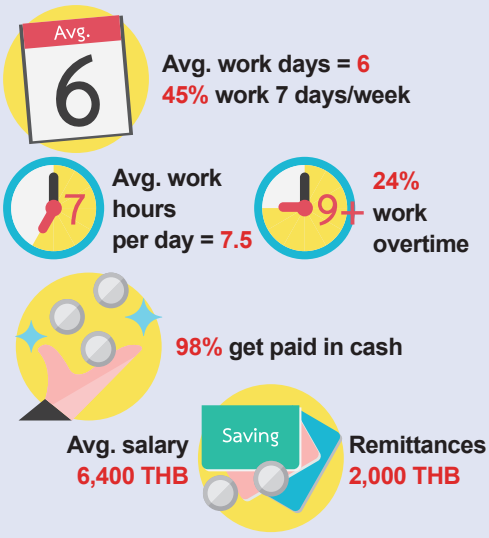
Box 2
Homeworkers

The role of homework in the Thai seafood supply chain has been largely unexplored. The survey included a separate sample of 42 homeworkers: workers who process seafood at home or outside of the factory. The goal was to gain some preliminary assessment into these workers including their general of their working conditions. Half of these workers were found in Samut Sakorn, the center of Thailand's seafood processing sector, and the other half in Songkhla and Rayong. The survey tool used with these workers is Annex X in this report.

Profile. Nearly all (98 per cent) of the homeworkers interviewed were women, two thirds (67 per cent) were aged 40 years or older, and half were Thai. Of the migrant homeworkers (n=21), 81 per cent were identified as having irregular status. Education levels of homeworkers was quite low, with 60 per cent having completed less than six years of basic education. Of the migrant homea workers, four in five (81 per cent) had irregular status most likely because they had followed their husband who was working in Thailand. Half of the workers only had a passport.



Working conditions. The survey found that most homeworkers process shrimp (60 per cent) while 26 per cent processed mixed fish, 12 per cent processed mackerel and 2 per cent processed other seafood products. Homeworkers worked six days per week, on average, although about half (45 per cent) said they worked seven days per week. One quarter of homeworkers worked nine hours or more per day while the average length of homeworkers' workday was 7.5 hours. Despite the manifest informality of this work and lack of regulation, no reports were made of child labour – neither occasional nor regular – in the 42 interviews.



Pay. Nearly all (98 per cent) homeworkers were paid in cash and 71 per cent have their salary based on piece rates with no fixed salary component. Most of the workers are paid on a daily basis (64 per cent) and one worker had a monthly salary. The average monthly salary for a homeworker was THB 6,400 (7,400 for Thai workers). Based on the daily equivalent pay, less than one-third (31 per cent) earned a minimum wage. For migrant homeworkers, the average amount of money remitted home each month was THB 2,000 and most used Hundi or broker system. The frequency in which homeworkers were paid varied. Nearly two thirds (64 per cent) were paid daily, 12 per cent were paid weekly, 21 per cent were paid every two weeks and 3 per cent were paid monthly.

Employers, buyers. Less than half (43 per cent) of the women in this informal sector were aware of the company for which the seafood was being processed, but it was not clear to them or researchers which supply chains – Thai or overseas or both – their work was part of. It is also unclear to which parts of Thai labour law their work corresponds.

No firm conclusions can be distilled from the small sample in this report regarding homework, but based on the information gathered it appears these workers could represent a rather vulnerable sector of the market.

8. Conclusions and recommendations

The Ship to Shore Rights Project's 2017 baseline report concluded that the "picture of working conditions in both [fishing and seafood processing] is decidedly mixed". Two years later, the endline data, shows that the picture is a little less mixed: changes in working conditions are moving in the right direction.

Pay is higher in both sectors. Fishing, in particular, is now structured as formal employment. "Ambient" compliance – a generalized effect of the attention to the industry's labour practices since 2015 – is a tide that appears to be lifting most boats.

But not by a lot. Some of the improvements suggested by the endline data – more fishers recall signing their contracts, for example – are small. Other measures indicate that conditions have stayed the same or deteriorated: for instance, most contracts are not available in workers' native languages.

Serious abuses persist for a significant number of the workers surveyed. Some employers do not follow contract terms and still use pay and debt to control some fishers. In both sectors, serious injuries are common. Meanwhile, Thai law denies migrant workers the right to form workers' organizations of their own.

Finally, some employers still practice forced labour. Of the 470 workers surveyed for this report, nearly 10 per cent reported circumstances of involuntary work and coercion that, taken together, constitute forced labour. Officials either do not see or simply ignore these abuses. In a larger, representative sample of workers, these findings would indicate that tens of thousands of workers in Thai fishing and seafood processing are working in forced labour conditions. This is unacceptable. This persistence demands a new commitment from the Government, employers, unions and buyers to end forced labour.

Why – given the attention to these issues – has there not been more progress? What habits or dynamics are needed to begin a new round of progress?

First, the bar for progress was set very low. Work in fishing was largely unregulated in 2014 and 2015 and the global reporting focused on the industry's worst abuses. As a result, the early pronouncements and actions of the Government and buyers – very modest if viewed against decent work standards – looked relatively big. Five years later, the sense of progress is exaggerated. This is visible in the generally reduced effort and the shift in authority from the Royal Thai Navy to the Department of Fisheries to oversee labour enforcement.

Second, the industry and Government officials have apparently reached an accommodation – most visible in fishing at the provincial level – that causes some violations to go undetected or unreported. This dynamic appears in the contradictory data on pay in fishing. For example, inspection activity is high, but fishers' control over their own accounts and pay is low. And serious violations of various types – reported in this paper and in others in 2019 – persist in problem ports such as Pattani, Ranong and Rayong.

Third, there is a tendency to mistake tools for solutions, and activity for results. Phone-based apps, for example, have been touted as shortcuts for inspection and due diligence, prevention, grievance mechanism and even worker representation. Some accept the Thai Government's inspection activity as the measure of progress – that is, more routinized inspections equals higher compliance – but findings and prosecution rates continue to lag far behind the independent estimates of violations.

This tendency occurs, too, on the illegal fishing or "catch" side of the problem, where blockchain-enhanced traceability of the catch is taken as a substitute for the larger goal. Bradley Soule (2019) of OceanMind, a fisheries non-profit based in the United Kingdom, defines the phenomenon:

> Traceability [of the catch] is required in order to ensure legality and sustainability, but it doesn't guarantee it. However, the ocean conservation and sustainable seafood communities use the word "traceability" as if it solves all our problems to know what boat caught a fish. This is why so many folks claim blockchain will solve all the problems; because they confuse traceability, which is a system, with verification, which is an action.

Finally, complex reform efforts in general tend to redefine problems of power and the uses of power – for example, abuses of workers by employers, and the Thai Government and buyers' abilities to protect those workers – as technical problems. Among the partners in the Ship to Shore Rights Project and similar efforts, progress depends less on improved training, risk identification and reporting tools for fishing inspections, for example, and more on the determination of those in the highest levels of Government and industry to identify violations and punish them in ways that effectively deter employers from abusive practices.

Recommendations

Given these dynamics and the issues identified by this report's findings, what should the project's partners do next?

The ILO recommends that the **Royal Thai Government**:

1. Set a higher standard for labour enforcement actions by the Ministry of Labour. The apparent diminution of investment – both political and financial – in the enforcement regime makes strategic inspection and high-impact enforcement doubly important.
2. Detain vessels for serious abuses, as prescribed in law, and suspend access to new work permits for employers with un-remediated labour law violations.
3. Connect performance measures for Ministry of Labour officials to primarily enforcement results in higher-risk fishing and seafood processing enterprises, not to levels of activity or numbers of inspections.
4. Formalize the role of workers' organizations in inspection and ensure, as a matter of policy, their access to port areas and inspection activities.[23]
5. Mandate monthly meetings by senior provincial Ministry officials with local unions and bona fide civil society organizations to accelerate and focus enforcement actions.
6. End use of the Article 83 loophole in the Royal Ordinance on Fisheries that allows vessel owners to bypass regular migration procedures.
7. Decide which authority is responsible for inspecting and enforcing safety and health standards in fishing. Invest in that authority commensurately with the safety crisis described by the data in this report. The high injury rates and low training levels for workers reported here are a dangerous combination. Make similar decisions about responsibility for seafood home-workers.
8. Require that contracts for seafood and fishing workers be executed in their native languages.

The ILO recommends that **unions** and **civil society organizations** (and their funders):

1. Reorient efforts away from routine services for workers (translation, migration advice) and towards worker organizing and advocacy by workers themselves. Non-labour organizations are better suited to routine services.
2. Seek formalization of a role for workers' organizations in inspection, and secure, as a matter of policy, access for unions and civil society organizations to port areas and inspection activities.
3. Reorient legal strategies to support development, filing and resolution of complaints to Government authorities to test and strengthen provincial-level Ministry of Labour and Department of Fisheries enforcement mechanisms.

23 See Fair Food Program principles for details of the role of workers' organizations in inspection and monitoring of agreements between workers and employers, available at https://wsr-network.org/success-stories/fair-food-program/ [accessed 24 Feb. 2020].

4. Expand basic worker education to key fishing ports and seafood processing centres. This includes a large-scale investment in pre-departure and post-arrival training by unions and competent civil society organizations using the Ship to Shore Rights curriculum piloted in Kawthaung, Myanmar, in 2019.[24]

The ILO recommends that **vessel owners, seafood processors, seafood buyers,** and their **organizations:**

1. Shorten supply chains to increase supplier accountability for labour practices and buyer accountability for enforcement of standards.
2. Address increased "compliance costs" for suppliers by developing and sharing – without coordination on their use – model pricing sheets that reflect cost elements in Thai fishing and seafood processing.
3. Adopt the recommendations for purse seiner reconfiguration per the Ship to Shore Rights Project's 2019 report *Less is more: How policy and technology can impact the Thai labour market for work in fishing*.
4. Provide contracts for seafood and fishing workers in their native languages.
5. Speak and act clearly and with conviction to support the decent work standards that buyers, employers and associations have endorsed.

For the European Union and other supporters of reform in the seafood industry, the ILO recommends research on two discrete questions. First, which legal frameworks do and should apply for homeworkers in the Thai seafood industry? Second, how have seafood sourcing practices – including price – changed in Thailand since 2015, and do they support, work against, or have no effect on efforts to improve working conditions?

Finally, the 2019 independent project evaluation recommends expanding projects like Ship to Shore Rights to South-East Asian countries that have export-focused fishing and seafood sectors – chiefly, Indonesia, Vietnam and the Philippines. The ILO also recommends funding a lending programme in Thailand to support reconfiguration of purse seiner vessels in accord with the findings of the ILO's *Less is More* analysis (2019a) and the pilot in Pattani sponsored by the Southeast Asian Fisheries Development Center (SEAFDEC).

24 See the ILO curriculum in English and Burmese, available at https://shiptoshorerights.org/tools/ [accessed 24 Feb. 2020].

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Annex

KII MODERATOR GUIDE

(September, 2019) FINAL

Respondent full name		Location			
Date		Time begin		Time ended	

ESOMAR DECLARATION
I confirm that, before returning this questionnaire, I have checked that it meets and was carried out in accordance with the MRS Code of Conduct and instructions supplied to me for this study. I understand that the information given to me during the interview must be kept confidential.
Signed by moderator: _____

INTRODUCTION

Thank you for spending the time talking with me today. I'd like to introduce myself – I am (NAME) from (ORGANISATION)

We really do appreciate you giving us your time today. We are currently undertaking a study for ILO about labour conditions in the fishing and seafood sectors and would like to hear about your work and experience with this subject.

Your contribution is very valuable and there are no right or wrong answers, just give your honest opinion.

I will record our discussion so I can concentrate on what you are saying. The recording will be erased within 60 days and will only be used for internal processing purposes. Your record will not be shared with anybody except people from our research team. May I record our conversation? **[Yes / No]**

Please be assured that we will not use your name in our report. Would it be ok for us to use your organizations' name, or do you prefer for us to list the kind of organization it is [ie. government, trade union, NGO, employer organization, recruitment agency]?

While we are talking, if you want to stop the interview at any time, please say so and we will do that, or you can decide not to answer a question and that is ok.

CONFIRM UNDERSTANDING (Yes, I understand and hereby give my consent to be interviewed)

WARM-UP QUESTIONS

- What regulatory changes do you think have had the greatest impact on employers? Workers?
- To what extent are results you have seen reflective of the efforts, time and resources spent by all the involved parties? Are you impressed disappointed or have mixed feelings?
- What are your expectations for the ILO endline research findings? Better, same, worse or a mix?

RECRUITMENT

- How would you describe changes regarding how migrant workers are recruited into the fishing and seafood sectors?
- Two recent studies have found that fewer migrant workers use agents or brokers to find jobs in the fishing and seafood industry. What could explain that change? SHOW RESULT SLIDE
- More workers than before are saying they recall signing and receiving a written work contract, and the percentage is 51% in fishing and 62% in seafood. What is your reaction to this? What could explain this trend? SHOW RESULT SLIDE
- Some 40% workers also say don't need a work contract. They say it binds them to the employer and they don't want that. What can explain workers thinking this way?
- Fewer fishers than before reported that they have debt. What do you think can explain this change? If debt is down, How do workers understand/deal with costs for work permits, medical certificates, etc that employers are paying for? SHOW RESULT SLIDE

EMPLOYMENT CONDITIONS

- Looking at the fishing sector in particular, how have work hours changed in the past 2 years?
- MINISTRY OF LABOUR ONLY - How do your inspectors verify fisher's working hours? Fishers report working 9 hour per day on average and earning 12,730 baht per month on average. Are inspectors finding similar numbers?
- MOL ONLY -- Around 50% of fishers said they have ever been interviewed by inspectors, what is your reaction to that result?
- More workers now are receiving a regular monthly fixed salary. Fishers reporting withholding of wages is down. What can explain these changes?
- There has been a new electronic payment system for fishers, what is your opinion about the system? How has it changed the nature of the fishing industry in terms of payment? Would you consider it effective?
- How are some employers getting away with paying less than the legal minimum wage?
- Since the introduction of electronic payments, many employers in the fishing sector keep and control the workers ATM cards? What is the reason they are doing that?
- In the seafood sector, despite no regulation around electronic payments, the vast majority of workers, including migrant workers, keep their own ATM card and can use ATMs without problem. Why is it so different in the fishing sector?
- Workers in the fishing and seafood sectors tell us that they are now subject to fewer illegal wage deductions, what could explain this change? SHOW RESULT SLIDE
- Work entitlements generally improved in the seafood sector, but declined in the fishing sector, especially paid sick leave and paid holidays. What could explain this? SHOW RESULT SLIDE
- The percentage of fishers surveyed who report working in forced labour conditions is 14%, down from 19% in 2013. What is your reaction to this new figure? —14%. What do you think explains the change?
- Results were generally much worse in Rayong. What do you think might be going wrong in Rayong? SHOW RESULT SLIDE
- Moving forward, what is one big change the government and industry need to make in the next year to improve working conditions for fishers in the Thai industry?

FISHING 2

(July, 2019) FINAL

Respondent full name					
Location					
Date		Time begin		Time ended	
Name of Interviewer					

INFORMED CONSENT

Thank you for agreeing to talk with me today. I'd like to introduce myself – I am (NAME) from (ORGANISATION). We are conducting a study of people in the fishing and seafood industry on behalf of ILO a UN agency. It would be very helpful if you could share information about your most recent experience. There are no right or wrong answers, so please give us your honest opinion. Any information collected from you will be kept strictly confidential. We will not use your name, address or any other personal information by which you could be identified. Your participation in the interview is voluntary and you can withdraw any time.
Do you have further questions about this survey? **CLARIFY AND CONFIRM UNDERSTANDING**
Do you understand and give your consent to be interviewed for the study? **IF YES CONTINUE**

S1* RECORD REGION

Trat	1	Pattani	7	**CHECK QUOTA**
Rayong	2	Songkhla	8	
Chonburi	3	Phang Nga	9	
Samut Sakhon	4	Phuket	10	
Chumporn	5	Ranong	11	
Surat Thani	6			

S2* RECORD LOCATION IN RELATION TO THE PORT

Up the coast to the right when facing the port	**1**
Down the coast to the left when facing the port	**2**
Inland from the port	**3**

S3* RECORD INTERVIEW LOCATION

Host community	1	CSO/Union Office	5
Market	2	Homes	6
Coffee shop / eating place	3	In port areas	7
Temple	4	Other	8

S4* RECORD RECRUITMENT METHOD

Intercept	1
Snowballing	2

S5* RECORD SEX

Intercept	1
Snowballing	2

S6* What is your country of origin? (Single)

Myanmar	1	CONTINUE
Cambodia	2	
Thailand	3	GO TO S9

S7* How well can you speak Thai? (Single)

None or very little	1	CONTINUE, MUST USE INTERPRETER
Some	2	
Good	3	GO TO S9
Fluent	4	

S8* WRITE INTERPRETER FIRST NAME

S9* RECORD SECTOR

Fisher	1	CONTINUE
Seafood processing	2	
Homeworker	3	GO TO S12
Other	4	STOP

S10 Are you currently employed full time or part time? (Single)

Full time	1	CONTINUE
Part time	2	
No	3	STOP

S11 What is your current work position? (Single)

General boat crew / staff member	1	CONTINUE
Chieu / Supervisor	2	
Higher position	3	STOP

S12* How many years have you worked in fishing/seafood production/homework in Thailand?
ROUND TO THE NEAREST YEAR, HOMEWORKERS/SEAFOOD PROCEED TO S16

Less than 6 months	STOP
	Years

FOR FISHERS ONLY

S13 How many fishers work on your boat including you? STOP IF LESS THAN 6

	people

S14 Is your boat ever inspected when going out or coming into the port?

Yes	1
Never	2
Don't know	3

SHOW CARD 1

S15 How big is the boat? (Single)

Less than 10 tons	1	STOP
10 to 29 tons	2	CONTINUE
30 tons or more	3	
Don't know	4	

SHOW CARD 2

S16 What type of net is being used? (Single)

Cast net	1	STOP
Long hook line	2	
Straight gillnet	3	CONTINUE
Trawl net	4	
Purse seine	5	
Encircling gillnet	6	
Scoop net	7	
Don't know	8	STOP

FOR SEAFOOD PROCESSING/HOMEWORKERS ONLY

SHOW CARD 3

S17* Which of the following describe your workplace? (Single)

A factory that mainly peels shrimp or cleans fish then send to another place for packaging	1	CHECK QUOTA
A factory that packages seafood and sends to market	2	
I peel shrimp or fish at home	3	

SHOW CARD 4

S18* What is the main type of seafood that is processed in your workplace? (Single)

Shrimp	1
Tuna	2
Mackerel	3
Mixed fish	4
Pet food	5
Other	6
Don't know	7

SHOW CARD 5

S19 How many people work in your work place? (Single)

Less than 10	1
10 to 19	2
20 to 49	3
50 to 99	4
100 or more	5
Don't know	6

MIGRANTS ONLY

S20* How many more years do you plan to work in Thailand?
ROUND TO THE NEAREST YEAR

	Years
Don't know	99

Recruitment

MIGRANTS ONLY
SHOW CARD 6

R1 How did you get your current job? (Single)

Through a licensed recruitment or government agency	1
Through an informal broker	2
Directly with employer or Chieu	3
Through relatives or friends	4
Other **(SPECIFY)**	5

R2 Where are you recruited for this job in your home country or you got it after coming to Thailand?

Home country	1
Thailand	2

R3 Did you pay any fees to a broker, agent, relative or friend in Myanmar/Cambodia?

Yes	1	**CONTINUE**
No	2	**GO TO R5**

R4 How much did you pay?

	Baht
	Riel
	Kyat
	USD
Don't remember	99

R5 Did you pay any fees to a broker, agent, relative or friend in Thailand?

Yes	1	**CONTINUE**
No	2	**GO TO R7**

R6 How much did you pay?

	Baht
	Riel
	Kyat
	USD
Don't remember	99

SHOW CARD 7 (GO TO R9 IF NO IN BOTH R3 AND R5)

R7 How did you pay for the fees? (Single)

Own savings	1
Sold house, land or assets	2
Loan from relatives or friends	3
Bank loan	4
Loan from money lender in home country	5
Loan from recruiter	6
Loan from employer	7

SHOW CARD 8

R8 What did the fees cover? (Multiple)

Payment to employer	1
Passport	2
Visa	3
Work permit	4
Travel	5
Medical exam	6
Training	7
Other **(SPECIFY)**	8

R9 Since coming to Thailand, did you borrow money or take a loan or from your employer?
(GO TO R14 IF NO IN BOTH R3, R5, R9)

Yes, advances	1	**CONTINUE**
Yes, loans	2	
No	3	**GO TO R11**

R10 How much did you borrow?

	Baht
Don't remember	99

SHOW CARD 9

R11 How do you repay your debt including recruitment fees, advance or loan from employer? (Multiple)

Pay cash	1
Transfer to bank account	2
Deduct from salary	3
Take out advance on salary to pay	4
Other (SPECIFY)	5

R12 Do you still owe money?

Yes	1	**CONTINUE**
No, paid back already	2	**GO TO R14**

R13 How many more months will it take to repay all your debt?

	Months
Don't know	99

R14 Do you recall signing a work contract for your current job?

Yes	1	**CONTINUE**
No	2	**GO TO R15b**

R15a

	Yes	No	Don't know
Is the contract in your native language?	1	2	
Were you given a copy to keep?	1	2	
Does the contract state your salary?	1	2	3
Does your contract allow you to quit if you want to?	1	2	3

R15b

	Yes	No	Don't know
Do you want to have a work contract?	1	2	
Are all workers required to get a work contract?	1	2	3

R16 When you started this job was the job worse, the same or better compared to what was stated in your work contract or based on what you had been promised? (Single)

Worse	1	**CONTINUE**
Same	2	**GO TO E1**
Better	3	
Don't know	4	

SHOW CARD 10

R17 What aspects of the job was worse? (Multiple)

The job itself was different	1	
Salary	2	ASK R18
Work hours / Overtime	3	
Work location	4	
Work days per week	5	
Safety/danger of the job	6	
Housing and living conditions	7	
Work tasks	8	
Benefits such as sick leave, medical care etc.	9	
Not allowed to go where I want in my free time	10	
Other	11	

R18 How much salary were you promised for this job?

	Baht
	Riel
	Kyat
	USD
Don't remember	99

Employment Conditions

FISHERMEN ONLY

E1 How long are you normally out at sea?

Days	Weeks	Months

E2a How many days per week do you normally work while out at sea? (Single)

1	2	3	4	5	6	7	Days per week

E2b How many days per week do you normally work while in port? (Single)
GO TO E6

1	2	3	4	5	6	7	Days per week

FISHERMEN ONLY

E3* How many days per week do you normally work? (Single)

1	2	3	4	5	6	7	Days per week

E4* How many hours per day do you normally work?

	Hours per day

E5 Do you get extra pay when working overtime? (Single)

No	**1**
Yes, sometimes	**2**
Yes, always	**3**

E6 Who decides you should work 7 days per week? (Single)
IF 7 DAYS IS ANSWERED IN E2a, E2b / E3

My employer	**1**
Myself	**2**
Employer and I agree together	**3**

SHOW CARD 11

E7* How is your salary determined? (Single)

Fixed salary only	1
FISHERMEN	
Fixed salary plus share of catch	2
Share of catch only	3
SEAFOOD PRODUCTION/HOMEWORK	
Fixed salary plus extra hard-working bonus or piece rate	4
Hard working bonus or piece rate only	5
Other (SPECIFY)	6

SHOW CARD 12

E8* How often do you get your salary? (Single)

Daily	1
Weekly	2
Every 2 weeks	3
Monthly	4
Lump sum after a longer period, 3 months or less	5
Partial salary with lump sum after more than 3 months	6
Have not been paid yet	7
Other (SPECIFY)	8

FISHERS ONLY

E9a How much money are you normally paid from your employer each month including share of catch?

Total salary (Net take home)	**THB**
In a normal month, how much extra did you get for share of catch?	**THB**

SEAFOOD ONLY

E9b How much money are you normally paid from your employer each month including overtime?

Total salary (Net take home)	**THB**
Last month, how much extra did you get for overtime?	**THB**
How much extra did you get during the last bonus?	THB

SHOW CARD 13

E10* How are you normally paid? (Single)

Transfer to bank account and I take out the money myself	1	
Transfer to bank account and someone else take out money for me	2	
Paid in cash	3	GO TO E13

E11 Who keeps your ATM card? (Single)

Myself	**1**
My employer	**2**
Someone else	**3**

E12 Can you get your ATM card if you need it? (Single)

Yes	**1**
No	**2**
Don't know	**3**

E13 Has your employer ever asked you to sign a form to state that your salary is higher than what you actually get or that you work fewer hours than what you actually do?
(Multiple)

Yes, higher salary	**1**
Yes, fewer hours	**2**
No	**3**
Not sure/Don't know	4

SHOW CARD 14

E14 What deductions are made from your salary, if any? (Multiple)

Accommodation	**1**	
Food	**2**	
Clothing and safety/work equipment	**3**	
Work permit or related documents	4	
Advances on pay	5	
Interest on advance on pay	6	
Payment for other debt (not advance)	7	
Penalties/punishment	8	
Deductions on union	9	
Deductions are made but don't know for what	10	
Other (SPECIFY)	11	
None	12	GO TO E17

E15 How much is deducted each month?

	Baht

E16 Were you given any receipt/evidence stating the salary being paid/deductions being made? **(Multiple)**

Yes, showing salary	**1**
Yes, showing deductions	**2**
No	**3**

SHOW CARD 15

E17 Which of the following have been provided to you in your current job? (Multiple)

Paid holidays or annual leave	**1**
Paid sick leave	**2**
One-day off per week	**3**
Paid maternity leave	4
Overtime pay	5
None	6

SHOW CARD 16

E18 Are you enrolled in any government or private sector benefit scheme? (Multiple)

Social security	**1**
Workers' compensation	**2**
Government health insurance	**3**
Private health insurance	4
Education or training	5
Occupational Safety and Health Training	6
Other	7
No	8

SHOW CARD PICTURE 17

E19* Which of the following documents do you currently have? (Single)

Passport, visa and work permit (MOU)	1	**CONTINUE**
Temporary passport/certificate of identity, visa and work permit (NV)	2	
Migrant Seabook	3	
Thai Seamans book	4	
Passport and visa only	5	
Passport only	6	
Other	7	
None	8	**GO TO E21**

E20* Who keeps your documents? (Single)

Myself	**1**
My employer	**2**
Someone else	**3**

E21* Can you get your documents if you need them? (Single)

Yes	**1**
No	**2**
Don't know	**3**

FISHING ONLY

E22 In the past 12 months, have you seen official coming to inspect the staff/crew or equipment? (Single)

Never	**1**
Rarely	**2**
Regularly	**3**

FISHING ONLY

E23 Were you ever interviewed by an official?

Yes	**1**
No	**2**

SHOW CARD PICTURE 18

E24 Look at these pictures of different work places, would you say your work place is worse, about the same or better in terms of being clean and healthy? (Single)

SHOW CARD PICTURE 19

E25 Look at these pictures of different living quarters, would you say your living quarters are worse, about the same or better in terms of being clean, spacious and safe? **(Single)**

	E24	**E25**
Worse	**1**	**1**
About the same	**2**	**2**
Better	**3**	**3**

SHOW CARD 20

E26a This question is for you alone and I can't see the answers. Which of the following have you ever experienced in the past 12 months while working in Thailand or during recruitment for this job? Just select the numbers here on the tablet. You can select more than one. **(Multiple)**

Someone else decided that you should work in Thailand	**1**	ASK E26b1
Someone else chose the employer and you were not consulted	**2**	
It would have been impossible for you to refuse the employer	**3**	
Transferred to another employer without being consulted	4	
You had to be available to work at any time, day and night	5	
Work longer than agreed while waiting to get paid	6	
Employer refused to release you at the end of your contract	7	
Forced to work longer than agreed in order to repay debt or advance on salary	8	
Forced to work in order to help another family member who was forced to work by an employer	9	
Forced to work for an employer so that another person would get a job or money	10	
None	11	ASK E26b2

SHOW CARD 21

E26b1 Again, I can't see the answers. In relation to those experiences you just selected, did your recruiter, manager or employer do any of the following? Just select the numbers here on the tablet. **(Select all that apply)**

E26b2 Again, I can't see the answers. In relation to those experiences you just selected, did your recruiter, manager or employer do any of the following? Just select the numbers here on the tablet. **(Select all that apply)**

Physical violence (beating, suffocating, denied food)	**1**
Sexual abuse (kissing, touching, asked to undress, forced sex)	**2**
Threats of violence to you or your family	**3**
Employer took away your mobile phone	4
Locked in, either in your work place or where you lived	5
Not allowed to leave the workplace or go where you want during free time	6
Being under constant surveillance	7
Threat of being dismissed from work	8
Doing dangerous work where you thought you could get seriously injured	9
You had a serious injury at work that required medical attention	10
Harassment, humiliation or strong verbal abuse	11
Threatened that you would be reported to the authorities and deported	12
Not being allowed to eat	13
Withholding your salary for several months	14
Threats of not getting paid or financial penalties	15
Not always allowed to use the toilet when need to	16
None	17

E27 Do you ever have a serious, work related injury or illness and you had to take time from work?

Yes	**1**
No	**2**

E28 Which of the following best describes you work related injury or illness?

Slips, trips and falls	**1**
Muscle strains	**2**
Crashes and collisions	3
Cuts and laceration	4
Inhaling toxic fumes	5
Exposure to loud noise	6
Skin rashes or infections	7
Illness related to heat or cold	8
Sickness from bad food or water at work	9
Others (Please Specify)	10

Assistance and services

A1 Did someone tell your employer to resolve the problem(s)? (Single)

Yes, I did	1
Yes, someone else did	2
No	3

A2 Did you go to anyone for assistance with your problem(s)?

Yes	1	**GO TO A4**
No	2	**CONTINUE**

SHOW CARD 22

A3 Why didn't you ask for help? (Multiple)

Don't trust the person/organization	1	**GO TO A6**
My employer may find out	2	
Don't want to give out personal information	3	
It would be embarrassing	4	
The problem is not big enough to be reported	5	
Not sure anyone could help	6	
Language limitations/Lack of translation service	7	
Don't know where to go seek help	8	

A4 Who did you go to? (Single)

Friends or family	1
Employer or manager	2
Embassy or consulate	3
Recruitment agency or broker	4
Community leader	5
Government authorities	6
Embassy	7
Police	8
NGO	9
Trade union	10
Worker hotline	11
Smart phone App	12
Fisheries Association	13
Other	14
None	15

A5 Were they able to help you to resolve your problem? (Single)

Yes	1
Somewhat	2
No	3

SHOW CARD LOGOS 23

A6 Which of the following organizations have you heard of in Thailand? (Multiple)

A7 And which of them have you ever been in contact with? (Multiple)

	A6	**A7**	
Issara or Golden Dreams	1	1	
FED	2	2	
LPN	3	3	
ITF	4	4	
Fisher Rights Network (FRN)	5	5	
Stella Maris	6	6	
Raks Thai	7	7	
MWRN	8	8	
None	9	9	**GO TO A8**

SHOW CARD 24

A8a Have you joined any union or association? (Multiple)

A8b Do you want to join any union or association? (Multiple)

	A8a	A8b
No	1	1
Trade union	2	2
Migrant worker association	3	3
Women's group	4	4
Religious group	5	5
Welfare committee	6	6
Other	7	7

SHOW CARD 25

A9 What support services have you received in Thailand, if any? (Multiple)

Legal services	1	
Health services	2	
Educational assistance for your children	3	
Work skills training	4	**ASK A10**
Training on labor rights	5	
Training on women's rights	6	
Training on work safety	7	
Training on work equipment by employer	8	
Social security	9	
Workmen compensation	10	
None	11	

SHOW CARD 26

A10 Who provided the training? (Multiple)

Union	1
Migrant community organization	2
An organization from country of origin	3
Government	4
Employer	5
Recruiter	6
Family/friends	7
Other	8

A11* Do you send money home to your family?

Yes	1	**CONTINUE**
No	2	**GO TO D1**

A12* How many times per year do you send money home? (Single)
IF EVERY MONTH CIRCLE 12, IF EVERY SECOND MONTH CIRCLE 6

1	2	3	4	5	6	7	8	9	10	11	12

A13* How much do you normally send each time?

WRITE IN AMOUNT, IF NONE WRITE '0'		**Baht**

SHOW CARD 27

A14* What channel do you normally use to send money home? (Single)

Bank	1
Money transfer organization (e.g. Western Union, MoneyGram, etc.)	2
Hundi or broker system	3
Wing	4
Wave	5
Hand carry by family or friend	6
TRUE Money Application or similar brands	7
Other channel	8
Hand carry by myself	9

DEMOGRAPHICS

SHOW CARD 28

D1a Which of the following facilities do you have access to? (Multiple)

Clean toilet	1			
Clean shower	2			
Running water	3		**D1b**	
Electricity	4			
Fan	5		Lockable door	1
Well-lit pathways to toilets/showers	6		Secure windows	2
Own room	7	Which ones	None	3
Own bed	8			
Locker	9		**D1c**	
Television	10		Facebook	1
Radio	11		Line	2
Regular mobile phone	12		Twitter	3
Smart phone	13		Instagram (IG)	4
Social media	14	Which ones	Viber	5
None	15		Others	6

SHOW CARD 29

D2* What is your current level of education? (Single)

Never attended school	1
Completed less than 6 years of basic education	2
Completed 6 years of basic/elementary education	3
Completed 9 years of basic education	4
Completed 12 years of education	5
Diploma, University or higher education	6

D3* How old are you? RECORD AGE AND SELECT AGE GROUP

Current age	
Below 13 years	1
13 – 14 years	2
15 – 17 years	3
18 – 19 years	4
20 – 24 years	5
25 - 29 years	6
30 - 34 years	7
35 – 39 years	8
40 years or older	9

D4* Are you married?

Yes	1
No	2

D5* Do you have children who are … (Multiple)

0-5 years old	1
6-17 years old	2
No	3

D6* Do your children live with you in Thailand

Yes, at least one of them	1
No	2

D7 Does your children attend school?

Yes, all of them does	1
Yes, at least one of them does	2
No	3

SURVEY EXTENSION

HAS WORKED IN THAILAND FOR 5 YEARS OR LONGER
SHOW CARD 30

X1 Thinking back to when you first started to work in Thailand, I would like to know how your work situation has changed. For each of the following please tell me if things are generally better, about the same or worse compared to 5 years ago. **(Select one per row)**

	Worse	About the same	Better
Salary	1	2	3
Work hours / Overtime	1	2	3
Work location	1	2	3
Work days per week	1	2	3
Safety/danger of the job	1	2	3
Housing and living conditions	1	2	3
Work tasks	1	2	3
Benefits such as sick leave, medical care etc.	1	2	3
Ability to change employer	1	2	3
Work contracts	1	2	3
Ability to save money/buy more assets	1	2	3
Amount of deduction made from salary	1	2	3

SHOW CARD 31

X2 In the past 5 years, have you done any of the following? (Multiple)

Changed employer	1
Obtained legal status to work in Thailand	2
Had treatment for a work-related injury	3
Joined a union	4
enrolled in any government or private sector benefit scheme	5
Been promoted to a higher position	6
Been Pregnant	7
You or your wife had a baby in Thailand	8
None	9

HOMEWORKERS

H1* What is the name of the company that pick up the seafood you produce?

Name of Company	
Don't know	99

H2* Is the product for local market or export? (Single)

Local	1
Export	2
Don't know	3

H3* How much can you produce in one day (in kilograms, bags etc)?

	Kilos
	Bag
Don't know	99

H4* How much money do earn for each kilogram/bag you produce?

	THB/Kilo
	THB/Bag
Don't know	99

SHOW CARD 32

H5* Who else in this household helps you with this work on a regular basis? (Multiple)

Husband or wife	1	**GO TO C1**
Children under 3 year	2	**CONTINUE**
Children 3 - 12 years	3	
Children 13 - 15 years	4	
Children 16 - 17 years	5	
Other household member	6	**GO TO C1**
Nobody	7	

H6* On average, how many days per week do your children help out? (Single)

1	2	3	4	5	6	7	Days per week

H7* On average, how many hours per day do your children help out?

	Hours per day

CONTACT INFORMATION (ALL)

C1 In case I have missed anything and need to contact you, what is the mobile number I can reach you on?

DO A MISSED CALL TO CHECK

Name	
Phone	

THANK YOU FOR YOUR TIME AND COOPERATION

SHIP TO SHORE RIGHTS

Endline research findings on fishers and seafood workers in Thailand

The EU-funded ILO Ship to Shore Rights Project conducted the endline research on Thai fishing and seafood industry in July 2019.

The endline research is a follow-up survey from the ILO's baseline research on fishers and seafood workers in Thailand, conducted in 2017. Using similar research methodology and data collection tools, the endline research aimed at comparing development, measuring progress, and capturing the changes to the working conditions as well as identifying needs and challenges for the next phase of reforms in the Thai fishing and seafood processing industry.

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