

**THE OUTLOOK OF THE FISHING INDUSTRY UNDER THE  
LIMITATION OF THE LABOUR FORCE IN THAILAND**



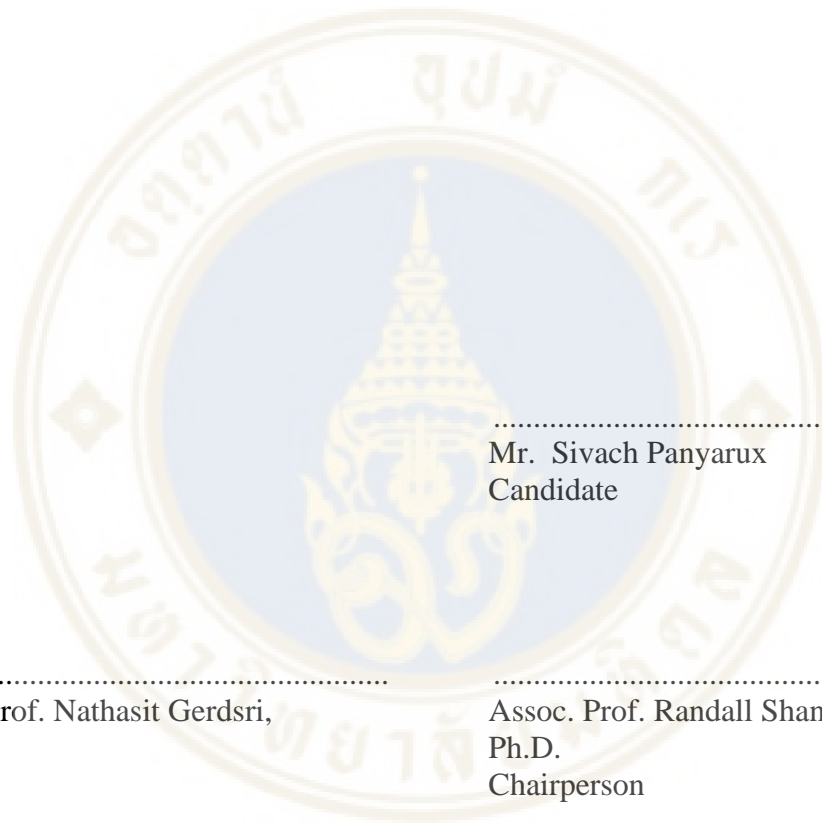
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entitled  
**THE OUTLOOK OF THE FISHING INDUSTRY UNDER THE  
LIMITATION OF THE LABOUR FORCE IN THAILAND**

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Sivach Panyarux

## **THE OUTLOOK OF THE FISHING INDUSTRY UNDER THE LIMITATION OF THE LABOUR FORCE IN THAILAND**

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### **ABSTRACT**

The fishing industry plays a very big role in the economic and social development of Thailand. The objective of this report is to reflect on evidence of current labour policies that have been deployed and to develop measures that can improve the enforcement and implementation of current labour force practices. The study focuses on measures that can be taken to overcome the shortage of local labour force in Thai fishing industry. Various literatures are gathered on human trafficking, migrant workers, poor condition, shortage of Thai workers in the industry, automation and government actions. To measure it primary data is gathered using quantitative and qualitative analysis which include employee and employer for quantitative and in-depth interview with fishing industry experts. The outcome of the study reflect on that exploitation and Human trafficking has been the case, followed by poor implementation by Government on strict laws and regulation. It is recommended of Thai government to issues by scrapping antiquated fishing law and established law to meet the labour stands of “International Labour Organization Treaty. Furthermore, the government will be required to extend their support towards automation in all areas of the fishing industry.

**KEY WORDS:** Thai Fishing Industry/ Labour Force/ Migrant Workers

58 pages

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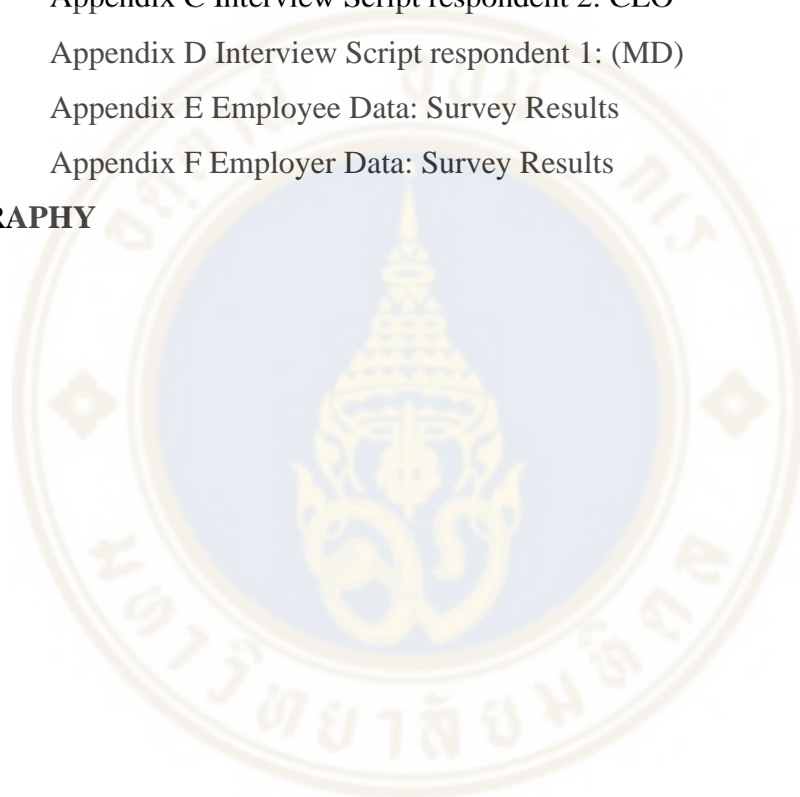
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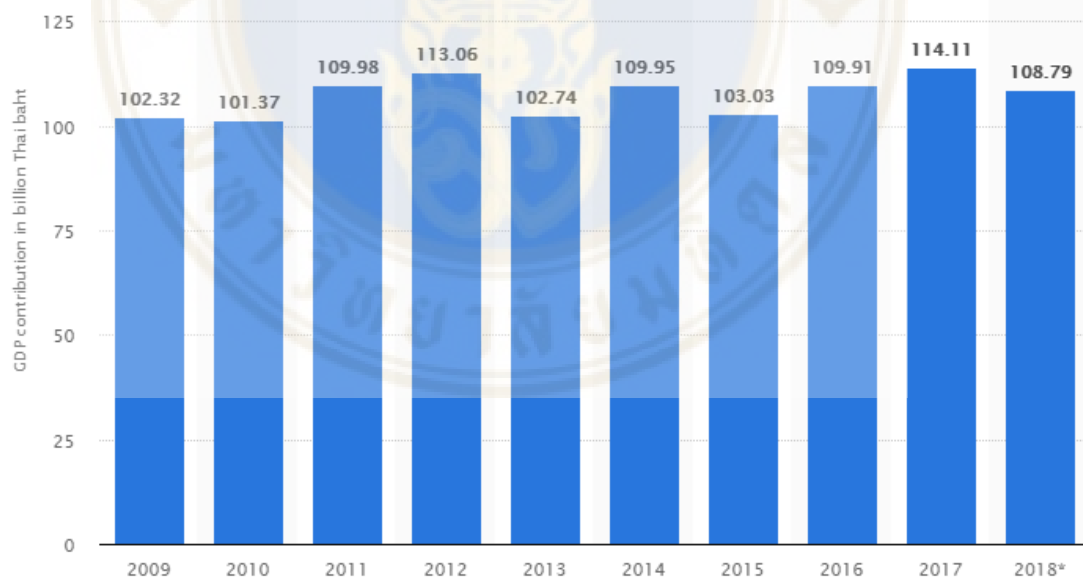
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## CHAPTER I INTRODUCTION

### 1.1 Research Background

The fishing industry plays a very big role in the economic and social development of Thailand. The country benefits significantly from their long coastal stretch of 2,700 km. The fishing sector of Thailand gained significant growth over the years as technology has improved and new fishing gear have been employed, new fishing grounds have been explored, facilities have developed, infrastructure and fishing vessels have improved (Panjarat, 2008).



**Figure 1.1 GDP from Fish and aquaculture sector in Thailand (Statista, 2020)**

In early 2018, Thailand fishing production was estimated at more than 2.4 million tonnes. More than 450,000 workers are engaged in this sector and in terms of export Thailand is ranked only 3<sup>rd</sup> after China and Norway (FAO, 2019).

Thailand though lacks a number of workers as there is high demand for fishers and most of this position is filled up by migrant workers. There are limitations in the industry regulation due to lack of proper territorial jurisdiction, inability of authority to conduct their regular mandates and insufficient resources. Which has not only resulted in over-exploitation of marine life but also widespread exploitation of workers, which include human trafficking and forced labour. The international treaties and national fish laws do not match the reality faced by the fisherman in the locality. The current participation of fishermen is built based on the existing pattern and trend within the region. Implication of better fishery management would create sustainable practices within the industry and compliance with the laws and regulation set by government or industry organization will be locally accepted and participation of local fishermen will increase (Chan et al., 2007).

The issues currently impacting the fishing industry are of poor management, regulation, policies and licensing on the fishing activity. This has been furthermore disregarded by the role played by its industry, community and private sector which have maintained lower standards of operation. The current local fishery management in Thailand which has been furthermore negatively influenced through social media and news impact people's perception. This perception is built in Thailand which is the third largest exporter of fish products due to poor enforcement and involvement of the central government. Though there have been few studies on Thailand market in identifying solutions on shortage of labour force (Hansen et al., 2011). Arrival of migrant workers and their excess workload followed by poor work conditions, exploitation and financial penalty have put major questions on the employment practice in Thailand, this has resulted in shortage of local workforce who find the fishing industry as a dangerous and harsh industry to be part of (Pearson & Punping, 2006).

## **1.2 Research Objective and Question**

The objective of this report is to reflect on evidence of current labour policies that have been deployed and to develop measures that can improve the enforcement and implementation of current labour force practices. The study gathers relevant data on the condition of the labour force in Thailand commercial fishing sector and presents policies and practical responses to eradicate the current limitation.

The question that this paper would address is: To identify measures that can be taken to overcome the shortage of local labour force in Thai fishing industry.



## **CHAPTER II**

### **LITERATURE REVIEW**

#### **2.1 Human Traffic**

Globalization has led to many new business opportunities around the world and some non-ethical and illegal businesses may get benefit from this process, such as the human trafficking business. Globally, 27 million humans are victims of this business and it ranges from different age segments to all the gender (United States Department of State, 2013). The human traffic business is not purely classified as illegal, some human traffickers, are involved in providing worker and aim to transfer workers to the rightful places (charge large sum of money), but other send child labour, slavery, and smuggling. As per High commissioner for Human Rights (OHCHR), "the distinction between trafficking and migrant smuggling is a legal one and may be difficult to establish or maintain in practice" (2010 p 34).

#### **2.2 Human Traffic in Fishing Industry**

The improvement in the Thailand economy and education has resulted in a desire for skilled jobs within Thai people. The Thai employees have turned away from low skilled work, such as the labour-intensive work. This has created a shortage of workers in some industries, mainly the fishing industry. To cover up the shortage, the migrant workers are hired to do low-skilled and low wages work. There are over 200,000 migrant's workers in the fishing industry and the majority of them are from Myanmar, Laos, and Cambodia (Vasuprasat, 2010). The employer hires these workers and makes them work for longer hours, with low and unpredictable pay, physically demanding work, and long days to stay on seas for fishing, even with those poor conditions and lack of rest. The workers from poor

nations are willing to work and take that job, as there is no work opportunity in their country. Willing to take the risk to work as an illegal worker, provides a perfect opportunity for human trafficking to hire them and be abuse and exploited by the trafficker (Martin, 2004 & Mirror Foundation, 2011). As the nation experiences shortage of 10,000's workers and the shortage continue to increase, the prevalence of human trafficking, resulting in making the nation as the most notorious nation for that practice. AS per US state department's 2012 Trafficking in Persons (TIP) report designates Thailand as "a source, destination, and transit country for men, women, and children subjected to forced labour and sex trafficking".

Moreover, the fishing sector of the nation is subject to most amount of human trafficking cases and as per the TIP report "a significant portion of labour trafficking victims within Thailand are exploited in commercial fishing" (p 69).

### **2.3 Migrant Workers in the Thai Fishing Industry**

The most misuse, harassment cases in the forced labour practices are recorded in the fishing industry globally and similar harassment cases are recorded in the Thai fishing industry. Some of the cases are highlighted in the media or reported to the authority, which includes the governments and NGO's (Brennan, 2009 & Hodal and Kelly, 2014). Many migrant workers are working in the Thai fishing industry, some of the workers are documented and some are undocumented (Brannan, 2009 & Coning, 2011) "of which many migrate under extremely precarious conditions that make them vulnerable to forced labour intermediaries" (Chantavanich, Laodumrongchai and Stringer, 2015).

According to Pearson (2006), many illegals migrate into Thailand through informal agents and subject to harassment and human trafficking. Due to the demand and availability of undocumented workers, the working conditions in the fish industry is poor and the workers are paid lower wages and take the risk to be caught working without a work permit and Thai laws (Robertson, 2011).

## **2.4 Working Condition**

The workers in the industry experience poor working conditions and many migrant workers are directly sold to the owner of the boat, as a term in Thai refers as "ka Hua", the price paid before any wages is paid to the worker (Huguet, et al., 2011). This results in many migrants working for months before receiving any wages or pay for their work. An International Organization for Migration report indicated that many of migrant's fisher remain on boats working, with some working for up to 20 hours a day, without getting paid. They being physically abused, threatened and beaten are common practice carried by the owner (United Nation Inter-Agency Project on Human Trafficking, 2009). Therefore, the worker in the fishing industry is subject to poor working conditions.

## **2.5 Registration for Migrant Workers**

The employer needs to follow three to four steps while hiring migrant workers legally (Office of Foreign workers, 2014). It begins, with the individual or employer to inform the provincial employment office, about the intention to hire a migrant worker and fill in the request application. This process needs to comply with the region of hiring, moreover the Thai regulation limits the number of foreigners to be hired and in some fields follow the quota to limit the ratio of foreign to Thai workers. In the second step, the employer submits a request for permission to the worker, where the process is divided into two-stage. First, the employer needs to submit the paper to obtain a Non-B visa and the work permit later, the visa and work permit is issued by a different government department. The Thai policy does not allow some jobs in the nation to be performed by foreigners, however, the ASEAN nations have different regulations to be followed. In the final step, the submission of a formal request for a work permit is made. The law is to hire 4 Thai's workers to issue one work permit to the foreign worker (Bussi and McQuay, 2015).



## **2.6 Shortage in the Industry**

The Thai government invest and develop programs to convert the industrialized nation to de-industrialized, this result in many Thai's workers changing their work and be part of service sector industry and fewer leave to work in the primary sector, such as fishing, resulting in a shortage of works in the primary sector and automation in the fishing sector aids in creating further shortage (Morgan and Staples, 2006). Therefore, the workers in this industry are recruited in three methods. First, the brokers in the migrant's country directly contact the employers and charge a fee of THB 2,000-20,000, that amount the employer deducted from the employee's wages. Second, employers recruit through the brokers and bear the cost. Third, is the way the workers can get a job by getting referred to (Daily Mail, 2015 & Environmental Justice Foundation, 2010). In all cases the worker is paid less and works for 20 hours per day and stays at seas for weeks (Chantavanich, Laodumrongchai and Christina, 2016). Hence, this process aids in reducing the shortage to some extend but result in increasing the human misuse of the worker and open opportunities for the human trafficking business.

## **2.7 Working Condition and Employment Practice Found in Fishing Industry**

The developed nations have shown concerns with the employment practice carried in the fishing industry in Thailand. The major players have issued a Yellow card to the nations. The employers are violating the human right in the industry and workers are often working longer hours without any overtime to be paid or holidays. There are a number of cases of beating and harassment against illegal migrant works being reported (Martin, 2011). The workers work non-stop, regardless of getting sick and work 20 or more hours a day. The vessels do not provide ideal space for resting, and the meals provided are of low quality (National Fisheries Association of Thailand, 2012). Moreover, a culture of slavery is taken place in the industry and employers pay lower wages as well (Mirror Foundation, 2011).



## 2.8 Automation

The Thai fishing industry has modernized greatly, as in the 1960s the marine fisheries were concentrated near the coastal area and with traditional equipment, such as the bamboo traps, this tradition remains for centuries. However, since the 1970s the industry changed and automation began, with numbers of vessels, new fishing tools were imported, which aided the fisherman to fish deep in the ocean (Panayotou and Jetanavancii, 1987). As per World Fish Centre expert, “the Thai fishing industry has gone through a textbook example of rapid modernization and industrialization of the fleet in the 1970s and 1980s, which led to overfishing” (Janogsky, 2012). Thai fishing industry understands the automation and exploitation capability, in the 1980s compared to the high-income nation, the industry exceeded the resource management capabilities of the Thai Government. This achievement was possible due to the technological sophistication and new fishing tools. The large scale of fishing operations become virtually immune to the government management and regulation, the strong financial support, the growing demand in the industry (Asia-Pacific, 2015). Thai government banned the fishers from using certain types of fishing gear within three kilometers of the coast. However, there are not many restrictions on trawl net mesh size. This resulted in fishermen catching undersized fish and dumped in with trash fish in the production of fishmeal. In order to save the environment and fishing industry for the long term, the Thai government has placed a number of restrictions for fishing and limited the sort of equipment used to fish. In the 21st century, the fishing sector is modernized but with close supervision of the government, resulting in lower productivity and the fishing sector is limited to expansion (Morgan and Staples, 2006 & Panjarat, 2008). Hence, this aids in creating more opportunities for migrants’ workers to be employed. The section below discusses the policies the government created to improve the condition and limited the illegal workers in the nation in the next section.

## **2.9 Government Action to Improve the Condition**

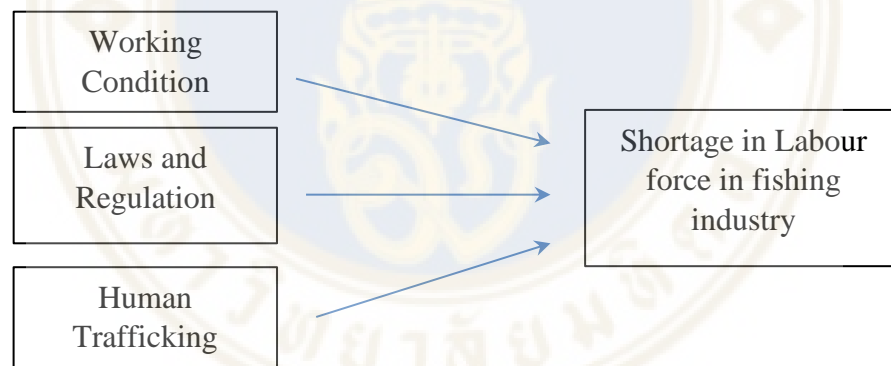
The Thai government is actively looking into the matter to improve the labour condition in the fishing industry (Human Right Watch, 2018). Despite these efforts, the Human Rights watch are unhappy with the nation's performance, to encounter the human right issues and misuse of the law force. In a report of "Human Chains: Rights Abuses and Forced Labour in Thailand Fishing Industry", suggest that migrant fishers from neighboring nations are often trafficked into fishing work, and the workers are not allowed to change the employers, uncertain periods of payment, very low payment, does not have the right to form labor unions and they are not protected by the Thai labour department. This led them to get yellow card warnings from the EU and another major player in the market, the USA has placed Thailand on the Tier 2 watch list in its latest Trafficking in Persons.

Many of the developed nations ensure that exported seafood is from the employers who are not employing illegal workers or misusing the right of the labour. This has pushed the authority in the nation to take measures against Human Traffickers in the nation. However, Brad Adams said, "yet despite high-profit commitments by the Thai government to clean up the fishing industry, problems are rampant". The human traffic continues in the industry. The Thai government is responding to issues by scrapping antiquated fishing law and creating a policy/regulating the fishing industry. The labour minister has reviewed and changed the "Labour Protection in Sea Fishery Work, 2014 Act", the key areas of the protection are dealing with wages issues, pay must be made monthly, with required days off, and less number of days on the sea, along with the working condition on the fishing vessels. The Thai government has taken a number of steps to support the migrant workers, by providing opportunities, with department supporting the employment in the nation, and established law to meet the labour stands of "International Labour Organization Treaty", to meet the guidelines set by the global player and save its exporting seafood industry (Human Right Watch, 2018).

## 2.10 Action by Non-Government Stakeholders

The government can make the policy and law to protect, but another player in the market must take some step to improve the condition of the workers such as, implying the programs in the business practice that promotes GLP standards among the business. The NGO's required to build up the team to ensure the GLP standards awareness is created and followed by the employers. Encourage employers to hire the right people from the right channel and avoid any child labour to occur in the market. The NGO's need to ensure that all the brokers in the industry are registered and charge the registration fees of migrant workers to be paid by employees hiring a migrant worker (International Labour Organization, 2015). Lastly, the NGO needs to develop the department to deal with the illegal migrants' issues and avoids any employers taking advantage of the worker.

Based on the literature presented above, the following framework was formed to measure limitation and shortage in the labour force in the fishing industry.



**Figure 2.1 Conceptual Framework**

## **CHAPTER III**

### **METHODOLOGY**

#### **3.1 Introduction**

The main objective of the research is to identify the factors and variables that have an impact on the fishing industry under the limitation of the labour force in Thailand. In order to determine the important factors, it is vital to evaluate and analyse the fishing industry. The study is conducted based on processes such as research philosophy, research design, research approach, data collection, data analysis and Ethics. In which, research philosophy is a conceptual framework to analyse the opinion and to measure the authenticity of data. It is categorized into two main approaches such as positivism and interpretivism. Though, both positivism and interpretivism approach will be used in the research. In addition, research design is used to design overall strategies to use different elements to perform the research in a logical way. It is categorized into three main forms of study such as exploratory, explanatory and descriptive. In which, the exploratory and descriptive are preferred to be used in order to gain the insight of limitation of labour force. On the other hand, the research approach is classified into two main approaches of primary and secondary. The researcher uses mix methodology to perform the study.

The previous study will be used based on evidence of current labour policies that have been deployed and to develop measures that can improve the enforcement and implementation of current labour force practices. The study focus on gathering information related to human trafficking, migrant workers, working condition. Secondary research is implemented where previously conducted study and published data is used to gather the information related to limitations and threats posed by the labour force in the fishing industry in Thailand.

### **3.2 Research Philosophy**

Research philosophy is classified into three philosophies, positivism, pragmatism and interpretivism. The scholar chooses positivism and interpretivism philosophy. This study is performed based on both philosophies because using a mixed methodology which helps in gathering the reality of perception on the outlook of the fishing industry under the limitation of the labour force in Thailand. Therefore, it portrays the clear view of reality based on normal law. It provides the anticipated result based on nature. So, it assists in acknowledging the human behaviour via observation through experience.

### **3.3 Research Design**

The main motive of study is to identify the outlook of the fishing industry under the limitation of the labour force in Thailand. The perspective of the fishing industry helps in understanding the current generation limitation of the labour force. This study is performed using both qualitative and quantitative study which allows the researcher to conduct the study based on the thematic analysis and survey questionnaire. The thematic analysis analyses thoroughly how the respondents react toward the limitation of labour force and survey questionnaire is performed on employee and employers to measure quantitative data (McKee, 2003).

### **3.4 Research Procedure**

The research process is to find the strategy to understand the outlook of the fishing industry under the limitation of the labour force in Thailand and evaluate it (Malliari and Togia, 2016). In addition, the process of study is to connect the topic of study with research objectives to ensure that the collected information is correct and accurate as per study. Therefore, the research process should be linked with research philosophy. In addition, the questionnaire will consist of screening questions, demographic questions,

general information and interview questions. The interview and questionnaire is set to spread among the target audience.

### **3.5 Data Collection**

Data collection is collected through survey questionnaire and interview (Patton 2002). Collecting data through survey questionnaires and interview or focus groups, it assists in understanding the perspective of participants, feelings about the outlook of the fishing industry under the limitation of the labour force in Thailand. The survey questionnaire is performed among 100 respondents which will include the employees and employer within the fishing industry. On the other hand, qualitative method is categorized into four factors such as (a) Individual interviews; (b) group interviews; (c) observation; and (d) review of documents (Marshall and Rossman 2006). To perform this study, the researcher prefers a survey questionnaire and interview which will be analysed based on thematic analysis.

### **3.6 Interview**

The interview will be conducted on two experts of the Thai fishing industry as a tool to collect the information based on the outlook of the fishing industry in Thailand. The gathered information will be analysed and provide the in-depth analysis to give the researcher an in-depth understanding and idea of the current situations and the outlook of the industry.

### **3.7 Survey Questionnaire**

The questionnaire will distribute to 100 respondents from the total audience of employees and 50 respondents of employers in the area of Songkhla and Pattani, Thailand. The survey questionnaire is created on Google form and the link will be shared with the

audience who meets the questionnaire's requirement. There will be a translated version of the questionnaire for those who cannot understand English. The questionnaire is easier to collect large data within a limited period of time.



## **CHAPTER IV**

### **FINDINGS**

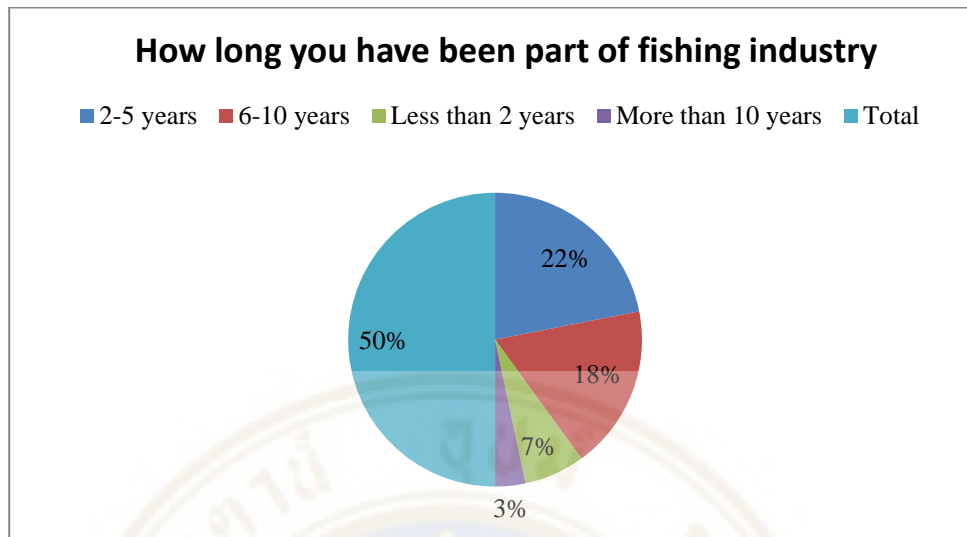
This section of the study will focus on identifying the outlook of the fishing industry under the limitation of the labour force in Thailand using the primary data gathered through employers and employees using both questionnaires and interviews with the experts. The data presented below is for employees and employers with 106 employees participating and 55 employers in this survey. SPSS was used to analyse the data. In the case of an interview, thematic analysis was used to acquire a deeper understanding of the topic of the research.

#### **4.1 Employee Data: Survey Results**

##### **4.1.1 Screening Data**

Firstly, the data presented below is for employees and 106 respondents participated. However, 1 respondent ends the questionnaire in screening, hence data of 105 respondents is analysed using descriptive and correlation analysis.



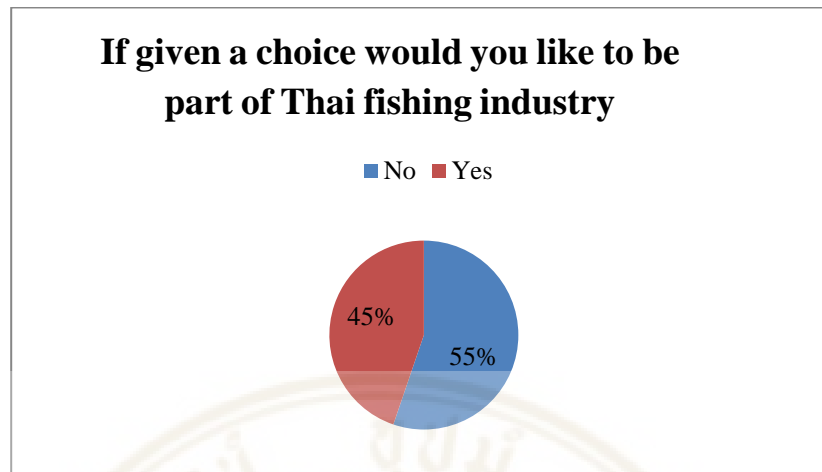


**Figure 4.1 How long have you been part of the fishing industry?**

The respondents were asked how long they have been part of the fishing industry and nearly 44% of the respondents have been part of it for 2 to 5 years. 36% have been in it for 6 to 10 year. 13% less than 2 years and 7% more than 10 years. The data shows that the participants do have some understanding and knowledge regarding the Thai's fishing industry and its nature.

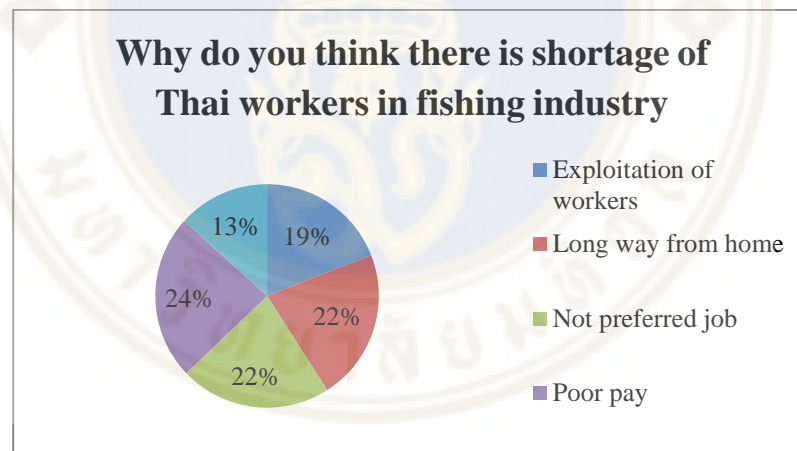
#### **4.1.2 Personal Information**

The survey is open to all genders, however due to mainly being high level physical work, most of the respondents are expected to be males. The data indicate 78% male and 22% females participated based on this survey. Next, the respondents were asked on age group and close to 47% were in the age group of 26 to 30 years old. 35% were from 21 to 25 years old. The least number were 10% and around 9% of under 20 years and more than 30 years. The respondents were asked regarding their relationship status and 53% of the employee respondents are single, followed by around 29% being in a relationship and 18% being married.



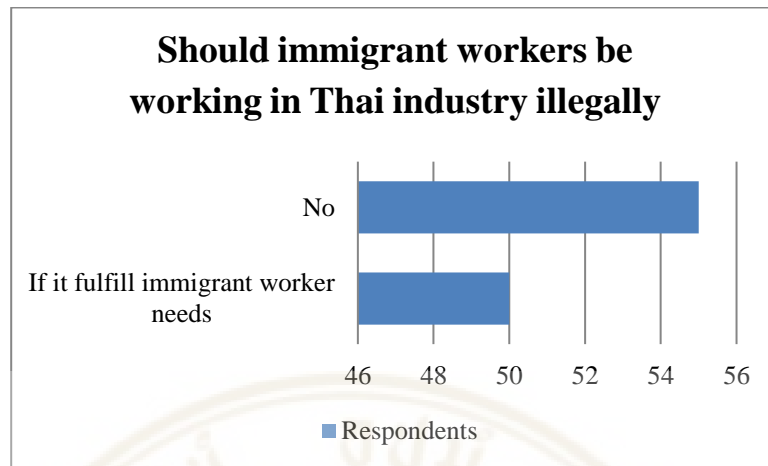
**Figure 4.2** If given a choice would you like to be part of Thai fishing industry

The respondents were asked if they were given a choice, would they like to be part of the fishing industry and 55% state no and 45% say yes to be part of the fishing industry.



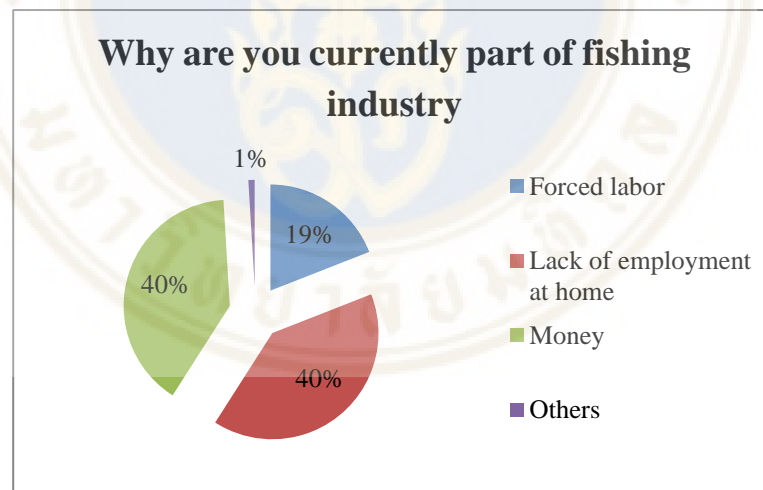
**Figure 4.3** Why do you think there is shortage of Thai workers in fishing industry?

The respondents were further asked on why there is a shortage of Thai workers in the fishing industry and 24% believe its poor pay, followed by 22% opting for a not preferred job and long way from home. 19% say exploitation of workers and 13% state poor work conditions.



**Figure 4.4 Should immigrant workers be working in Thai industry illegally?**

Next respondent was asked if immigrant workers should be working in Thai industry illegally and 52% say no, whereas around 48% state if it fulfils the immigrant worker needs.



**Figure 4.5 Why are you currently part of fishing industry?**

Finally, respondents were asked why they were part of the fishing industry and 40% say for money and lack of employment at home. 19% were forced labour and 1% state other reasons.

### 4.1.3 Hypotheses Testing

Hypothesis 1: There is a positive relationship between harsh working condition and shortage in labour force in fishing industry

**Table 4.1 Correlation Test for Condition versus Shortage in the labour force**

Correlations			
		condition	shortage
condition	Pearson Correlation	1	.355**
	Sig. (2-tailed)		.000
	N	105	105
shortage	Pearson Correlation	.355**	1
	Sig. (2-tailed)	.000	
	N	105	105
**. Correlation is significant at the 0.01 level (2-tailed).			

The hypothesis one was measured to test if there is a positive relationship between working conditions and the Thai labour shortage in the fishing industry. To measure it, correlation analysis was conducted and the significance value of .00 states that there is a positive relationship. Pearson correlation value of .355 reflects a weak positive relationship between working conditions and shortage in the labour force in the fishing industry at the statistically significant value of 0.01.

Hypothesis 2: There is a positive relationship between the ineffective laws and regulations and shortage in labour force in fishing industry

**Table 4.2 Correlation Test for Regulation versus Shortage in the labour force**

Correlations			
		regulation	shortage
regulation	Pearson Correlation	1	.425**
	Sig. (2-tailed)		.000
	N	105	105
shortage	Pearson Correlation	.425**	1
	Sig. (2-tailed)	.000	
	N	105	105
**. Correlation is significant at the 0.01 level (2-tailed).			

The hypothesis two was measured to test if there is a positive relationship between laws and regulations and shortage in the labour force in the fishing industry. To measure it correlation analysis was conducted and the significance value of .00 states there is a positive relationship and Pearson correlation value of .425 reflects a moderate positive relationship between laws and regulations and shortage in the labour force in the fishing industry.

Hypothesis 3: There is a positive relationship between human trafficking and shortage in labour force in fishing industry

**Table 4.3 Correlation Test for Trafficking versus Shortage in the labour force**

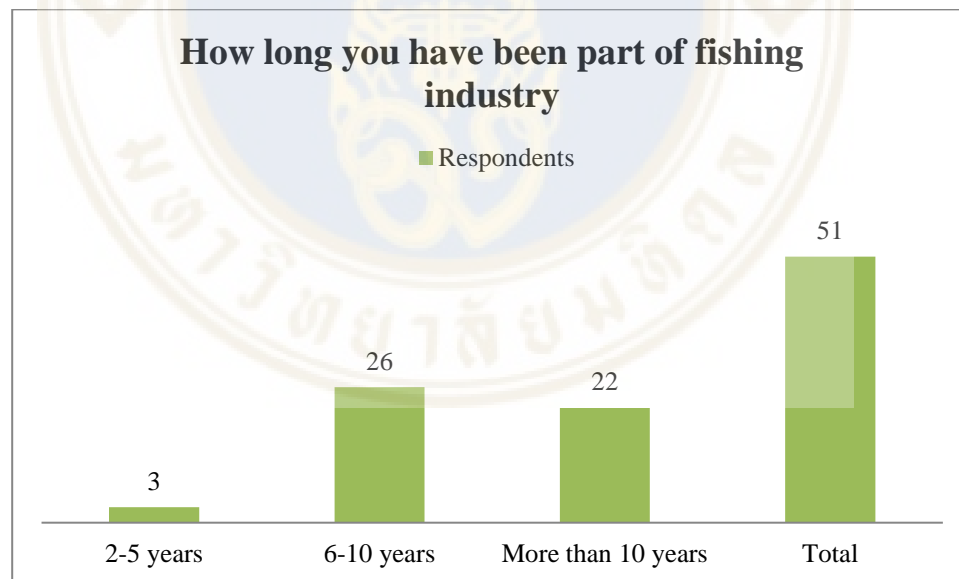
Correlations			
		trafficking	shortage
trafficking	Pearson Correlation	1	.549**
	Sig. (2-tailed)		.000
	N	105	105
shortage	Pearson Correlation	.549**	1
	Sig. (2-tailed)	.000	
	N	105	105
**. Correlation is significant at the 0.01 level (2-tailed).			

The third hypothesis was measure to test if there is a positive relationship between human trafficking and shortage in labour force in fishing industry. To measure it correlation analysis was conducted and significance value of .00 state there is positive relationship and Pearson correlation value of .549 reflect a moderate positive relationship between human trafficking and shortage in labour force in fishing industry.

## 4.2 Employer Data: Survey Results

### 4.2.1 Screening Data

The data presented below is for employers and 55 respondents participated. However, 4 respondents end the questionnaire in screening as they were not in charge of ship, hence data of 51 respondents is analysed using descriptive and correlation analysis.



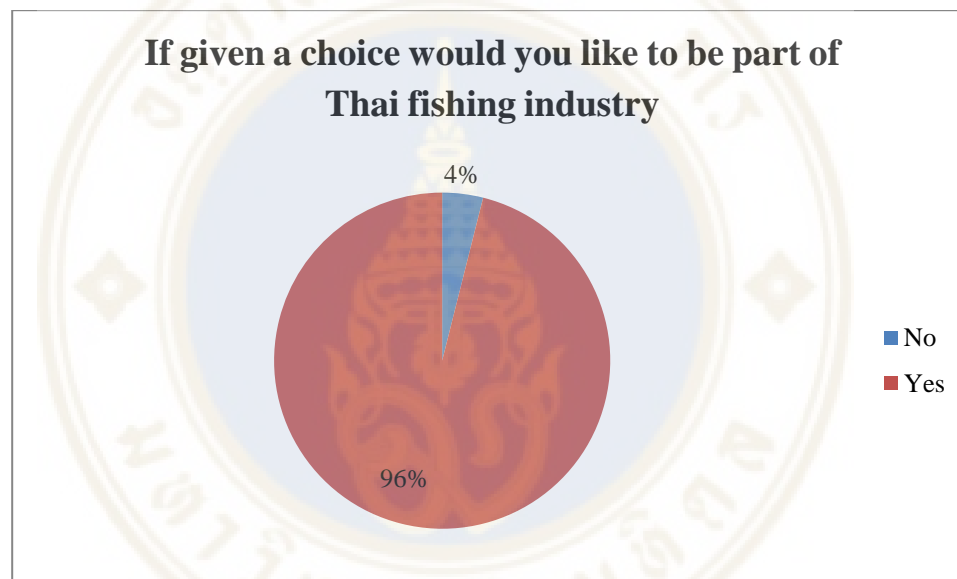
**Figure 4.6 How long you have been part of fishing industry?**

The employer respondents were asked how long they have been part of the fishing industry and nearly 51% of the respondents have been part of it for 6 to 10 years. 43% have been in it for more than 10 years and 6% for 2 to 3 years.

#### 4.2.2 Personal Information

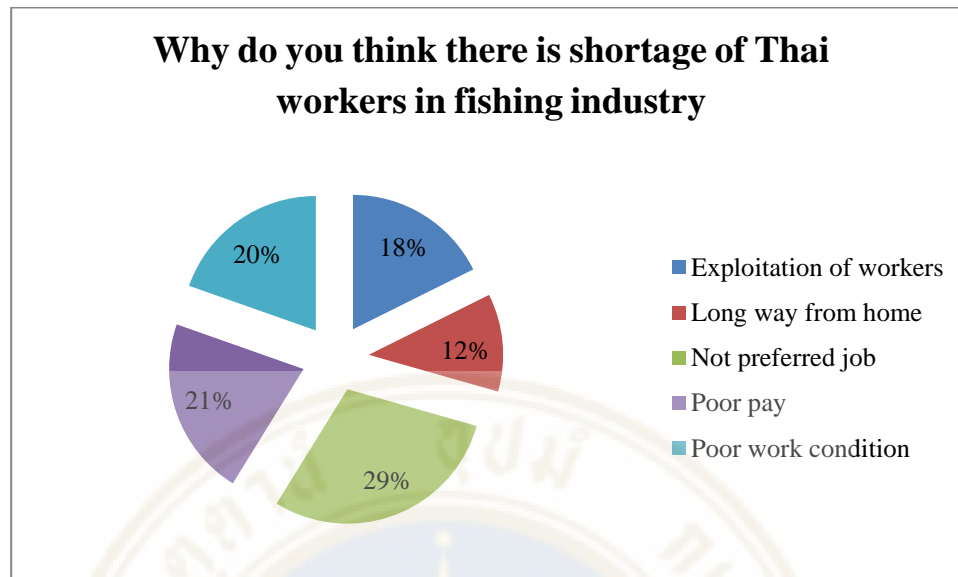
The respondent data indicate 55% male and 45% females participated. Being a fishing industry, it is expected that a high volume of male members will be part of it. Next, the respondents were asked on age group and close to 69% were in the age group of more than 30 years old. 31% were from 26 to 30 years old. The respondents were asked what role they play in the fishing industry and 41% of the respondents were operational in charge, followed by 37% were manager and around 22% were owner of the ship.

#### 4.2.3 General Information



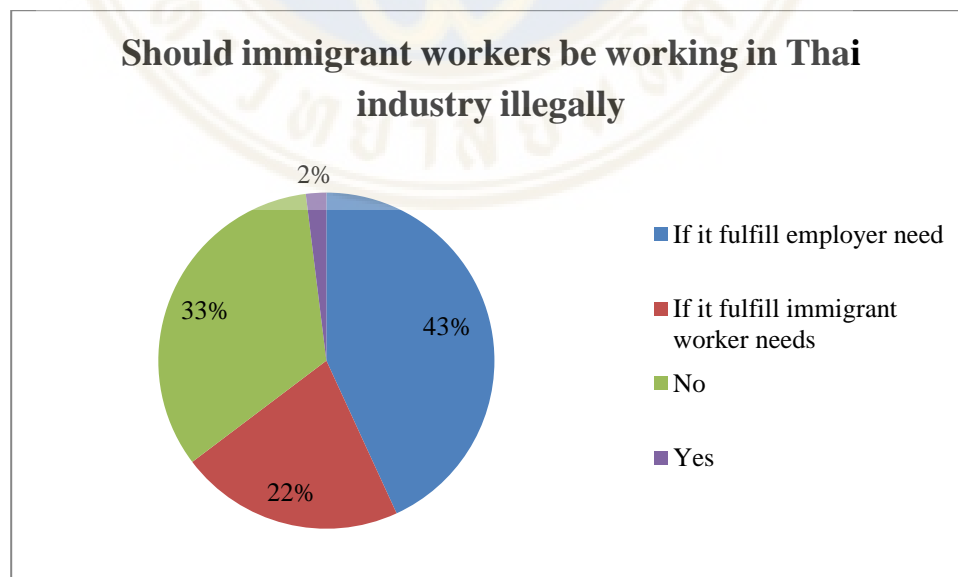
**Figure 4.7** If given a choice would you like to be part of Thai fishing industry

The respondents were asked if they were given a choice, would they like to be part of the fishing industry and mere 4% state no and 96% say yes to be part of the fishing industry. When you compare the result of this question between employees and employers, only 45% of employees say yes as an answer. On the other hand, 96% of employers say yes to the exact same question. The difference between two sets of answers allow us to perceive the gist that employers and employees are in a totally different situation even if they are in the same industry.



**Figure 4.8 Why do you think there is shortage of Thai workers in fishing industry?**

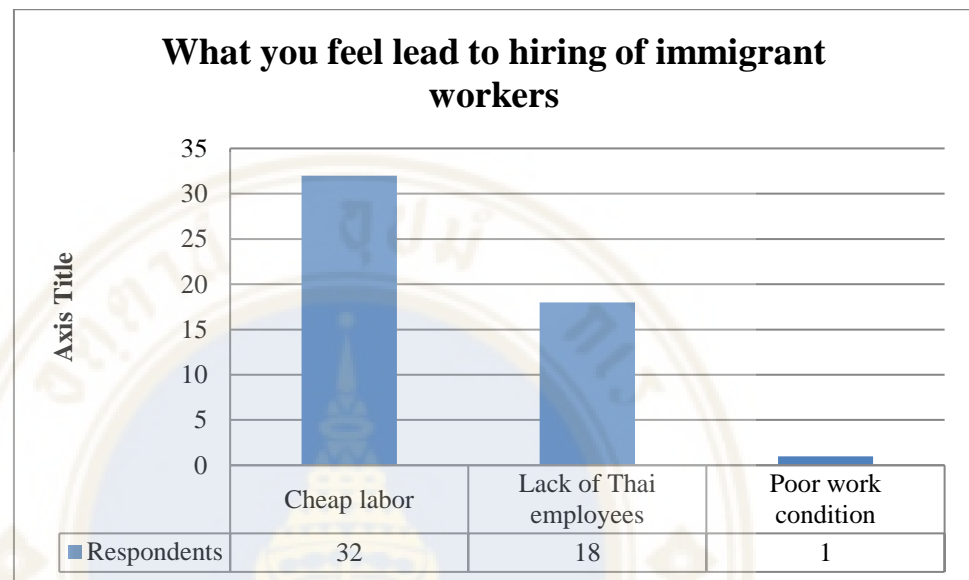
The respondents were further asked on why there is a shortage of Thai workers in the fishing industry and 29% believe it's not a preferred job, around 22% say poor pay, 20% say poor work condition and around 18% state exploitation of workers. Close to 12% believe a long way from home being the reason.



**Figure 4.9 Should immigrant workers be working in Thai industry illegally?**



Next respondents were asked if immigrant workers should be working in Thai industry and 43% say if it fulfils employer needs, 33% said no and 22% say if it fulfils the immigrant worker needs.



**Figure 4.10** What you feel lead to hiring of immigrant workers

Finally, respondents were asked what makes them feel to hire immigrant workers and 63% said cheap labour, followed by 35% stating lack of Thai employees and only 2% state poor work condition.

#### 4.2.4 Hypotheses Testing

Hypothesis 1: There is a positive relationship between working condition and shortage in labour force in fishing industry

**Table 4.4 Correlation Test for working condition versus Shortage in the labour force (Employer data)**

Correlations		condtotal	shorttotal
condtotal	Pearson Correlation	1	.282*
	Sig. (2-tailed)		.045
	N	51	51
shorttotal	Pearson Correlation	.282*	1
	Sig. (2-tailed)	.045	
	N	51	51

\*. Correlation is significant at the 0.05 level (2-tailed).

The hypothesis one was measured to test if there is a positive relationship between working conditions and shortage in the labour force in the fishing industry. To measure it correlation analysis was conducted and the significance value of .045 states there is a positive relationship and Pearson correlation value of .282 reflects a weak positive relationship between working conditions and shortage in the labour force in the fishing industry.

Hypothesis 2: There is a positive relationship between laws and regulations and shortage in labour force in fishing industry

**Table 4.5 Correlation Test for laws and regulation versus Shortage in the labour force (Employer data)**

Correlations		regtotal	shorttotal
regtotal	Pearson Correlation	1	.181
	Sig. (2-tailed)		.204
	N	51	51
shorttotal	Pearson Correlation	.181	1
	Sig. (2-tailed)	.204	
	N	51	51

The hypothesis two was measured to test if there is a positive relationship between laws and regulations and shortage in the labour force in the fishing industry. To measure it correlation analysis was conducted and the significance value of .204 states there is a negative relationship, as the value is above .05 and Pearson correlation value of .181 reflect a very weak negative relationship between laws and regulations and shortage in the labour force in the fishing industry.

Hypothesis 3: There is a positive relationship between human trafficking and shortage in labour force in fishing industry

**Table 4.6 Correlation Test for trafficking versus Shortage in the labour force (Employer data)**

Correlations			
		traftotal	shorttotal
traftotal	Pearson Correlation	1	.409**
	Sig. (2-tailed)		.003
	N	51	51
shorttotal	Pearson Correlation	.409**	1
	Sig. (2-tailed)	.003	
	N	51	51
**. Correlation is significant at the 0.01 level (2-tailed).			

The third hypothesis was measure to test if there is a positive relationship between human trafficking and shortage in labour force in fishing industry. To measure, the correlation analysis was conducted and significance value of .00 state there is positive relationship and Pearson correlation value of .409 reflect a moderate positive relationship between human trafficking and shortage in labour force in fishing industry.

### **4.3 Qualitative Interview Data: Thematic Analysis**

An in-depth interview was conducted with 2 participants who play a major role in fishing industry business in Thailand. The outcome of it is presented below using thematic analysis and interview result in Appendix.

#### **4.3.1 Demographic**

Two in-depth interviews were conducted with the top management team of Siam International Food company. To gather an expertise and top management level idea, CEO and Managing director participated in an interview, Ms. Nithiya Bunyamanee and Mr. Nithikorn Bunyamanee. The former is the CEO and mainly focuses on the financial and HR part of the company and has experience of more than 14 years within the Thai fishing industry. The latter is the managing director with activities ranging from front office to the production line and logistics and has experience of more than 10 years.

#### **4.3.2 Outlook on Thailand Fishing Industry**

When asked about respondents' outlook on the fishing industry they state that it plays a major role in a country's GDP. When the yellow card was given by the EU on labour issues, the fishing industry had an impact on the country's economy. Thailand has an important place for the fishing industry due to the amount of revenue it generates and jobs it creates. In regards to government regulations, lack of Thai workers interest is substituted by government approval on hiring migrant workers, which allows the fishing industry to run in Thailand. Furthermore, other respondents state that “regulations implemented by the government do not work really well up to this present day. But if I have to choose one, the “Pink card” for migrant workers would be the one that stands out. This pink card contains the crucial information of a particular migrant worker such as name, DOB, employer and number of vessels. In other words, they are registering migrant workers and issued an identification that this person has been verified by the government of Thailand.”

### **4.3.3 Shortage of Thai workers & Automation**

The interviewee states that Thai workers are not interested in working on a vessel and for long hours away from home. They also have more opportunity to choose their job, hence can avoid the unpleasant task of the Thai fishing industry. “Look at my factory as an example, out of 2000 workers in the production line, less than 200 are Thai.” Few other regions stated were the reputation itself which is bad, lack of government measures, exploitation of workers and work environment.

In regards to overcoming the shortage of Thai workers, one of the interviewee states that if supported by the government, the factory would be automated. However currently they have to hire nearly 2000 migrant workers, but it’s a big concern if these migrant workers are opened with job opportunities back home. Second interviewee felt the same that to encounter such an issue, Thai government will require open opportunity concerning automation which is not currently permitted in the most southern area of Thailand. The area is including three provinces which are Pattani, Yala and Narathiwat and four districts in Songkhla. The business heavily relied on migrant workers. Automation is the preferred channel going ahead, however to create jobs in certain areas, it is still not applicable. Nevertheless, if implemented, automation will generate various benefits such as cost cutting, lower issues on labour exploitation and prevention for the labour shortage which might occur in the near future.

To overcome the shortage, interviewees recommend that the government can limit work hours, work conditions and develop human resources. It is a crucial industry for the economy of the country and lack of local labour is a big worry. Another interviewee states that law enforcement shall be strengthened and businesses should take initiative to improve other factors.

### **4.3.4 Exploitation & Human Trafficking Issues**

Exploitation was deemed inhuman, shameful and disrespectful by both the interviewees. They believe it can be eradicated by enforcing strict rules and regulations through government. Automation shall be adapted and the public and private sector shall both supports. Strict laws are very important as the EU has also given yellow cards, which

is bad for Thailand fishing industry. In regards to human trafficking issue, participants believe that it is important as an employer to ensure such practice are not taken place. Interviewee states that “For employers or business owners, we must build a community which does not accept an act of exploitation in any forms. We are the crucial part to stop the exploitation from happening. We need to respect the law even if others around us do not and above all we must respect other human beings and treat them fairly.” Similar knowledge shall be transferred to employee that they know their rights and government to take serious action against employer who are involved in this

#### 4.4 Result Analysis

The result analysis provided below reflects on the thematic analysis part and indicates the similarities of both the interviewees in regards to the main issue in the fishing industry.

**Table 4.7 The similarities of both the interviewees in regards to the main issue in the fishing industry**

Theme	Respondents
<b>Shortage of Thai workers</b>	Respondent 1: “Thai workers have more opportunities to choose their jobs compared to migrant workers. In their opinions, the fishing industry seems to be an unpleasant industry, with the news, rumours and all sorts of things.” I think there are several reasons why there is a shortage of Thai workers in the fishing industry. <ol style="list-style-type: none"> <li>1. The reputation of the industry itself. (bad reputation)</li> <li>2. The lack of government measures concerning the issues. They could create incentives to attract Thai workers back into this sector but nothing fundamental has been done.</li> <li>3. The exploitation of workers</li> <li>4. The work environment of the industry.”</li> </ol>
	Respondent 2: “there is a Thai labour shortage within the industry. they just don't want to work in the industry, especially on the vessels and also the long work hours”

**Table 4.7 The similarities of both the interviewees in regards to the main issue in the fishing industry (cont.)**

<b>Theme</b>	<b>Respondents</b>
<b>Automation</b>	Respondent 1: “According to the laws and regulations, the government does not support business owners in the area of Songkhla and the most southern provinces of Thailand, Pattani, Yala and Narathiwat to adopt automation. Therefore, as my factory is located in Songkhla, I have no choice but to hire migrant workers.”
	Respondent 2: “if my factory is not in Songkhla, which is the area where automation is not supported by the government, my factory would be fully automated or half of it. But as of now, I have to deal with the shortage by hiring nearly 2,000 migrant workers to do the job for me.”
<b>Tackle Human trafficking issue</b>	Respondent 1: “Develop and improve the human resources of both employers and employees. For employers or business owners, we must build a community which does not accept an act of exploitation in any forms. We definitely need some actions from the government to tackle this issue effectively but we can’t just wait for them to start.”
	Respondent 2: “In my opinion, I think we must take the first step by ourselves. As an employer, we must respect our employees as much as they respect us. There is no doubt that the government is trying to improve the circumstances and in my opinion, they are doing quite a good job. However, they need to enhance and strengthen the power of law enforcers”



## **CHAPTER V**

### **CONCLUSION & RECOMMENDATION**

#### **5.1 Conclusion and Discussion**

The fishing industry plays a major role in the economic and social development of Thailand. Arrival of migrant workers and their excess workload followed by poor work conditions, exploitation and financial penalty have put major questions on the employment practice in Thailand, this has resulted in the shortage of local workforce. The objective of this report is to reflect on evidence of current labour policies that have been deployed. The study gathers relevant data on the condition of the labour force in Thailand using questionnaires and interviews.

The outcome of the employee data reflected that major participants would not like to be part of the fishing industry and poor pay and long way from home result in a shortage of Thai workers. Current migrant workers state that the lack of employment at home and money have resulted in them being part of Thai fishing industry. When tested the relationship between harsh working condition, laws and regulation and human trafficking on shortage of labour force in fishing industry in Thailand. The data showed a strongest correlation of human trafficking, followed by laws and regulation and lastly the harsh working condition as the reason for shortage of labour force in fishing industry in Thailand. According to Pearson (2006), many illegals migrate into Thailand through informal agents and subject to harassment and human traffic.

When analysed the data of the employers, the outcome reflects that a high percentage of the respondents would like to be part of the fishing industry. They believe that there is a shortage of Thai workers in the fishing industry due to not having a preferred job and poor pay. In regards to hiring migrant workers, they feel that they are hired mainly because they are cheap followed by lack of Thai labour availability in the market. When tested the relationship between working condition, laws and regulation and human



trafficking on shortage of labour force in fishing industry in Thailand. The data showed a strongest correlation of human trafficking, followed by working condition as the reason for shortage of labour force in fishing industry in Thailand. An International Organization for Migration report indicated that many of migrant's fisher remain on boats working, with some working for up to 20 hours a day, without getting paid. Whereas laws and regulation have had a negative impact on the shortage of labour force in the fishing industry. This is possible mainly due to provision of pink cards for migrant workers by the government.

The qualitative interview data was conducted on two experts who have plenty of experience in Thai fishing industry. The interview results reflect that the fishing industry plays a major role in a country's GDP. Thailand has an important place for the fishing industry due to the amount of revenue it generates and jobs it creates. They believe the shortage of Thai workers is mainly due to them not being interested in working on a vessel and for long hours away from home. Previously conducted study shows that in all cases the worker is paid less than they are supposed to and works for 20 hours per day and stays at seas for weeks (Chantavanich, Laodumrongchai and Christina, 2016). Hence, this process aids in reducing the shortage to some extent. They also have more opportunity to choose their job. Moreover, they can avoid the unpleasant task of the fishing industry. To overcome the shortage, they recommend that the government can limit work hours, work conditions and develop human resources. There are over 200,000 migrant's workers in the fishing industry and the majority of them are from Myanmar, Laos, and Cambodia (Vasuprasat, 2010). Exploitation and Human trafficking has been the case, as EU have also given yellow card, which is bad for Thailand fishing industry. It can be eradicated by enforcing strict rules and regulations through government. Furthermore, automation shall be adapted with the full support from the public sector and private sector shall adopt the technology advancement.

## 5.2 Recommendation

It has been identified based on previously conducted studies and primary data that was gathered using questionnaires for employers and employees and in-depth interviews with fishing industry expertise that it is important for the government to implement strict laws and regulations. Thai government will need to issue by scrapping antiquated fishing law and creating a policy/ordinance to regulate the fishing industry. The Thai government will need to support the workers, by providing opportunities, with promising departments supporting the employment, and established law to meet the labour stands of “International Labour Organization Treaty”, to meet the guidelines set by the global player and save its exporting seafood industry. Furthermore, as the working condition and work environment has been a subject of disappointment for Thai workers, working on automation will relax the work condition. Strict rules can be imposed in regards to the work environment, working hours and tools used to operate fishing. Proper gear and food shall be available. Implementing all these necessary steps will not only ensure yellow card warning on Thai fishing industry will be dismissed, but also attract more local workers and help gain more business form international companies. On the other hand, business community of the Thai fishing industry must take action as well along with the government. As entrepreneurs, they can improve the situation starting from themselves. Business owners can think about changing the work environment even before the government take any action. Furthermore, they can think of themselves as school, allow them to learn the skills which can be useful for them. Lastly, they should enhance the sense of self-esteem within their workers and allow them to realize the rights they have.

Furthermore, it is important for the government to extend their support further such as by allowing automation in areas of the fishing industry. Primary data gathered reflect that automation is not available by the government to support the factory owners in the most southern area of Thailand, hence resulting in use of migrant workers. Allowing the establishment of automation will ease a lot of burden on poor treatment of laborers in the fishing industry and cut the strings of human traffickers who will lose the opportunity to gather immigrant workers and abuse them by putting in the poor labour industry.

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## Appendix A: Questionnaire

### The Outlook of The Fishing Industry under the Limitation of the Labour Force in Thailand

#### I. Screening Question

1. Are you living in Thailand?  
 Yes  
 No (End of questionnaire)
2. Have you ever thought of being part of the fishing industry?  
 Yes  
 No  
 Maybe

#### II. Demographic Question

3. Gender  
 Male  
 Female
4. Age  
 Under 20 years old  
 21-25 years old  
 26-30 years old  
 More than 30 years old
5. Status  
 Single  
 In a relationship  
 Married

6. Occupation

- Student
- Private Company
- Public Company
- Own Business

**III. General Information**

7. If given a choice, would you like to be part of Thai fishing industry?

- Yes
- Maybe
- No

8. Why do you think there is a shortage of Thai workers in the fishing industry?

- Not preferred job
- Poor work condition
- Long way from home
- Poor pay
- Exploitation of workers
- Other

9. Should immigrant workers be working in Thai industry illegally?

- Yes
- No
- If it fulfill immigrant worker needs
- If it fulfill employer need

10. What do you feel led to hiring of immigrant workers?

- Lack of Thai employees
- Possible exploitation
- Cheap labour
- Poor work condition
- Others

#### IV. Rate from Strongly Disagree to Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Thailand fishing industry has poor working conditions					
Unregister migrants are poorly exploited					
Registration of migrant workers should be in place					
Shortage of Thai workers is due to poor practice					
Implementation of strict government action will attract Thai workers back in the industry					
Automation will help					

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>improve work environment</b>					
<b>Government should be set strong benchmark with rules and regulations</b>					
<b>I will like to be part of the industry if above actions are taken</b>					

## Appendix B: Interview Questions

**Topic:** The outlook of the fishing industry under the limitation of the labour force in Thailand.

**Interviewees:** The business owners, managers and operational in charges who are directly involved with the Thai's fishing industry.

**Explanation:** The purpose of this interview is only for the academic purposes. Your name will not be used without your permission in any way. Furthermore, the interview questions will assist the scholar as follow:

- To enhance the researcher's understanding of the topic.
- To gain the insight information of the topic related to Thai's fishing industry.
- To acknowledge the perspectives of entrepreneurs in the industry.

1. Name
2. Gender
3. Age
4. Occupation
5. What do you think about Thailand's fishing industry?
6. What do you think about the shortage of Thai workers in the fishing industry?  
Why?
7. If given an opportunity would you like to be part of Thailand fishing industry?  
Why?
8. What do you think about exploitation of Immigrant workers in Thai fishing industry? What can be done about it?
9. What steps would you suggest to tackle human trafficking issue in Thailand?
10. What measures you can identify to overcome shortage of local labour force in Thailand fishing industry

## **Appendix C: Interview Script Respondent 2: CEO**

### **Part 1: General information**

1. Company name: Siam International Food
2. Name (Optional): Nithiya Bunyamane
3. Position: Chief executive officer
4. Please briefly discuss your role: mainly focus on the financial part of the company and HR.
5. Work experiences: 14 years

### **Part 2: An in-depth interview part for business owners, managers and operational in charges who are directly involved with the Thai's fishing industry.**

1. What do you think about Thailand's fishing industry?

- one of the largest industries in Thailand. Our country earns lots of income from the fishing industry, billions of baht every year. This is because of several reasons, mainly because of our topography and our climates, we are able to fish all year. Moreover, the fishing industry creates so many jobs within our country as well.

2. In your opinion, which kind of government regulations work effectively?

- There are several acts which allow business owners to hire migrant workers easier. This is because there is a Thai labour shortage within the industry. though, i think that this is not a long-term solution, but at least the government is doing something that actually benefits us.

3. What is your opinion regarding the shortage of Thai workers in the fishing industry?

- they just don't want to work in the industry, especially on the vessels and also the long work hours

4. How do you encounter the shortage of Thai workers in Thailand's fishing industry?

- if my factory is not in Songkhla, which is the area where automation is not supported by the government, my factory would be fully automated or half of it. But as of now, I have to deal with the shortage by hiring nearly 2,000 migrant workers to do the job for me. what would happen if their countries have more available jobs for them? how would we as a business owner prepare ourselves for that kind of situation

5. How much does your business rely on migrant workers? Would you be able to continue your business if there are no workers in the market?

- As I've mentioned above, I have nearly 2,000 migrant workers within my factory, that is how much I rely on them and this is why my factory never has a single complaint about exploitation from our workers.

6. In your opinion, how much automation will enhance or help your business? Would it be considered as a substitute for laborers in Thailand's fishing industry?

- Definitely yes. Automation is a game changer for Thai's fishing industry. We could easily erase all the accusations given to us that related to the exploitation of workers. However, I believe that we still need workers in our factory and we cannot go fully automated in the next couple of years.

7. If given an opportunity would you like to be part of Thailand fishing industry? Why?

- Yes, but I must say that there are several factors that need to be changed or improved. such as the working condition not only on the vessels but also in the factory as well.

8. What do you think about exploitation of Immigrant workers in Thai fishing industry?

- It's just bad and inhumane.

a. What can be done about it?

- Laws enforcers must take it to another level. Both the public and private sectors must work together to stop this kind of thing. Eliminate it out from our country and show them that Thailand has no place for inhumane acts. If exploitation is still going on like this, our industry will never be sustained. International will ban our products and services related to

the fishing industry. We were given a yellow card from the EU once, let's help each other and prevent the second yellow card from happening.

9. What steps would you suggest to tackle human trafficking issue in Thailand?

- In my opinion, I think we must take the first step by ourselves. As an employer, we must respect our employees as much as they respect us. I don't have this kind of issue in my factory because I treat them like they are my coworkers not my workers and that's important. We can't just wait for the government to take action, if they don't do anything then we must show them that exploitation of workers is unacceptable.

10. What measures you can identify to overcome the shortage of local labor force in Thai's fishing industry

- I don't think there are any regulations that are attractive enough for Thai workers and that's it.

11. Do you have any suggestions to give, related to the concern of labour forces issues in Thai's fishing industry.

- There is no doubt that the government is trying to improve the circumstances and, in my opinion, they are doing quite a good job. However, they need to enhance and strengthen the power of law enforcers. At the same time, business owners must improve themselves and make sure that they do not support or do it themselves.



## **Appendix D: Interview Script Respondent 1: (MD)**

### **Part 1: General information**

1. Company name: Siam International Food
2. Name (Optional): Nithikorn Bunyamanee
3. Position: Managing Director
4. Please briefly discuss your role: Manage the overall activities within the factory ranging from front office to the production line and even logistics.
5. Work experiences: 10 years

### **Part 2: An in-depth interview part for business owners, managers and operational incharges who are directly involved with the Thai's fishing industry.**

1. What do you think about Thailand's fishing industry?

- One of the largest industries in Thailand, we play a major role in the country's GDP. Back to when Thailand was given the yellow card from the EU concerning the labour issues, not only the fishing industry has been affected but rather the economy of the country as a whole.

2. In your opinion, which kind of government regulations work effectively?

- To be honest, regulations implemented by the government do not work really well up to this present day. But if I have to choose one, the "Pink card" for migrant workers would be the one that stands out. This pink card contains the crucial information of a particular migrant worker such as name, DOB, employer and number of vessels. In other words, they are registering migrant workers and issued an identification that this person has been verified by the government of Thailand. The government claims that this card will ensure safety and prevent them from the famous exploitation within this industry. However, in my opinion, this regulation does not answer its purpose or partially answered. Migrant workers are not allowed to keep their pink cards by themselves, the owner or the captain of the ship will be the one who kept it for them. This is to guarantee that these migrant workers cannot change their ships or jobs because they will need their pink card to do so. I would say that there is a lot to be improved in this matter, but at least we know that the government is doing something to protect these migrant workers.

3. What is your opinion regarding the shortage of Thai workers in the fishing industry?

- Thai workers have more opportunities to choose their jobs compared to migrant workers. In their opinions, the fishing industry seems to be an unpleasant industry, with the news, rumours and all sorts of things. As a consequence, they want no part of it. Look at my factory as an example, out of 2000 workers in the production line, less than 200 are Thai. Moreover, we could discuss the norm of Thai people but that would be irrelevant to the subject. To conclude, I think there are several reasons why there is a shortage of Thai workers in the fishing industry.

1. The reputation of the industry itself. (bad reputation)
2. The lack of government measures concerning the issues. They could create incentives to attract Thai workers back into this sector but nothing fundamental has been done.
3. The exploitation of workers
4. The work environment of the industry.

4. How do you encounter the shortage of Thai workers in Thailand's fishing industry?

- According to the laws and regulations, the government does not support business owners in the area of Songkhla and the most southern provinces of Thailand, Pattani, Yala and Narathiwat to adopt automation. Therefore, as my factory is located in Songkhla, I have no choice but to hire migrant workers. Both for Siam international food (2,000 workers) and Samila Cold Storage (200 workers). More than 90% of the workers are migrant workers.

5. How much does your business rely on migrant workers? Would you be able to continue your business if there are no workers in the market?

- Highly rely on the migrant workers and definitely unable to continue my production line without them.

6. In your opinion, how much automation will enhance or help your business? Would it be considered as a substitute for laborers in Thailand's fishing industry?

- Automation will one day be part of this industry, but not now. Since the government wants to create jobs within the area for stability reasons. They believe that creating jobs will prevent any further violence's within the area but as we all can see; it doesn't answer its purposes. And us the business owners lose the opportunity to reduce the cost of our

business. Anyhow, I'd say that if the government supports us to adopt automation systems more than this, it will surely substitute the laborers in the industry. Moreover, it might solve other issues such labour exploitation etc.

7. If given an opportunity would you like to be part of Thailand fishing industry? Why?

- Yes, I earn money from this industry.

8. What do you think about exploitation of Immigrant workers in Thai fishing industry?

- I think it is inhumane and shameful. I am proud that I have no part of the existing exploitation occurring in the industry. Our workers here in Siam International Food are working in the best condition we can provide. However, I must say that it does not please me so much that I know nearly all of them who are involved with these criminal acts and unable to deliver anything.

- What can be done about it?

- I think this is the problem that needs cooperation both from the public and private sector. Business owners must ensure that they respect the law and human beings even if they have an opportunity of exploiting them. At the same time, the public sector should strictly enforce the laws and regulations related to this issue. Only then, the migrant workers' issues will be softened and improved.

9. What steps would you suggest to tackle human trafficking issue in Thailand?

- Develop and improve the human resources of both employers and employees. For employers or business owners, we must build a community which does not accept an act of exploitation in any forms. We are the crucial part to stop the exploitation from happening. We need to respect the law even if others around us do not and above all we must respect other human beings and treat them fairly. Moreover, we need to equip our workers with knowledge, let them know their rights even if they are not Thai workers. There is no reason we should treat them differently just because they are not Thai. We definitely need some actions from the government to tackle this issue effectively but we can't just wait for them to start. We must initiate the actions starting from ourselves and our employees.

10. What measures you can identify to overcome the shortage of local labor force in Thai's fishing industry

- I must say that after the yellow card was given to us in 2015. Since then, the government has done several things to improve the situation ranging from issuing the pink card for legal migrant workers, limitation of vessels and even policies which they hoped would attract Thai workers back into the industry. However, these policies do not work as they hoped. Majority of workers within the fishing sector are still international workers. The industry heavily depends on them and if one day there are enough jobs for them at their hometowns, we as business owners within the Thai's fishing industry will be heavily impacted.

11. Do you have any suggestions to give, related to the concern of labour forces issues in Thai's fishing industry?

- Develop human resources within the industry, let them know their rights.
- Respect the laws and respect other people.
- Government should start thinking about the inevitable events such as the majority of the migrant workers will go back to their countries within the next ten years. As the increase of jobs and investments within their countries, workers are much needed. How are you going to help us prevent this from happening? As of now, look at the circumstance and ask yourself that if you are able to go back to your country and work in a much better environment, would you go? That is the question that half a million workers will ask themselves when the time is right.

## Appendix E: Employee Data: Survey Results

How long you have been part of fishing industry?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2-5 years	46	43.8	43.8	43.8
	6-10 years	38	36.2	36.2	80.0
	Less than 2 years	14	13.3	13.3	93.3
	More than 10 years	7	6.7	6.7	100.0
	Total	105	100.0	100.0	

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	23	21.9	21.9	21.9
	Male	82	78.1	78.1	100.0
	Total	105	100.0	100.0	

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25 years old	37	35.2	35.2	35.2
	26-30 years old	49	46.7	46.7	81.9
	More than 30 years old	9	8.6	8.6	90.5
	Under 20 years old	10	9.5	9.5	100.0
	Total	105	100.0	100.0	

<b>Status</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	In a relationship	30	28.6	28.6	28.6
	Married	19	18.1	18.1	46.7
	Single	56	53.3	53.3	100.0
	Total	105	100.0	100.0	

<b>If given a choice would you like to be part of Thai fishing industry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	58	55.2	55.2	55.2
	Yes	47	44.8	44.8	100.0
	Total	105	100.0	100.0	

<b>Why do you think there is shortage of Thai workers in fishing industry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Exploitation of workers	20	19.0	19.0	19.0
	Long way from home	23	21.9	21.9	41.0
	Not preferred job	23	21.9	21.9	62.9
	Poor pay	25	23.8	23.8	86.7
	Poor work condition	14	13.3	13.3	100.0
	Total	105	100.0	100.0	

<b>Should immigrant workers be working in Thai industry illegally</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	If it fulfill immigrant worker needs	50	47.6	47.6	47.6
	No	55	52.4	52.4	100.0
	Total	105	100.0	100.0	

<b>Why are you currently part of fishing industry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Forced labor	20	19.0	19.0	19.0
	Lack of employment at home	42	40.0	40.0	59.0
	Money	42	40.0	40.0	99.0
	Others	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

## Appendix F: Employer Data: Survey Results

How long you have been part of fishing industry?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2-5 years	3	5.9	5.9	5.9
	6-10 years	26	51.0	51.0	56.9
	More than 10 years	22	43.1	43.1	100.0
	Total	51	100.0	100.0	

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	23	45.1	45.1	45.1
	Male	28	54.9	54.9	100.0
	Total	51	100.0	100.0	

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-30 years old	16	31.4	31.4	31.4
	More than 30 years old	35	68.6	68.6	100.0
	Total	51	100.0	100.0	

Role					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manager	19	37.3	37.3	37.3
	Operational in charge	21	41.2	41.2	78.4
	Owner	11	21.6	21.6	100.0
	Total	51	100.0	100.0	



<b>If given a choice would you like to be part of Thai fishing industry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2	3.9	3.9	3.9
	Yes	49	96.1	96.1	100.0
	Total	51	100.0	100.0	

<b>Why do you think there is shortage of Thai workers in fishing industry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Exploitation of workers	9	17.6	17.6	17.6
	Long way from home	6	11.8	11.8	29.4
	Not preferred job	15	29.4	29.4	58.8
	Poor pay	11	21.6	21.6	80.4
	Poor work condition	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

<b>Should immigrant workers be working in Thai industry illegally</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	If it fulfill employer need	22	43.1	43.1	43.1
	If it fulfill immigrant worker needs	11	21.6	21.6	64.7
	No	17	33.3	33.3	98.0
	Yes	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

<b>What you feel lead to hiring of immigrant workers?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cheap labor	32	62.7	62.7	62.7
	Lack of Thai employees	18	35.3	35.3	98.0
	Poor work condition	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

