“สิทธิมนุษยชน: ปัจจัยขับเคลื่อนความสามารถในการขึ้นข้อของบริษัทจดทะเบียนไทยสู่ความยั่งยืน ตามหลักการซีแอลแอล เรื่อง ธุรกิจกับสิทธิมนุษยชนขององค์การสหประชาชาติ (UNGPs)”

Attapan Masrungson
Advisor of Thai Tuna Industry Association
TTIA’s 26 Tuna Processing Members
As of 30 April 2019
TTIA Policy toward IUU Fishing and Ethical Standard

All members have to sign the letter of declaration confirmation to comply with TTIA policy.

Declaration Confirmation Form to Apply for Membership of Thai Tuna Industry Association

We, .................................................., would like to sign this letter to confirm that:

1. The company will fully support the compliance of TTIA’s policy as follows:
   1.1 Food Safety
   1.2 IUU Fishing Policy and Sustainability Policy
   1.3 Ethical Code of Conduct

2. The company support and follow TTIA’s ethical labor practice (Ethical Code of Conduct) as enclosed.

Authorized Director’s signature ........................................ (..........................)
Position ..........................................................
Date ..........................................................

Ethical Labour Practice – Code of Conduct on Workers

1. No Child Labour
   No workers under age of 18 years old is engaged or employed in the processing plants. Upon recruiting, all applicants shall provide a government-issued passport, identity card and/or work permit for verifying age and legality to work respectively.

2. No Forced and Compulsory Labour
   Workers are not required to pay deposits or recruitment fee to the company. The company shall not lodge passport, identity card and/or work permit belonging to the workers. The company shall not withhold any part of workers’ salary and benefits.

3. No Discrimination
   The company shall not allow any behavior indicating harassment, discrimination or bullying. Education and training on the fundamental of human rights shall be conducted for all personnel concerning the supervision of workers and security practice.

4. Health and Safety
   Occupational health and safety of workers shall be of the utmost concern for the company. At minimum, all legal requirements of related laws must be fulfilled. They include the provision of necessary personal protective equipment at the employer’s expenses, first aid treatment, and assistance for follow-up medical treatment.

5. Freedom of Association and Right to Collective Bargaining
   As permitted by Thai law, the company shall respect the rights of workers for freedom of association and collective bargaining.

6. Disciplinary Practices
   The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of workers. Deductions from wages as a disciplinary measure are not allowed.

7. Remuneration
   The minimum daily wage shall be fully paid according to Thai law to every worker. Overtime work shall be reimbursed at a premium rate and paid leave shall be granted as defined by Thai Law.

8. Welfare and Benefit
   Social security payments are contributed by both workers and company—in accordance with Thai Labour Law—which ensure all workers are eligible for national health care coverage. The company shall register every worker to this scheme from the first day of employment. For the period where the national health care coverage is not yet in effect, the company shall provide adequate medical treatment and expenses to assist any work-related injuries and illnesses.
**List of Standards required by buyers**

- Thai Labour Standard
- CSR – DIW
- Sedex Ethical Trade
- BSCI (Business Social Compliance Initiative)
- ICA (ICA SOCIAL AUDIT : Primary Production Third Party Audit)
- ICS (Initiative Clause sociale)
- ETI (Ethical Trading Initiative)
- Supplier Code of Conduct MARS
- Supplier Code of Conduct AEON
- Safeway Global Sourcing/ Intertek
- McDonald’s Social Accountability
- SYSCO Corporation (BSCC)
- WALMART Ethical Standard
- Aquaculture Steward Council (ASC) standard
- Best Aquaculture Practice (BAP) standard
- Marine Steward Council (MSC) standard
- British Retail Consortium (BRC) standard, etc.

**NGOs Cooperation**

1. **ISSF** International Seafood Sustainability Foundation – Sustainability
2. **FOS** Friend of the Sea / **EII** Earth Island Institute – Sustainability and Ethical Standard
3. **MSC** Marine Stewardship Council – Sustainability
4. **Finnwatch** – Ethical Standard
5. **MWRN** Migrant Worker Rights Network – Ethical Standard
6. **LPN** Labour Rights Promotion Network – Ethical Standard
7. **PLAN International Thailand** Network - Ethical Standard
Human Rights Protection and Ethical Standard
Commitment on **Ethical Code of Conduct**

(X) No child labour
(X) No forced and compulsory labour practices
(X) No discrimination

(✓) Yes health and safety
(✓) Yes freedom of association and right to collective bargaining
(✓) Disciplinary Practices
(✓) Yes remuneration
(✓) Yes welfare and benefit
## TTIA Activities supporting employee relation and working condition

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<th>What we did</th>
<th>What we are doing</th>
<th>What we plan to do</th>
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<td><strong>In 2018</strong></td>
<td>1. Encourage members to comply with <strong>TTIA Ethical Code of Conduct</strong> as committed.</td>
<td>1. <strong>Organize Social Dialogue Workshops</strong> for members to enhance Welfare Committee and essential labour issues for employer and employee at least once a year.</td>
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<td>1. <strong>Support human right promotion projects</strong>, start with <strong>Project of Fisherman Center</strong> organized by LPN Labour Rights Promotion Network in 2018. and <strong>Project of “Change for Migrant Child and Youth Coalition” (CMCY)</strong>, organized by PLAN International Thailand</td>
<td>2. Encourage members to comply with <strong>Buyers’ Ethical Standards</strong>.</td>
<td>2. <strong>Promote and follow up UN Guiding Principles on Business and Human Rights</strong> in accordance with the National agenda. - Participate in related project such as Organization for Economic Co-operation and Development (OECD)</td>
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<td>2. <strong>Promote recognized private standard</strong> start with <strong>Business Social Compliance Initiative (BSCI)</strong>, co-hosted by PLAN Asia’s SEAS of Change Project, funded by Kesko Corporation (Finnish retailing conglomerate).</td>
<td>3. Encourage members to adopt and comply with <strong>TTIA GLP Based on Thai Labour Law and ILO requirements</strong></td>
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<td><strong>In 2013-2017</strong></td>
<td>4. Support Project of Combating Unacceptable Forms of Work in the Thai Fishing and Seafood Industry (<strong>Ship to Shore Rights</strong> organized by <strong>ILO and MOL</strong>, funded by <strong>EU</strong>)</td>
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<td>1. Conducted <strong>ILO-GLP project</strong> <strong>Phase 1</strong> in Nov 2013 - Mar 2015, organized by ILO and Ministry of Labour (MOL)</td>
<td>5. Work with <strong>various NGOs</strong> and members to <strong>enhance Welfare Committee</strong> and to mediate a case of working condition and grievance mechanism.</td>
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<td>3. Organized <strong>Social Dialogue Workshop</strong> in 2014, 2015, 2016 and 2018 among <strong>Migrant workers and employers</strong> by TTIA , Migrant Worker Rights Network (MWRN), Thai Frozen Foods Association (TFFA) and Thai Food Processors’ Association (TFPA)</td>
<td>7. TTIA Annual Public Labour Report</td>
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<td></td>
<td>9. Exchange information and give comments with international organizations and NGOs; ILO, IOM, NHRC, AIT, ISSARA, MWRN, LPN, PLAN International Thailand</td>
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Since 2013 TTIA has joined with ILO and TFFA on GLP Good Labour Practice to implement in tuna and seafood factories for better life and working condition of employees. We continue to encourage our members to comply with ILO-GLP Principles.

GLP are covered in these key areas
1. Forced Labour
2. Child Labour
3. Freedom of Association, Collective Bargaining
4. Discrimination (Equal Employment Opportunity and Treatment)
5. Wages, Compensation, Working Time
6. Occupational Safety and Health
7. Worker Welfare and Community Engagement

Under ILO-Ship to Shore Rights Project, TTIA co-develop ILO-GLP program to strengthen GLP for Thai tuna and seafood industry. We have just finished the New GLP Manual and have a plan to launch officially in Thaifex World of Food Asia 2019 on 29 May 2019 in IMPACT Convention Bangkok.
The Enhancement of Welfare Committee and Grievance & Complaint Mechanism in tuna and seafood factory

**In factory**
- ✓ Election of welfare committee
- ✓ Training on GLP, rights and responsibilities of labors
- ✓ Suggestion box

**Social Dialogue**: Since 2014, tuna and seafood industry jointly with MWRN Migrant Worker Right Network have organized *activities to promote understanding and trust among the employers and migrant workers* as well as brainstorming on the enhancement of welfare committee and the mechanism of grievance & complaint.

**The 1st Workshop on**
"Happy in workplace", 19-20 Dec 2014

**The 2nd Workshop on**
"Participation of migrant workers and their understanding in rights and responsibilities", 6-7 August 2015

**The 3rd Workshop on**
"The role of the welfare committee for coexistence between employers and employees", 24 Jun 2016.

**The 4th Workshop on**
"Promoting the welfare committee to be accepted by migrant workers", 19 January 2018

Therefore, we work with multi-stakeholders to increase human rights protection for employees through the following approaches: Welfare Committee Mechanism, Social Dialogue Workshop and Good Labor Practice.

UN Working Group on business and human rights undertakes first official visit to Thailand during 26 March – 4 April 2018. The Working Group was invited by the Thai government to examine efforts to prevent, mitigate and remedy adverse human rights impacts of business operations.

They visited to Board of Trade of Thailand on 28 Mar 2018


TTIA as a private sector invited by MOF to present "Human Rights based Sustainable Fisheries and Experience from Thai Tuna Industry" at the seventh annual UN Forum on Business and Human Rights 2018, 26-28 November 2018 in Geneva, Switzerland
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| **28.** States should consider ways to facilitate access to effective non-State based grievance mechanisms dealing with business-related human rights harms. | ➢ Take part in meetings and seminars on human rights issue.  
➢ Participate as a guest speaker to give comments on human rights principles toward tuna industry. |
| **29.** To make it possible for grievances to be addressed early and remediated directly, business enterprises should establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted. | ➢ Set up TTIA Ethical Standard.  
➢ Organize workshops with responsible-labor NGOs to educate the grievance mechanisms and the use of the welfare committee to find problems and-solutions  
➢ TTIA member companies promote the welfare committee effectively. |
| **30.** Industry, multi-stakeholder and other collaborative initiatives that are based on respect for human rights-related standards should ensure that effective grievance mechanisms are available. | ➢ Follow up TTIA members on GLP implementation annually.  
➢ Work with ILO to develop GLP process to be more acceptable and effective. |

*Reference no.28-30 from Guiding Principles on Business and Human Rights*  
TTIA Supporting on Human Rights Principle

TTIA take part as a speaker in national seminar on “Exploring Access to Effective Remedies under UN Guiding Principles on Business and Human Rights in Thailand” organized by National Human Rights Commission of Thailand, 7 November 2018.


TTIA joined National academic seminar on “Implementing UNGPs for Sustainable Economic Growth”, 1 June 2018.
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