



THAILAND

A Joint Submission for the Universal Periodic Review (4th Cycle)* The 53rd Session of the UPR Working Group (November 2026)

1. Situation of foreign worker management

Thailand's foreign worker management has been enabled through two key legislations including the Foreigners' Working Management Emergency Decree B.E. 2561 and the Immigration Act B.E. 2522 which regulate how foreign workers work and live in Thailand. Meanwhile, the Ministry of Labour serves as major conduit to coordinate the foreign worker management and the recruitment of foreign workers from the four neighboring countries including Myanmar, Laos, Cambodia, and Vietnam. These migrant workers are registered in three different categories including (1) domestic registration thanks to cabinet resolutions, (2) imported workers according to an interstate memorandum of understanding (MoU), and (3) border labor groups.

As of November 2025, around four million migrant workers are found to have been legally registered.¹ Nonetheless, delving deeper, one may find about one million migrant workers have been missing from the employment system, possibly due to two key reasons including having missed out during the work permit renewal process for migrant workers who were required to renew their work permits according to the cabinet resolution, which expired on 13 February 2026, and the impact of political situation in Myanmar and the Thai-Cambodian border conflict rendering a paralysis of the MoU-based labor import process.

The Myanmar's military junta has delayed the deployment of workers and restricted the travel out of the country for those of military conscription age. As a result, the number of Myanmar MOU workers has continued to decrease from 530,998 in 2020 to only 244,270 in August 2025. Thailand has allowed Myanmar authorities to enter the country to issue a Certificate of Identity (CI). It has been found that the process costs more than any previous registration as the registration costs of menial labour has increased from 9,270 to 21,170 baht, and for domestic workers, from 12,620 to 24,520 baht.² Meanwhile, Cambodian migrant workers have encountered a request for fees from the recruiters in Cambodia. As a result, a number of the workers have failed to renew their permits and the deadline was extended for another six months. And an investigation by the Department of Special Investigation (DSI) has found a route through which money was transferred to senior executives of the Cambodian Ministry of Labour. This incident clearly reflects that the migrant worker management structure provides room for exploitation at every level of the document approval system. It reflects the structural fragility of migrant labour management in sending and receiving countries.

Thailand has introduced the E-workpermit system since October 2025 which has been assigned as the main route for the migrant workers' registration. The Migrant Working Group

¹ https://www.doe.go.th/prd/assets/upload/files/alien_th/be65e4165d12436be6407224633c94bb.pdf

² According to non-corrupt employer groups and small entrepreneurs who hire foreign workers and get them registered by themselves without having to go through an employment agency.

(MWG) has, however, found structural problems in the complex management operations and technical problems in the system through the government procurement process. It has a wide impact on workers and employers causing the high likelihood that more than one million workers could become undocumented. A clear example is the case of notification of entry into the labor system where the Ministry of Labor requires migrant workers to submit a request for notification of entry first, and must go and collect personal identity information with the E-Workpermit service center, after which the employer will be able to make such notification. It was found that the number of appointments to apply for entry notification of both workers and employers was very limited. If it is not possible to proceed in time according to the conditions for changing employers, which must be completed within 15 days from the date of accepting the worker to work, and when the employer is unable to notify within 15 days, there will be penalties according to the law for both the worker and the employer.

Recommendations

- Adopt an online One Stop Service system and public authorities exclusively address the problems through the online services. This can also prevent the recruitment of children under 18 who are prohibited from being employed in dangerous jobs from registering in the online system.
- Accelerate negotiations with countries of origin on the cost of documentation of workers at risk of double taxation and facilitating the collection of queue fees within the CI Center in cases where the CI preparation system cannot be completed in time according to the conditions of the CI Center. Consider the visa deferment conditions for at least 2 years until this problem can be resolved to prevent the emergence of undocumented workers and further labor shortages

2. Thailand's obligations and compliances with international treaties on the protection of migrant workers' rights.

Thailand has signed at least seven major international human rights treaties³ and 21 international labour conventions and two protocols.⁴ Certain core international labour conventions that have yet been signed by Thailand include the ILO Conventions No. 87 on Freedom of Association and Protection of the Right to Organise, 1948 and No. 98 on the Right to Organise and Collective Bargaining. Nonetheless, during the initial UPR review, Thailand offered a voluntary pledge to become a party to the two international labour conventions.⁵ However, they have failed to keep their word. During the subsequent 3rd UPR on Thailand, Sweden recommended that Thailand sign both conventions. Thailand, however, stated that they can't accept Sweden's recommendation.⁶

Thanks to the effort to participate in the signing of the Thai-European Union trade agreement and becoming a member of the OECD, the Thai government through the Ministry of Labour has initiated the amendments of its labor relations law including by removing the nationality requirements for workers to form a union. This will open up opportunities for migrant workers to form unions. Thailand also plans to sign two international labour conventions in

³ <https://humanrights.mfa.go.th/human-rights/core-international-human-rights-instruments/treaties-that-thailand-is-party/>

⁴ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102843

⁵ III. Voluntary pledges and commitments no.91 on page 23
<https://documents.un.org/doc/undoc/gen/g11/172/64/pdf/g1117264.pdf>

⁶ Recommendation number 52.13 on page 2 <https://docs.un.org/en/A/HRC/49/17/Add.1>

April 2025. Given the political instability in Thailand, until now it has not been possible to propose a draft law for consideration in the parliamentary system. In addition, there has been no progress in the attempt to sign the conventions. Politically, the opposition parties together with the labor networks have made an effort to present draft legislation related to collective bargaining and negotiation. But the bill is considered containing financial clauses which requires the prime minister's approval to proceed to the parliament. But the bill proposed by the opposition party was not endorsed by the prime minister. Insofar, it has not yet received a nod from the PM, as a result of which it may not proceed in the parliamentary system.⁷

On 24 December 2025, the UN Business and Human Rights Working Group presented a report on the situation of migrant workers during the 80th session of the United Nations General Assembly and identified challenges and offered recommendations regarding freedom to organize and conduct collective bargaining of migrant workers with reference to the network's reports.⁸ Failure to amend domestic law and sign the conventions will also leave nearly four million registered migrant workers with the Thai government facing challenges regarding their freedom of association and collective bargaining since the current labor relations law restricts the right to form a labor union and be a union committee member to Thai nationals only.

Therefore, the Thai government, as a member of the International Labor Organization and a founding member of the organization since 1919, must expedite the effort to ratify the remaining core conventions immediately.

3. Non-discrimination and access to labour rights protection

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https://www.parliament.go.th/section77/survey_detail.php?id=394#:~:text=%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B9%80%E0%B8%A0%E0%B8%97%E0%B8%A3%E0%B9%88%E0%B8%B2%E0%B8%87%20%E0%B9%80%E0%B8%AA%E0%B8%99%E0%B8%AD%E0%B9%82%E0%B8%94%E0%B8%A2%E0%B8%AA%E0%B8%A1%E0%B8%B2%E0%B8%8A%E0%B8%B4%E0%B8%81%E0%B8%AA%E0%B8%A0%E0%B8%B2%E0%B8%9C%E0%B8%B9%E0%B9%89%E0%B9%81%E0%B8%97%E0%B8%99%E0%B8%A3%E0%B8%B2%E0%B8%A9%E0%B8%8E%E0%B8%A3%20%E0%B9%80%E0%B8%9B%E0%B9%87%E0%B8%99%E0%B8%A3%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B9%80%E0%B8%87%E0%B8%B4%E0%B8%99,%E0%B9%80%E0%B8%99%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%87%E0%B8%88%E0%B8%B2%E0%B8%81%E0%B8%9E%E0%B8%A3%E0%B8%B0%E0%B8%A3%E0%B8%B2%E0%B8%8A%E0%B8%9A%E0%B8%B1%E0%B8%8D%E0%B8%8D%E0%B8%B1%E0%B8%95%E0%B8%B4%E0%B9%81%E0%B8%A3%E0%B8%87%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B1%E0%B8%A1%E0%B8%9E%E0%B8%B1%E0%B8%99%E0%B8%98%E0%B9%8C%20%E0%B8%9E.%E0%B8%A8.%202518

⁸ refer in the UN report as the reference number 24 which mentioned ‘...as its clear from stakeholders submissions and consultations that other major obstacles contribute to migrant workers’ exclusion from union membership and leadership position, and create difficulties in reaching and organizing them...’. <https://docs.un.org/en/A/80/171>

3.1 Employee Welfare Fund

Section 5 of the Labor Protection Act B.E. 2541 defines "employee" without referring to nationality. However, in practice, migrant workers are discriminated against in terms of their access to the Employee Welfare Fund. It is attested to by the case of 37 Myanmar migrant workers who were denied access to welfare fund on the grounds that the "employees worked illegally". The workers had to fight the case through to the Supreme Court for four years (2020–2022) and won the case. Eventually, the Labour Court ruled that "The decision to deny the migrant workers the payment of welfare fund is a judgment that goes beyond the laws and regulations and therefore is discriminatory."⁹

Nonetheless, following the defeat, the Ministry of Labour decided to issue a new regulation (February 2023)¹⁰ requiring that in order to have access to the fund, the migrant workers "*must be workers who comply with immigration laws and are allowed to work in accordance with the law on foreigners' working management and the law on fisheries only.*" And as workers filed a lawsuit with the Administrative Court to revoke the regulation, the Supreme Administrative Court ordered not to accept the lawsuit, claiming that the complaint was submitted more than 90 days after the due date.¹¹ Such regulation and judgment clearly reflect an attempt to impose discriminatory legal requirements unceasingly.

3.2 Workmen's Compensation Fund

The Workmen's Compensation Fund Act B.E. 2537 aims to protect all employees who experience danger at work without discrimination. It has, however, been found that migrant workers do not have legal rights due to the enforcement of the law. For example;

(1) As domestic workers are not included in the definition of "employee" under the law, they therefore do not receive protection, and;

(2) The Social Security Office has imposed guidelines to impede access to the benefits among migrant workers with legal status problems. Despite the judgment of the Supreme Labor Court and the Supreme Administrative Court laying down guidelines in 2015, the Social Security Office still ignores such legal precedence.

As a result, heir to the deceased migrant worker who died from work-related injury has filed the case with the Labour Court. Despite the employee's win, the SSO still managed to fight it on through to the Supreme Court. And as of March 2026, the Supreme Court's Labour Case Division decided to not review the appeal lodged by the SSO *citing that "the appeal does not serve public interest and legal precedence has already been made in such case and therefore the migrant worker won the case."*¹²

Even though the migrant worker won the case, but the Social Security Office has not yet issued a letter notifying the heir of migrant worker to receive compensation. It is also worth noting whether in other cases migrant workers or their heirs will have immediate access to the compensation fund, or not. For example, in the cases of heirs of migrant workers who died during the construction of the Office of the Auditor General of Thailand which was

⁹ <https://hrdfoundation.org/?p=7634&lang=en>

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<https://ewf.labour.go.th/attachments/article/114/%E0%B8%A3%E0%B8%B0%E0%B9%80%E0%B8%9A%E0%B8%B5%E0%B8%A2%E0%B8%9A%E0%B8%AF%20%E0%B8%9B%E0%B8%B5%202565.pdf>

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https://hrdfoundation.org/?p=8268&lang=en&fbclid=IwY2xjawQ3EJtleHRuA2FlbQIxMABicmlkETFPYkllVWsxYkFGckR2ZDFPc3J0YwZhcHBfaWQQMjIyMDM5MTc4ODIwMDg5MgABHqLMQzDlkOp1WRQgx39dfO8KkvKF97z_5Eow5GgNlsi2Qq_3PgbUNZI3Yt-t_aem_Oq-h17AWUk0vYT5B5fGhiA

¹² <https://hrdfoundation.org/?p=8332&lang=en>

shattered by earth quake, they have not yet had received compensation from the Fund. This is because the Social Security Office claims that the employer's name in the work permit did not match the actual employer's name. After one year, the workers' heirs have not yet received the compensation.

3.3 Social Security

Domestic workers and workers in fishery sector are still barred from having access to social security benefits that other workers have access to. In case of the fishery workers, this constitutes a breach of the International Labour Organization Convention no. 188 to which Thailand is a state party. In its Article 34 regarding social security benefits, it stipulates that all workers including fishery workers are entitled to benefit from social security protection under conditions no less favorable than other workers. It also does not provide the purchase of private insurance as an option.

In addition, the election regulations for the Social Security Board (announced on 8 July 2021) require that eligible voters and candidates must only be Thai nationals. This prevents more than one million insured employees without Thai nationality from being involved in the fund management. When migrant workers filed a lawsuit with the Administrative Court to revoke the regulations, the Supreme Administrative Court ordered in May 2023 not to accept the case, citing that the case did not fall under its jurisdiction, and the plaintiff filed the complaint with the court later than ninety days since the announcement of the election regulations.

Therefore, the Ministry of Labour must repeal secondary laws that are contrary to the Labor Protection Act and discriminatory against migrant workers in terms of their accessing labor rights and social protection in all cases

4. Migrant workers and the right to health

Thailand currently has more than three million migrant workers from four main countries including Myanmar, Laos, Cambodia and Vietnam, but only a small fraction has access to health insurance. Only about 300,000 workers have purchased health insurance under government policy and about 1.4 million workers insured in the social security system, which is still significantly lower than what it should be. This reflects the gap in access to health rights. To apply for work permits, it is stipulated in the Ministry of Labour's Notifications that health examinations and health insurance can be carried out at both government and private hospitals. In 2025, a number of employers encountered a problem of fake medical certificates. or the issuance of more than 400,000 documents without the actual examination. Meanwhile, certain health facilities have not yet been certified by the Department of Health Service Support. The government hospitals also have limited access to online system as the health examination and health insurance documentation network has not been made online. This has caused problems for employers as they had to rescan and submit the documents again.

This not only creates inequality in terms of health benefits, but it also indicates a favor practice that benefits private health corporations rather than taking into account public health safety. It was also found that many employers and migrant workers who purchased private insurance for six months, while awaiting medical treatment rights from Social Security, are not registered as insured persons subsequently as required by law. Upon the expiration of their private health insurance, these migrant workers are left with no health insurance coverage at all.

Public relation problems also give rise to a lack of information about the benefits. Other key hindrances including unfriendly attitude of the officials and long distance to medical facilities. As a result, many migrant workers are unable to fully access services, or do not receive the benefits that they deserve. There is also the problem of collecting additional expenses inappropriately and practices that may violate rights, such as the retention of personal documents. This simply reinforces the inequality in access to the health system for migrant workers in Thailand.

Therefore, the Ministry of Labour and the Social Security Office must minimize restrictions regarding the requirement of personal documents that are pending the process to apply as insured persons. An effort should be made to link up work permit documentation data and the Social Security Fund. Measures should also be meted out to encourage employers to register their workers as insured persons and pay contributions as required by law. In the case migrant workers are required to get registered, but their employers have failed to do so, or failed to pay contributions, if the workers have met all requirements to access benefits from the Fund, they should be allowed to have such access and an effort can be later made to get the employer to act accordingly to the law.

The Ministry of Labour and the Ministry of Public Health must establish guidelines for health examinations and health insurance for migrant workers directly at government hospitals and ensure the data is linked up between the two settings. This can facilitate the application for work permits. Access to health services for migrant workers and to minimize a risk due to the limitations of private insurance.

5. Access to education among migrant children

Despite Thailand's adopting of an "Education for All" (EFA) policy, but in practice, there are still more than 200,000 - 300,000 school-age migrant children (according to data from the Migrant Working Group (MWG) and the United Nations agencies) in Thailand who do not have access to the public school system. The Migrant Learning Centers (MLCs) have to function as the main mechanism to accommodate up to 40-50 percent of this group of children.

Government orders to shut down MLCs in various locations¹³ have thus impacted tens of thousands of children. This makes them more vulnerable to exploitation, child labor, and human trafficking. This situation reflects structural obstacles that go against the spirit of the Constitution of the Kingdom of Thailand B.E. 2560's Article 54 and international obligations such as the Convention on the Rights of the Child (CRC), the Education for All (EFA) declaration and the ASEAN Declaration on Strengthening Education for Out-of-School Children and Youth (OOSCY). Although the cabinet resolutions allow undocumented people to have access to education free of charge, but there are limitations regarding public school capacity to accommodate students, language barrier, and age/documentation requirements. As a result, many children still rely on MLCs as their only option.

Therefore, the Migrant Working Group (MWG) calls on the government to immediately suspend the orders to close down learning centers and the legal actions against private schools and an effort should be made to survey learning centers throughout the country in order to allow them to get registered as "Alternative Learning Centers". Instead of cracking down on them, the MLCs should afford a legal status and be considered a strategic

educational partner. They should be, in collaboration with the Ministry of Education, allowed to operate under the minimum standards to develop appropriate educational management. An effort should also be made to ensure equitable resource allocation. develop a per-head funding mechanism to cover all children studying in registered learning centers to reduce the burden on the state in building new schools. A referral system should be made and cooperation forged to ensure the transfer of credits and academic results between learning centers and public schools. so that children can seamlessly enroll into the main education system.

6. Responsibilities of business sector and human rights

6.1 Employer Pays Principle

Until now, Thailand's business sector tends to minimize production costs by turning to cheap migrant labor from neighboring countries to replace domestic labor. This has given rise to a brokering process to illegally recruit workers from the countries of origin. Migrant workers are required to pay high fees while in their country of origin in exchange for facilitating illegal entry to work in Thailand. Governments in both Thailand and the country of origin recognize this problem and have signed interstate labor recruitment agreements to minimize such risks.

However, the Migrant Working Group (MWG) has launched the Report on the Impact of the Thai Government's Migrant Worker Amnesty Program and Forced Labour Risk¹³ which found that more than 90% of migrant workers who are unable to complete labor registration themselves have to rely on employers, brokers and recruitment agencies, and 79% of migrant workers are charged an inflated fee for registering as a worker. They also incur debts from having to pay the service fees and service debt of the employer or the broker who made advance money payment for them. This makes workers vulnerable to becoming forced labor.

The network has compiled a list of cases in which assistance has been provided to migrant workers in the fishing industry. It was found that workers in the fishing industry still had their documents retained by their employers as collateral for repaying debts from labor registration,¹⁴ similar to the finding in the Migrant Working Group (MWG)'s report.

Therefore, the government should establish a legal framework and adopt a mechanism to inspect establishments using migrant workers to ensure they should bear the labor recruitment and related costs based on the "Employer pay principle"¹⁵, and such expense should be incorporated into the production costs borne by the entrepreneurs.

6.2 Human Rights Due Diligence

The government has adopted plans to ensure a mandatory Human Rights Due Diligence. An effort has been made to consult with stakeholders including civil society to solicit their opinions and recommendations regarding the drafting of the legislation. Representatives of civil society have invoked cases of human rights violations, many cases of which are directly related to the business chains of contractors, subcontractors, and suppliers. Yet such due

¹³ <https://mwgthailand.org/sites/default/files/2023-04/Report-on-the-Impact-of-the-Thai-Governments-Migrant-Worker-Amnesty-Program-and-Forced-Labor-Risk.pdf>

¹⁴ <https://hrdfoundation.org/?p=4291> See page 12 of the report

¹⁵ <https://www.ihrb.org/employerpays/the-employer-pays-principle>

diligence process has failed to ensure respect of labour rights, particularly in areas declared Special Economic Zones. **Therefore, apart from ensuring the drafting of law on mandatory due diligence**, the state should also plan to work with the Federation of Thai Industries and the Chamber of Commerce by signing a Memorandum of Understanding (MoU) to promote business operations that respect human rights and to raise the awareness and encourage members of the Federation of Thai Industries and Chambers of Commerce to participate in the human rights model organization project. Such businesses will be then required to prepare a human rights due diligence report [1] covering their partner businesses or those in the supply chains. This can be a measure to prevent abusive exploitation of workers and such report should be disclosed to the public to raise the awareness and to facilitate further investigation.

6.3 Inspection of government procurement

The National Action Plan on Business and Human Rights on human rights due diligence is focused on responsibilities of business sector. The Migrant Working Group (MWG), however, opines that the state can play a role as an actor in the economy. At present, the Government Procurement and Supplies Management Act B.E. 2560's Section 8 states only that procurement and supplies administration by a state agency must generate optimal benefits to the state agency and be consistent with the principles of cost-effectiveness, transparency, efficiency, effectiveness, and accountability in the procurement process. The Network opines that the law still lacks important principles in monitoring human rights through government procurement. There have been case studies in which labor rights have been violated by the companies or their contractors that win bids for government development projects.¹⁶ There are also risks related to occupational health and safety, such as the case of many workers, including migrant workers, who are exposed to work hazards during the construction of a government building that collapsed during an earthquake.¹⁷ And the public became interested as to how the government procurement process can lead to the loss of workers in the construction sector.

Therefore, the preparation of HRDD law should ensure it is mandatory to inspect companies that win bidding of state or state enterprise projects throughout the supply chains to ensure genuine sustainable economic growth.

7. Forced labour and human trafficking

Thailand has amended laws in response to an increasing number of problems stemming from forced labor and human trafficking. But in practice, there is still a continuous pattern of structural exploitation, especially the retention of personal documents, the restrictions and obstacles imposed to prevent any alternation of the workers' registration, and the incurring of debt due to recruitment costs. This leaves migrant workers in a state of forced dependency and are unable to leave their jobs at will. Such problems are widely found in many sectors. Including the fishery sector, which has closed operations and is difficult to monitor¹⁸. A lack of legal status has even compounded vulnerabilities of migrant workers.

A case study of human trafficking in a sugarcane plantation in Kanchanaburi province, where 14 migrant workers (including three children) were lured, detained, had their documents confiscated, and subjected to violence, highlights a significant gap in the justice system. The

¹⁶ <https://prachataienglish.com/node/10221>

¹⁷ <https://mwgthailand.org/en/press/1743422336>

¹⁸ https://hrdfoundation.org/wp-content/uploads/2023/09/Fact-Sheet-No.1_Document-Retention_Publish1.pdf

court's acquittal of the human trafficking charges prevented the victims from fully accessing their rights to redress¹⁹. This case sheds light on the limitations in interpreting the elements of the crime and protection mechanisms that are inadequate to address current forms of exploitation.

Therefore, the state should urgently develop standards for screening and protecting victims covering all forms of structural forced labor, while enhancing the capacity of officials to interpret and enforce the law in accordance with today's context. An effort should be made to guarantee access to justice without affecting the legal status of workers, coupled with regulating labor recruitment based on the "employer pays" principle and effectively prohibiting the retention of documents, in order to concretely prevent forced labor throughout the supply chain.

8. Migrant workers in sea fishery sector

Workers in the sea fishery sector are highly vulnerable to human trafficking, forced labour and child labour.²⁰ Although Thailand has ratified the ILO C188 since 2019 and has promulgated the Labour Protection in Fishing Work Act, B.E. 2562 since 2019, there are still significant gaps in its enforcement.²¹ Migrant workers in the fishing industry continue to face structural exploitation, such as the confiscation of their personal documents, debt incurred from job placement fees, and restrictions on changing job types. These are significant factors contributing to forced labor. Furthermore, they face limitations in accessing social security and welfare benefits, as laws allow employers to choose to provide benefits through private insurance instead of the social security system. As a result, many workers receive benefits below the standards set forth in Article 34 of Convention C188.²² Furthermore, there are concerns about attempts to lower the minimum age for fishing labor and the lack of adequate occupational health and safety protections, which could lead to the worst-case scenario of child labor. Meanwhile, inspection and complaint mechanisms are not effectively accessible, especially when workers are at sea or under the control of their employers.²³

Recommendations

- Amend the Labour Protection in Fishing Work Act, B.E. 2562 ensuring its complete

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https://hrdfoundation.org/?p=8425&fbclid=IwY2xjawRC26ZleHRuA2FlbQIxMABicmlkETFhWEFBNzQ2U3pRRlpNR2Jkc3J0YwZhcHBfaWQQMjlyMDM5MTc4ODIwMDg5MgABHls_ti3rUw5Yv6xfFbP51ckeHxBZ8vJdUWL3W6G1A0N4Zf68Djhuykoa2ND_aem_9eHM01dtji7iaLNwhtu2A

²⁰ Environmental Justice Foundation, (2023), Thailand's progress in combatting IUU, forced labour & human trafficking: EJF observations and recommendations volume 10, 2023 <https://ejfoundation.org/reports/thailands-progress-in-combatting-iuu-forced-labour-human-trafficking-ejf-observations-and-recommendations-volume-10-2023>

²¹ Migrant Working Group, (2023), Briefing on Thailand's Fisheries Legislation Developments <https://mwgthailand.org/en/press/1711265235>

²² Migrant Working Group, (2023), Report of the study of legal and practical gaps regarding the law on labour protection in fishing work following Thailand's ratification of the International Labour Organization Convention No. 188 on Work in Fishing Convention, 2007

²³ Migrant Working Group, (2023), Report on the review of compliance of Thailand's labour protection laws in fishing work with the International Labour Organization Convention no. 188 on Work in Fishing Convention, 2007 https://mwgthailand.org/sites/default/files/2023-07/Report%20on%20the%20review%20of%20compliance%20of%20Thailand's%20labour%20protection%20laws%20in%20fishing%20work%20with%20the%20International%20Labour%20Organization%20Convention%20no.%20188%20on%20Work%20in%20Fishing%20_0.pdf

compliance with C188 by mandating that all fishing workers must be registered with social security system and rescinding private health insurance option.

- Impose strict prohibitions against document retention and apply “employers pay” principle throughout the recruitment process
 - Review and impose minimum wage of fishing workers in compliance with international standards and the ILO Convention no. 182
 - Develop occupational health and safety standards, including minimum standards for food, drinking water, and safety equipment on board the boat
 - Strengthen maritime inspection mechanisms and provide opportunities for civil society to participate in monitoring law enforcement
 - Develop the capacity of officials to screen and protect victims of forced labor and human trafficking in the fisheries sector.
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***Note:** This report is prepared by the Migrant Working Group (MWG), a network of non-government organizations working on issue of health, education and migrant workers’ rights in Thailand. The MWG is a platform for exchanging information and analyzing the root cause of problems among member organizations. MWG collaborate with members set agenda for mobilizing campaigns and advocacy activities with state sectors, academic institutions, and civil society organizations (CSOs) for migrant workers’ fundamental rights to ensure better quality of life. This submission is endorsed by following member of MWG: Environmental Justice Foundation (EJF), Human Rights and Development Foundation (HRDF), Labour Rights Foundation (LRF), World Vision Foundation (WVF), Raks Thai Foundation, MAP Foundation and Solidarity Center, Thailand

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