

**Report on the Situation of Child Labour and Forced Labour Issues
in Shrimp and Fish Products, Sugarcane Products and Garment Products
of Thailand during B.E. 2563 (2020) – B.E. 2564 (2021)**

Submitted to

**The United States of America, Ministry of Labour
for Consideration of Withdrawing the Products
From the TVPRA List and EO List**

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Introduction

The United States Department of Labour (USDOL) has established a List of Products Requiring Federal Contractor Certification as to Forced or Indentured Child Labour pursuant to Executive Order 13126 (EO List) according to Executive Order 13126 signed in 1999 and the List of Goods Produced by Child Labour or Forced Labour (TVPRA List) since 2009 under the Trafficking Victims Protection Reauthorization Act (TVPRA) 2005 and 2008. Currently, Thailand has 2 items of goods on the EO List, namely, shrimp and clothing, and have 5 items of goods in TVPRA List, namely, shrimp, fish, sugarcane, garment and pornography. The Royal Thai government has given priority and continuously implemented various measures to tackle the problems of child labour and forced labour in the country especially in the group of products mentioned above. The government has developed policies to solve problems at both national level and coordinated with related agencies, such as, private sector and civil society in order to implement activities under the policies strongly and continuously. As a result, the problems were significantly reduced in severity and no general prevalence of the problem can be come across.

In order to notify the United States Department of Labour about the situation of child labour and forced labour in the sectors of shrimp, fish, sugarcane and garment products and considering to withdraw such products of Thailand from the EO List and TVPRA List. Therefore, this report has been developed by compiling all important policies, measures and related systems that implemented for the prevention and solving the problems of child labour and forced labour in the category of shrimp, fish, sugarcane and garment products and also compiled operational results indicating the prevalence of the problem during 2020 - 2021 to propose to the US Department of Labour for consideration.

Part 1

Systems and measures for prevention and solving the problems of child labour and forced labour in the product groups of shrimps, fish, sugarcane and garment

1. Policies, action plans, laws and enforcement processes including complaint mechanism related to child labour and forced labour

1.1 Policies and action plans related to child labour or forced labour

- Policy measures to remove Thai products from the list of goods produced by child labour or forced labour.

In 2021, Thailand through the Ministry of Labour (MOL) has developed important policies with the target to remove at least one item from the list of goods produced by child labour or forced labour of the United States Department of Labour by 2022. This is leading to projects and important activities, as follows:

- (1) A workshop to develop operation framework for enterprises to prevent and address the problems of child labour or forced labour. The workshop is a joint meeting between the public sector, private sector and civil society related to shrimp, fish, sugarcane, and garment products. It was conducted on Tuesday 9th February 2021 at the Palazzo Hotel, Bangkok with a total of 50 participants.
 - (2) An activity to declare intention and sign a memorandum of understanding between government sector, private sector and the civil society for the prevention and solving problems of child labour and forced labour in shrimp, fish, sugarcane and garment products. The activity was conducted at the Field Marshal Phibunsongkhram Meeting Room, 5th floor, Ministry of Labour. A total of 200 participants participated in the activity.
- Policy measures for the prevention and solving problems of labour trafficking in moving toward the Tier 1 of Trafficking in Persons Report.
 - (1) Improve training programs to educate labour inspectors to be proactive in identifying victims of human trafficking.
 - (2) Increase number the inspections of employment contract and its copied that must have language of the country of origin which employees can understand.
 - (3) Increase cooperation between the government sector and civil society at local level especially in Migrant Workers Assistance Centers, Post-Arrival

and Reintegration Centers, and Welfare Protection Center for Victims of Trafficking in Persons, including provision of services for victims.

- (4) Increase cooperation between government agencies to ensure that violation of labour rights and complaints of migrant workers including any indications of forced labour were investigated for human trafficking.
 - (5) Enforcement of law on the wage payment that requires employers to pay recruitment fees for migrant workers, and respecting rights for workers on the possession of their identity and financial documents.
- The Action Plan for the elimination of the worst forms of child labour for fiscal Year 2021-2022, this action plan was developed according to International Labour Organization (ILO) Convention No. 182 on prohibition and immediate action to eliminate the worst forms of child labour. It consists of three sub action plans, these are:
- (1) The action plan on the prevention of the worst forms of child labour includes various strategies and measures, such as, the promotion of education for poor children, improving the quality of life for children and poor families, monitoring the situation of the worst forms of child labour, disseminating information and educating about the worst forms of child labour to the public, promoting knowledge about child labour and the worst forms of child labour, and arising awareness of children and youth to prevent them from any mischief.
 - (2) The action plans on providing assistance, protection and rehabilitation for children/victims of the worst forms of child labour. The strategies/measures of the action plans consist of providing assistance, protection and rehabilitation to children suffering from the worst forms of child labour.
 - (3) An integrated action plan on the development of systems and mechanisms to eliminate the worst forms of child labour and public communication. The strategies/measures include the integration of operations between related agencies, the integration of data related to the worst forms of child labour, disseminating information of operations in relation to the elimination of the worst forms of child labour to international platforms and ILO, providing training and education to relevant officers and agencies, developing manual on the elimination of the worst forms of child labour, and amendment or improvement of laws and regulations.
- Regional Plan of Action for the Rights of Children in the Context of Migration to implement the Declaration on the Rights of the Children in the context of migration in ASEAN by the Department of Children and Youth.

- Developing a Memorandum of Understanding on strengthening cooperation to protect children affected by migration between the Royal Thai Government through the Department of Children and Youth and the Government of the Republic of the Union Myanmar.
- The prevention and suppression of Anti-Trafficking in Persons Plan by the Royal Thai Police (RTP). The objectives of the plan are: 1) to formulate measures and guidelines for preventing and suppressing of Anti-Trafficking in Persons, 2) to increase efficiency on the identification of victims of trafficking in persons to be in accordance with the international standards and accepted by all parties, 3) to prosecute, enforce the laws, as well as implement the anti-money laundering laws and tax measures, and 4) to integrate agencies under the Royal Thai Police to expedite the driving of policy into concrete actions. The measures and guidelines for the implementation of the Anti-Trafficking in Persons Plan of the Royal Thai Police are: 1) prevention by blocking, inspecting the areas, conducting public relations, and providing educational training on human trafficking, 2) prosecution by suppressing, extended investigating and enhancing the efficiency of criminal justice administration 3) developing an effective management of Database by linking information and recording human trafficking cases of the Royal Thai Police and expedite the prosecution of human trafficking cases.
- The prevention and suppression of labour exploitation plan. Due to the unfair labour treatment in Thai fishing industry, national economy and reputation of the country at the international level are negatively affected. The Royal Thai Police, therefore, had developed an integrated plan to formulate scrutinizing measures and administrate the strict inspection on establishments in fishing, garment and related industries.

1.2 Laws and conventions of the International Labour Organization (ILO) relating to child labour and forced labour.

Thailand has ratified the following international standards relating to child labour and forced labour, as follows:

Convention concerning Forced or Compulsory Labour, 1930
 International Labour Organization Convention No. 105 on the Abolition of Forced Labour, 1957
 International Labour Organization Convention No. 138 on Minimum Age, 1973
 International Labour Organization Convention No. 182 on the Worst Forms of Child Labour
 United Nations Convention on the Rights of the Child
 International Labour Organization Convention No. 188 on Work in Fishing, 2007
 Protocol of 2014, Supplement to Convention No. 29 on Forced Labour, 1930

Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organization Crime or Palermo Protocol.

Thailand has laws relating to the prevention and solving problems of child labour as follows:

Labour Protection Act, B.E. 2541 (1998) and its amendments
The Prevention and Suppression of Human Trafficking Act B.E. 2551 (2008) and its amendments
Home workers Protection Act, B.E. 2553 (2010)
Occupational Safety, Health and Environment Act B.E. 2554 (2011)
Marine Labour Act, B.E. 2558 (2015)
Labour Protection Act in Fisheries, B.E. 2562 (2019)
Emergency Decree on Fisheries B.E. 2558 (2015)
Foreigner' Working Management Emergency Decree, B.E. 2560 (2017)
Ministerial Regulations on Labour Protection in Fisheries B.E. 2557 (2014)
Ministerial Regulations on Labour Protection in Fisheries (No. 2) B.E. 2561 (2018)
Ministerial Regulations on Labour Protection in Agriculture, B.E. 2557 (2014)

1.3 The Prevention of officers from neglecting their duties or exploitation

Thailand has a main law to prevent officers from neglecting of duties or involving in exploitation under the Criminal Procedure Code section 157. The section 157 stipulates that the officers who perform or neglect to perform their duties to cause damage to anyone, or perform or neglect to performing duties dishonestly shall be punished with imprisonment of one to ten years or a fine from twenty thousand baht to two hundred thousand baht, or both. In addition, there is also the National Strategy on the Prevention and Suppression of Corruption phase 3 B.E. 2560 – 2564 (2017-2021) with the vision of “Zero Tolerance & Clean Thailand”. The strategies consist of 6 topics: (1) create a zero corruption-tolerant society; (2) enhance the political will against corruption; (3) prevent policy corruption (4) develop a proactive anti-corruption system (5) reform the anti-corruption mechanism and processes, and (6) raise the Corruption Perception Index (CPI) of Thailand.

During the period 2020 - 2021, Thailand has rigorously investigated the wrongdoings of government officials in relation to child labour and forced labour. The investigation found no officer who neglected to perform their duties illegally or involved with exploitation in relation to child labour and forced labour in cases of shrimp, fish, sugarcane, and garment products.

1.4 The operations of inspections of child labour and forced labour by the government sector

Labour inspection

The Royal Thai Government has conducted labour inspection by employing labour inspectors to inspect at the enterprises or the employer's office and the place where workers are working during business hours. The operations are including the inspection of working conditions, employment conditions, inquiry for facts, taking photographs, making photocopies of documents related to the employment, such as, wages payment, overtime payment, holiday payment, holiday overtime payment, and employee registration as well as collecting of materials or products for analysis on occupational safety issues and perform other actions in relation to the Labour Protection Act B.E. 2541 (1998). At present, there are 1,889 labour inspectors. The inspections are performed in both central and provincial levels to inspect establishments that employ formal workforce, enterprises that are likely to have the issues of child labour, forced labour, debt bondage labour or labour trafficking, such as, businesses groups of fishing and related industries, sugarcane products, garment products, shrimp and fish, poultry, pig farm or other ranches including supply chains, and construction sites. There are also the special operation teams from the central government to conduct inspection. Labour inspectors also conduct inspections of informal sectors, such as, home workers, domestic workers and agricultural workers by inspecting related stakeholders e.g. employers, home workers, representatives or sub-contractor of home workers, domestic workers, workers in agricultural work who are not employed for the whole years as well as workers in the seafood processing enterprises.

The Establishment of multidisciplinary teams

Thailand Anti Trafficking in Persons Task Force (TATIP) in fishing sector is set up to investigate and enforce anti-trafficking in persons laws in relation to mainstream prostitution and industries. The TATIP consists of police officers, social workers and selected representatives from Non-Governmental Organizations (NGOs).

The inspection by the Port In – Port Out Control Center (PIPO) is an inspection for fishing vessels in order to prevent illegal fishing. The inspection investigates the correctness in the number of workers, identification documents, welfare and living conditions of seafarers. In addition, there are also interviews with workers to gather clues of the offenses of child labour, forced labour and trafficking in persons at ports and at sea. Currently, there are 30 PIPO centers and 21 Forward Inspection Points (FIP) in coastal provinces. The staff in the PIPO center consists of officers from the Department of Fisheries (DOF), Marine Department (MD), Department of Labour Protection and Welfare (DLPW), Department of Employment (DOE) and also language coordinator (interpreter).

The integrated inspection of fishing vessels at sea; Department of Fisheries (DOF) has established the Center for Prevention and Suppression of Marine Fisheries to coordinate the work of working groups at the provincial level. The working group consists of competent officers from relevant agencies, such as, the Department of Employment (DOE), Department of Labour Protection and Welfare (DLPW), Marine Department (MD), Royal Thai Police (RTP), Department of Provincial Administration (DOPA), Department of Special Investigation (DSI), and Thai Maritime Enforcement Command Center (THAIMECC). The inspections of fishing vessels at sea are conducted according to action plan of each province. The operation is carried out using fisheries patrol vessel at the size of 60-70 feet long, and conducts inspection for fishing activities, fishers and fishing vessels. If there are any indications of non-compliance with the law, the competent authorities of relevant departments will proceed to immediate action.

The operation for inspection of migrant workers' work and employers /establishments by the Department of Employment. The inspection can be divided into two types, as follows:

1) The inspection of work characteristics (Job description)

The inspection of work characteristics is conducted when a foreigner applies for a work permit, renew a work permit, or change the nature or conditions of work specified in the application of work permit. The inspection includes visiting enterprises identified as employers of foreign workers to find information about the work characteristics of foreign workers and details of employment, which shall be used in the consideration of the application. The method of inspection consists of interviews with employers, managers or other workers in the enterprises, record of the testimony and interpretations, including gathering of witnesses and other evidences as follows;

- What businesses are the enterprises perform?
- Details and characteristics of work that foreign worker is going to do
- Jobs/works that require special expertise
- The necessity of the enterprises to employ foreign workers

2) Special inspection

A special inspection is conducted to examine the work of foreign worker and employers/enterprises according to the notice or complaint submitted to relevant agencies for investigation. The inspection can be divided into 3 types as follows:

2.1) Inspection due to the complaint is an inspection of foreign worker's work according to the report by whistleblowers on illegal work or illegally employment of foreign workers, offenses or violation to the Emergency Decree on the Management of Foreign Workers B.E. 2560 (2017) and its amendments (No. 2) B.E 2561 (2018). The reports could be submitted by letter, telephone, fax or electronic mail (E-mail) or upon requests from other related government agencies.

2.2) An inspection of an enterprises that operates the business during night time is an inspection conducted in workplaces such as restaurants, bars, nightclubs during night operation time, where it is an incident to believe that foreign workers are working in the enterprises.

2.3) The monitoring/follow up of rejected application; This is a follow-up inspection in case the application for work permit or requests to change the nature or conditions of work was rejected and unauthorized by the registrar. The inspections are performed to investigate whether or not the foreign worker is still working and also investigate whether or not the enterprise accepts the foreign worker to work. DOE will take further legal action on any violation found.

1.5 Complaint Mechanism, Appeal, Social Surveillance System, Social Assistance and Protection Systems for victims and vulnerable groups of the government sector.

The government has created a mechanism for filing complaints. There are several effective social surveillance systems for child labour and forced labour as follows:

- The Government Centers for receiving complaints consisting of

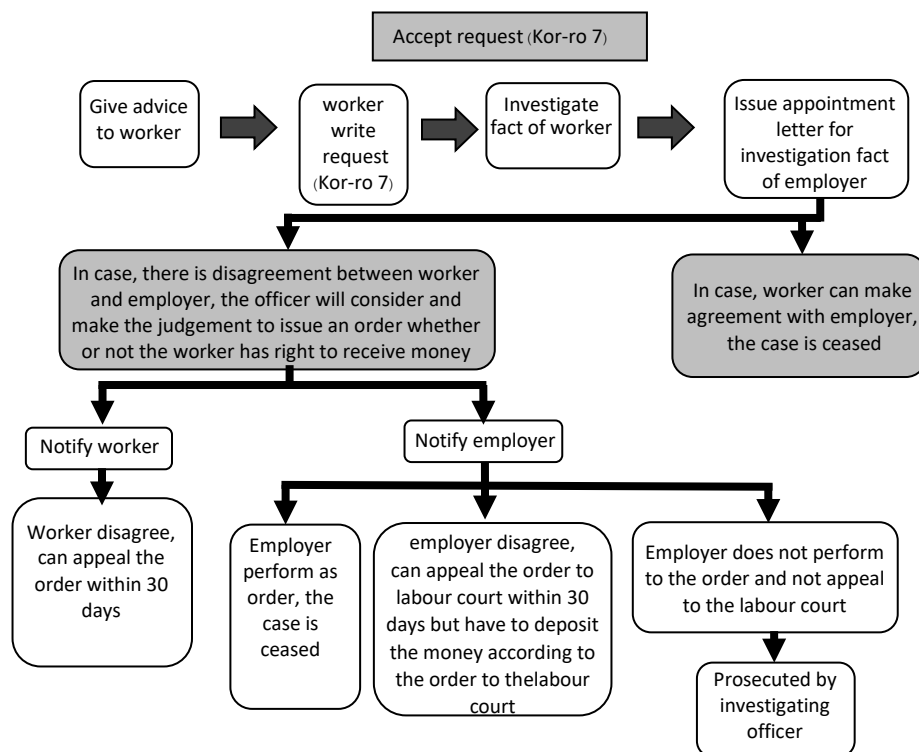
- 1) Public Service Center 1111 is a channel for receiving complaints in the event that people come to complain in person at the Government House or mobile service centers 1111 of each province.
- 2) Government Hotline 1111 is a channel for receiving complaints via call center through the Government Contact Center (GCC) which public service center under the Office of the Permanent Secretary, Prime Minister's Office serves as a Sub Call Center.
- 3) Website www.1111.go.th is a channel for receiving complaints via electronic mail which focuses on providing services and facilitating the public on the case of complaint.
- 4) The P.O. Box 1111 is a channel for receiving complaints via post without postal fee for people who filed complaints and official letters sent to the Public Service Center.

- The receiving of requests/complaints on labour issues of the Ministry of Labour. The complaints on the violations of labour rights can be made through the following channels:

- Submitting a request through the Office of Labour Protection and Welfare in each province or Bangkok areas that enterprises are located.
- Ministry of Labour Hotline 1506.
- The complaints receiving system via the Internet without having to meet the labour inspector. (http://s90.labour.go.th/e_request/login.php) in order to expedite and provide convenience for complainant.

In this regard, the complaints will be proceeded to the investigation of the enterprises or the area of complaints under the authorization and duties of the competent officers or labour inspector. The inspection may be carried out by the labour inspector or the integration of operation team of relevant officers. If any offense is detected, the competent authorities can immediately issue an Order to the employer/offender to correct the issue to be complied with the law within the specified period of time, as well as submit the matter for further investigation and prosecution. In the case of the request to follow up on unpaid wages or an offense under the Labour Protection Act, the labour inspector has the power to investigate, seek the facts and consider issuing an Order within 60 days from the date receiving of the request. If the employer/employee has received the Order and is not satisfied with the Order, both parties can bring the case to the court within 30 days from the date of notifying the Order. However, if the employer does not comply with the Order and does not bring the case to the court within 30 days, the labour inspector has the power to refer the case to the investigating officer for prosecution.

The procedure of receiving complaints/requests



- **Surveillance networks on violation of labour rights are shown as follows;**
 - **Labour Volunteer**, it is a paid network established according to the regulations of the Ministry of Labour concerning volunteers, B.E. 2548 (2005). The labour volunteer has a duty to be a medium for disseminating knowledge, news, as well as advice and consultation on labour to people in the community in order to prevent people from deception or exploitation. They are also responsible for collecting information on labour movements and send information to the related departments under the ministry for planning. Currently, there are 8,120 labour volunteers in 76 provinces across the country.
 - **Labour Protection Network**, it is a network of employers, employees and members of civil society organizations. The Department of Labour Protection and Welfare, as consultant of the network support the activities of the network by organizing the meeting, contacting, disseminating and public relations of knowledge and information on labour. A group joined together to form a network and communicates among each other through the LINE application to exchange and disseminate knowledge and publicize information on labour issue including reporting clues on labour rights violations. There are 2 types of networks.
 - (1) Labour Protection Networks for workers in formal sector and Labour Protection Networks for migrant workers. These networks are in the area of 28 provinces. They are Bangkok, Rayong, Songkhla, Lamphun, Khon Kaen, Samut Songkhram, Chiang Rai, Chiang Mai, Sa Kaeo, Prachuap Khiri Khan, Ranong, Chumphon, Tak, Nakhon Ratchasima, Chanthaburi, Surat Thani, Samut Sakhon, Chon Buri, Nakhon Pathom, Chachoengsao, Ratchaburi, Trat, Surin, Ubon Ratchathani, Nonthaburi, Prachinburi, and Saraburi. The Labour Protection Networks for workers in formal sectors have 631 members and Labour Protection Networks for migrant workers have 1,219 members.
 - (2) Labour Protection Network for workers in informal sector has 649 members.
- **Migrant Workers Assistance Centers** are operated by the Department of Employment (DOE). Currently, there are 10 Centers in Samut Sakhon, Samut Prakan, Chonburi, Ranong, Surat Thani, Songkhla, Tak, Chiang Mai, Nakhon Ratchasima and Khon Kaen. The Center provides consultation, advice and assistance to migrant workers who have problems regarding their job in Thailand. It is also responsible for coordinating with related agencies to provide assistance or refer workers for further assistance in order to prevent the problems of human trafficking and violation of human rights. The Center also collects data on the problems and assistance provided to migrant workers, prepares a report on the operation results, reflects the facts of migrant workers' problems as well as provide

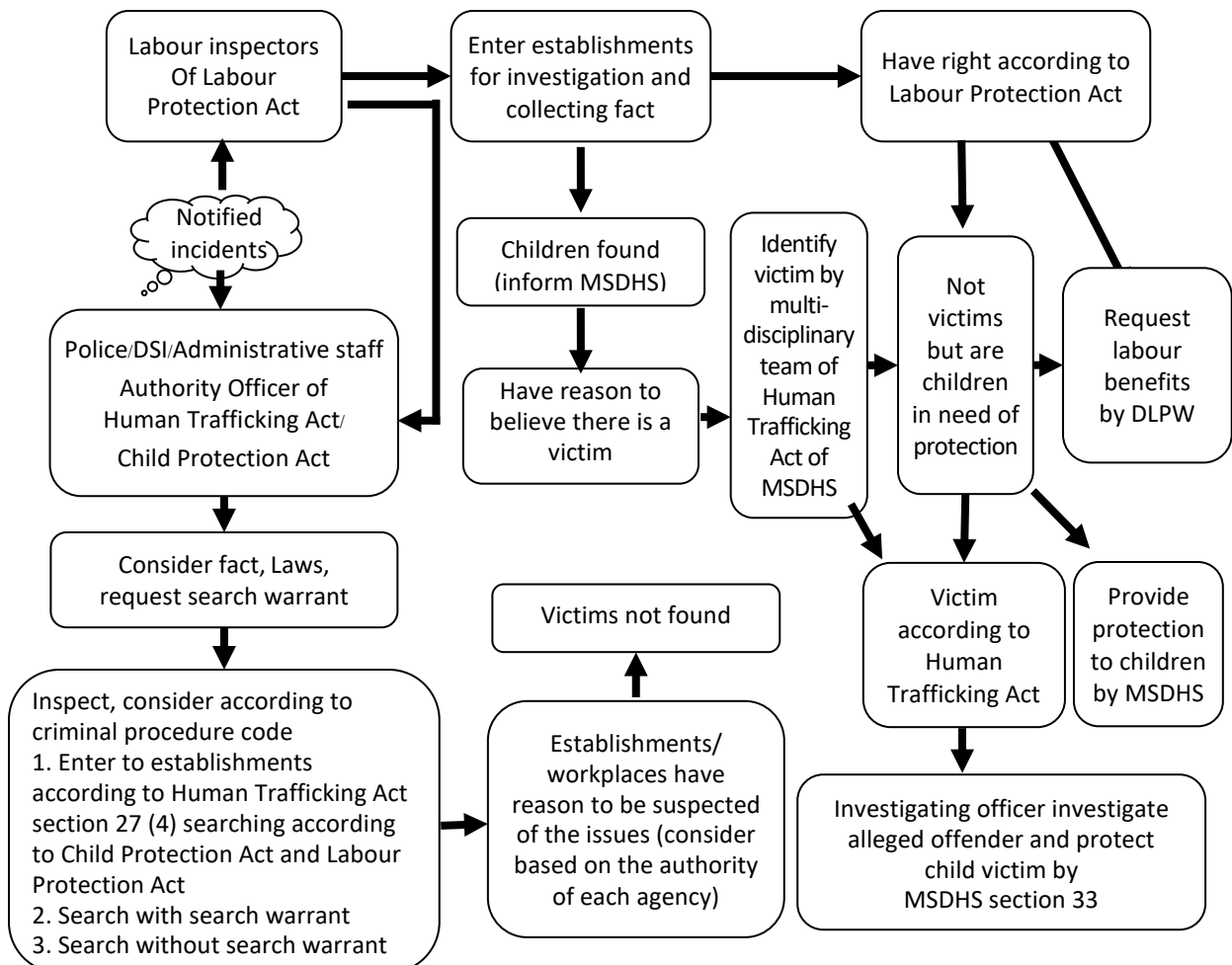
temporary shelter for migrant workers while waiting for assistance or transferred to relevant agencies, such as, the government sector, Non-Governmental Organizations (NGOs), Civil Society Organizations, or the International Labour Organization (ILO). This operation aims to empowering collaboration in providing assistance to migrant workers and provide protection according to legal standards of Thailand and to enhance the operation in effectively solving the problems and providing assistance for migrant workers, achieving the objectives to prevent labour trafficking.

At present, Migrant Workers Assistance Centers are providing services in 24 business sector including fisheries and seafood processing businesses. In the fiscal year 2021, total of 38,749 cases were received the service and there were no cases related to child labour.

- **Migrants Health Volunteers under the policy to bring migrants to be public health volunteers.** This policy aims to provide assistance for each other among migrants by organizing activities on health promotion and prevention of diseases, screening of risk groups, and providing first aids to migrants. This aims to appropriately and effectively respond to the needs of migrants on health, and enhance the coordination of operations between migrant and Thai public health volunteer networks to reduce inequality between Thai people and migrants. In this regard, the migrant health volunteers will conduct public relations, disseminate knowledge, inform public health news, give advice and report abnormalities in migrant community to the authorities and also promote campaign to raise awareness and their responsibility to themselves, community and social environment. These activities are also in line with the situation of the COVID-19 pandemic which is partly occurring in the migrants' community in Thailand.
- **Royal Thai Police**
 - Call Center 191
 - Hotline 1599 (Royal Thai Police)
 - Hotline 1191 (Anti-Trafficking in Persons Division)
 - Hotline 1178 (Immigration Bureau)
 - Line application / Police I lert you application
- **Ministry of Social Development and Human Security (MSDHS) through Department of Children and Youth**
 - 1) Develop social welfare system and provide social welfare services to children in order to provide assistance and protection to the victims according to the Child Protection Act B.E. 2546 (2003).
 - 2) Develop social welfare system in institutions for referring children to the shelter for development and problems solving for individual. Currently, there are 30 shelters with a total of 5,022 children.

- **Social Assistance Center or One Stop Crisis Center (OSCC), Hotline 1300** is an integration of operations among the Royal Thai Police (RTP), Ministry of Public Health (MOPH), Ministry of Labour (MOL), Ministry of Social Development and Human Security (MSDHS). The Ministry of Public Health initiated the OSCC in the hospitals at all levels across the country in order to provide services and assistances to children, women and family members suffered from violence. Each center has a multi-disciplinary team consisting of staff from inside and outside the hospital, in order to provide immediate and comprehensive assistance to the victims. The center has many duties, such as, receiving incidents, screening, making diagnosis, treatment, promoting disease prevention, proving safety, conducting psychological assessment in order to assist in critical conditions, coordinating and providing legal advice, referring to relevant agencies for further assistance on social work, as well as providing counseling, rehabilitating of physical and mental illness, home visiting and assessment. These services will support patients suffering from violence to return to normal stage quickly and safely and able to live normally in the society.

Reciprocal Referral Mechanism for child labour and forced labour between government sectors



Note: DLPW-Department of Labour Protection and Welfare, MSDHS-Ministry of Social Development and Human Security, DSI-Department of Special Investigation

2 Development/improvement of laws, Law enforcement and prosecution related to child labour and forced labour.

2.1 The operations on the study, analysis and review laws and regulations related to child labour and forced labour in order to increase efficiency.

- Department of Labour Protection and Welfare (DLPW)

- In 2021, the DLPW launched rules and regulations related to labour protection in general which can be applied for the protection of child labour and forced labour, these are:
- The Notification of the Department of Labour Protection and Welfare Re: Prescribing the works which workers are involved with hazardous chemicals that the employer shall provide physical examination for workers.
- Explanation of the Ministerial Regulation on Prescribing Medical Treatment fee, rehabilitation fee and the funeral expenses for home workers B.E. 2564 (2021).
- The amendment of Home Workers Protection Act B.E. 2553 (2010), being in the process, by adding Section 8/1 prohibiting employers from hiring home workers under 15 years of age. This new provision is consistent with the minimum age of employment and equal to the maximum age for completing compulsory education according to the Compulsory Education Act BE 2545 (2002), Section 4. Under the section 4 of Compulsory Education Act, “compulsory education” means the education from the first year to the ninth year of basic education according to the law on national education. It also defines “child” as any child who is nearly seven years of age to nearly sixteen years of age unless the child completes the ninth year of compulsory education. The provision is also in accordance with International Labour Organization (ILO) Convention No. 138 on Minimum Age Article 2 paragraph 3, which stipulates that the minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years, the ILO Convention No. 177 on Home Work Article 4 paragraph 2 (7) minimum age for admission to employment or work, and the Labour Protection Act, B.E. 2541 (1998) section 44 prohibiting of an employer to employing any child under fifteen years of age as an employee.

- **Office of the Council of State**

- In 2021, the Office examined the drafts of secondary legislation relating to labour protection in general which applies to employees under 18 years of age in total of 4 legislations. These are:
 - 1) The draft of Ministerial Regulation prescribing standards on tools or equipment and safety measures for working on board B.E.
 - 2) The draft of ministerial regulation prescribing standards for working with radiation, B.E. ...
 - 3) The draft of Ministerial Regulation prescribing standards for administration, management and occupational safety, health and environment regarding to Occupational Safety and Health Management System B.E. ...
 - 4) The Draft of Ministerial Regulation on Labour Protection in Fisheries B.E. ...

2.2 The development of channels for complaints/requests and strengthening the potential networks that assist the surveillance of labour rights violations

The development of information systems for child protection, the Department of Children and Youth (DCY) has developed 6 sub-systems under child protection information systems, namely, incident reporting system, child screening system, child and family welfare system, case management system, competent staff and child protection officer system, and verification system of civil registration information.

A workshop on strengthening the capacity of labour volunteers, this workshop aims to provide useful knowledge including knowledge of the worst forms of child labour to the volunteers to be able to respond to the policies of the government and the Ministry of Labour in addressing child labour issue. The group activities were organized to provide good collaboration between the networks of volunteers and officers working as key mechanisms to drive the services to the people in responsible area. In 2021, there are total volunteers of 7,255 people in 76 provinces.

A workshop on development and improvement of Labour Protection Networks for workers in formal sector and Labour Protection Networks for migrant workers by the Department of Labour Protection and Welfare (DLPW). The group activities are conducted to develop networks and also training on knowledge in order to enable the networks to perform their duties effectively. In 2020, 10 workshops were held in 10 provinces and total of 528 workers were participated and included in the networks.

2.3 The enhancement of competency of operational officers

Department of Labour Protection and Welfare (DLPW)

- Fiscal Year 2020
 - (1) Conducted training programs were organized to promote knowledge of operation officers in order to prevent and solve the problems of forced labour and labour trafficking. The program also aims to enhance operational skills for law enforcement officers by providing knowledge and understanding of Laws concerning forced labour and labour trafficking in both central and regional areas. 93 people participated in the program.
 - (2) Conducted training programs to promote knowledge of law enforcement in order to enhance capacity of labour inspection. By improving capacity of labour inspectors in both knowledge and skills on law enforcement and able to swiftly and accurately identify victim of human trafficking. There are 100 labour inspectors attended the training.
- Fiscal year 2021
 - (1) Conducted training program to improve the efficiency of integrated labour inspection to prevent and solve the problems of forced labour and labour trafficking. It aims to improve the operational skills of enforcement officers by providing knowledge and understanding of laws related to forced labour and labour trafficking. There are 20 labour inspectors participated in the training program.
 - (2) Conducted training programs to enhance officer's knowledge to prevent and solve the problems of forced labour and human trafficking on labour. The project aimed to develop capacity of labour inspectors to be equipped with knowledge and skills for intensively enforce the laws and able to identify workers who are the victims of human trafficking quickly and accurately. There are 100 labour inspectors participated in the training program.
 - (3) Conducted training programs to improve capacity of labour inspectors in receiving and considering complaints, as well as conducting labour inspections to prevent and solve problems of labour trafficking. The programs aimed to improve the potential of labour inspectors by providing knowledge and skills in receiving and considering complaints. The programs were conducted 3 batches with 20 participants each batch. In total, there are 60 labour inspectors participated in training programs.

- (4) Conducted training program to increase capacity of labour inspectors in identifying victims of human trafficking and forced labour. The program aims for labour inspectors of the Department of Labour Protection and Welfare in the central and regional area to be able to analyze the nature of offenses related to human trafficking on labour, child labour and forced labour, identify the victims of labour trafficking, as well as coordinate and refer the victim to relevant agencies to receive assistance effectively. There were 121 labour inspectors attended the training program.
- (5) Allowed officers to participate in the USDOL-funded Attaining Lasting Change for Better Enforcement of Labour and Criminal Law to Address Child Labour, Forced Labour and Human Trafficking Project (ATLAS Project). This is a four years project from 2019 – 2022 and are conducted in four countries: Thailand, Paraguay, Liberia and Argentina by a non-profit organization, the WinRock International. The project aims to coordinate technical collaboration in law enforcement in relation to child labour, forced labour and human trafficking. Three targeted outcomes are set as follows: (1) development of law, (2) law enforcement, and (3) effective collaboration between law enforcement agencies and social protection agencies. 3 workshops were conducted in this project, these were:

1st Batch, during 15 - 16 December 2020 by the Department of Labour Protection and Welfare. There were 16 officers participated in the workshop.

2nd Batch, during 24 - 26 March 2021 by the Department of Labour Protection and Welfare. There were 16 officers participated in the workshop.

3rd Batch, during 14 - 26 July 2021, in virtual training format using Zoom application. There were 95 officers participated in the workshop

Central Juvenile and Family Court developed the capacity of officers by training of judges, associate judges, psychologists, and staffs of the Juvenile and Family Courts across Thailand on the following topics: the use of psychology for giving advice, rehabilitation of children, youth and families, the use of psychology in giving advice on drugs to rehabilitated children, youth and families, Provide counseling for remedy, rehabilitation and healing of children or youth, and giving advice for assisting victims and their families. There were 5,952 officers participated in the training.

Department of Provincial Administration (DOPA), Ministry of Interior has conducted training and seminars to develop capacity of administrative staffs in the central and provincial areas during October 2019 - September 2020. These were:

- (1) A new format of seminar workshop on the prevention and suppression of human trafficking and crime was conducted 1 batch with 30 participants. The participants were the officers from of the central administration staffs who perform duties in the Special Operations Unit under the Department of Provincial Administration. They were trained for detecting and investigating strategies on human trafficking cases.
- (2) Training programs for establishing a provincial special operation team to prevent and suppress human trafficking and maintain peace and order. The programs were conducted 2 times in total participants of 160 people. The program aims to train the strategies for detecting and investigating on human trafficking cases.
- (3) Training programs on the prevention and suppression of human trafficking, new format crimes and maintain peace and order in the authority of the administrative staffs. 5 sets of training program were conducted. There are 20 people in each set with total participants of 100 people. The program provided a practical training on the strategies for detecting and investigating on human trafficking cases.
- (4) The enhancing of special operations team's strategies project of the Department of Provincial Administration for maintaining public order and internal security. It is a field practice for preventing and suppressing of human trafficking and new format crimes. The project was conducted 1 batch with total 36 participants. They were trained on detecting and investigating strategies on human trafficking cases (Department of Provincial Administration/TIP report)

Royal Thai Police has organized training program to educate on laws and practices in the prevention and suppression of child labour and human trafficking by training investigating officers to obtain more knowledge on the worst forms of child labour in total of 3,678 officers. In addition, the Children Women Families Protection and Anti Human Trafficking Center has conducted training and seminars to develop the capacity of police officers who are responsible for investigating human trafficking cases, as follows:

- (1) A seminar project to enhance efficiency in identification of victims in human trafficking of the Royal Thai Police. This aimed to increase skills to be specialist in investigating human trafficking cases. Police officers who are responsible for investigating in human trafficking cases under the Provincial Police Region 1 - 9, resource persons, and staff of the Children Women Families Protection Center, Anti Human Trafficking participated in this program in the fiscal year 2020 in total of 3 batches. Each batch consisted of participants in total of 80 people. In the fiscal year 2021, 2 batches of this program were conducted and

there were 130 people in each batch. The program provided knowledge on investigation and identification of victims from human trafficking cases and exchanged experiences on the prosecution in human trafficking cases.

- (2) A seminar project on investigating human trafficking cases of the Royal Thai Police. The participants of the project were police officers who are responsible for investigating human trafficking cases. In the fiscal year 2020, 2 batches of seminar were conducted with 100 people per batch. In the fiscal year 2021, 1 batch of seminar was conducted with 100 participants. The seminar disseminated the knowledge, understanding and investigative skills in human trafficking cases for the officers and also exchange experiences and fix the defect or weakness in the investigations of the human trafficking cases.
- (3) A workshop of specialists in human trafficking investigation of the Royal Thai Police. The participants were police officers who have experience in the identifying victims of human trafficking in the cases of beggar, forced labour and prostitution. The police officers of the Children Women Families Protection and Anti Human Trafficking Center participated in the workshop 3 batches with 90 officers in each batch in the fiscal year 2020 and 1 batch in the fiscal year 2021 in total of 100 officers.
- (4) A training workshop projects to increase efficiency for executives and operators of the Children Women Families Protection and Anti Human Trafficking Center, Royal Thai Police and the Fisheries Sector. In fiscal year 2021, police officers at the level of deputy commander, commander and police officers together with officers from affiliated agencies, such as, Ministry of Social Development and Human Security (MSDHS), Anti-Money Laundering Office (AMLO) and Internal Security Operations Command (ISOC) participated in training workshop in total of 97 officers during 28 Nov – 1 Dec 2021 at Dusit Thani Hotel, Phetchaburi Province.

Executive Director's Office of Juvenile and Family Litigation 6 (Prosecutor Center for the Protection of Children, Youth and Family Institution) Office of the Attorney General together with the United Nations Children's Fund (UNICEF) organized a training program to improve capacity of public prosecutors working in the Office of State Attorney for Juvenile and Family to improve efficiency of ordering cases and protection of children's rights in the process of criminal justice. The training also aimed for officers to applied knowledge to support related agencies involved in the protection of children and women and also officers and multidisciplinary team involving with the prosecution and welfare protection to be able to perform the operations effectively. There were total of 100 public prosecutors across the country participated in this training.

3. Social programs of government sector

3.1 Promoting and supporting children to receive educational opportunities

Ministry of Education

(1) **The provision of education to persons without evidence of household registration or non-Thai nationality** according to the Cabinet resolution on 5 July 2005. The resolution expands educational opportunities for people without evidence of household registration including non-Thai nationality and ethnic groups which previously was limited to certain groups and some level of education to be opened to anyone living in Thailand. The open of opportunities is not limited to level, type, or area of study as well as the admission, registration and issuing of academic transcripts. It also allocates budget to subsidize as an expense per capita to the educational institutions that provide education for the groups of people mentioned above. The operations performed by the Ministry of Education are showed as follows:

- 1) A project to drive the provision of education and solve the problems of the evidence of household registration for students whose identity numbers start with the letter G
 - Distributed the infographic of “Guidelines for Educational Provision for students without evidence of household registration or non-Thai nationality” to be used as a guideline and provide understanding in driving the provision of education and solving the problems of the evidence of household registration for students whose identity number starts with the letter G for all provincial education offices.
 - Organized meetings of the Sub-committee on coordinating and monitoring the operations for the determination of personal status in educational institutions on Friday 16 July 2021, from 13.30 – 16.30 at Narong Boonmee Conference Room, 4th Floor, Ratchamangkhalapisek Building. Ministry of Education and via physical meeting and virtual meeting through Zoom application.
 - Organized a meeting to follow up the results of operations on educational provision and solving the problems of household registration status for students whose identity numbers start with the letter G in border areas in Chiang Rai Province on Monday 23 August 2021 from 9:00 - 12:00 at Narong Boonmee Conference Room, 4th Floor, Ratchamangkhalapisek Building. Ministry of Education and via a VDO Conference using Zoom application.

- 2) The provision of fundamental education program for persons without evidence of household registration or non-Thai nationality
 - Carried out activities to support educational institutions with migrant children and integrate the development of the Global Citizen Studies curriculum to be used in teaching and learning in the classroom and in the schools in order to create competences for global citizenship for students as follows:
 - Drafted a guideline for the provision of basic education for students without evidence of household registration or non-Thai nationality.
 - Distributed posters to promote the admission of students in 4 languages (Burmese, English, Khmer, Thai) to the Educational Service Areas Office of 167 offices.
 - Attended the meeting of the Sub-committee on coordination and monitoring the operations for the determination of personal status in educational institutions on 16 July 2021.
 - Attended a meeting for public hearing and criticizing on the draft of National Human Rights Plan No. 5, 2023-2027.
 - Attended a working group meeting to solve the problem of the provision of education in the Migrant Learning Center at the Thai – Myanmar boarder in Ranong Province on 10 September 2021 via ZOOM application.

(2) Encourage disadvantaged children and youth to have better educational equal to general public by considering the provision of special subsidies, at a sufficient level, for teachers in educational institutions in remote areas which educational resources can be distributed evenly and increase the incentives for students' parents in poor families to send their children to school for example by providing a free lunch program with nutritional quality, providing vocational training along with the general study of various subjects in order to demonstrate that the learning subjects is useful and can be used in the occupation. The related examples of projects/activities in fiscal year 2021 are showed as follows:

- 1) Projects to expand vocational training opportunities for preparation before entering the labour market (budget 84,561,000 baht).
 - 1.1) Chaloem Rajakumari Scholarship Program (Budget 51,750,000 baht).
 - 1.2) Subsidy Program for earning during studying for poor students (Budget 10,950,000 baht).
 - 1.3) Subsidy Program for educational expenses, vocational project for building skilled craftsman (Budget 21,861,000 baht).

- 2) A project to expand and upgrade the dual system of vocational education with quality and standards. (Budget 61,767,000 baht).
- 3) The project on the development of Vocational Excellence Center
 - The announcement for establishing the Center of Vocational Manpower Networking Management (CVM) in the fiscal year 2021 in total of 25 centers with 25 curriculums/fields of work.
- 4) The project on vocational education reform to increase achievement of students with quality and standards to have competency and readiness for entering to labour market.
- 5) The project on the promotion of self-employed occupations among vocational students which later changed the name of the project to “The project to develop capacity of vocational students to become entrepreneurs”.

Established the Provincial Center for Career Development and Entrepreneurship, Ministry of Education. The establishment of the center is developed in respond to the policy of Minister of Education (Ms. Treenut Thienthong) as an urgent policy on career development. The location of the center is located at the Provincial Vocational Office of each province (77 provinces) to integrate the collaboration among main agencies under the Ministry of Education and other related agencies at the local level. It is also a center to collect information on career courses of various agencies in the provincial area as well as providing vocational training for students and general people to carry on an occupation and entrepreneurship. It also conducted a pilot online training course for entrepreneur which is a 30-hour training course in total 10 days during 6 - 17 September 2021 and total of 64,170 people registered for the training course (data on 12 September 2021). The course focused on the development of knowledge in entrepreneurship in digital era for students and general people which can extend to earn income and carry out an occupation in the changing situation of the present world. Apart from the collecting information of career courses for training, each center of the 77 career development centers also conducts pilot online training course of 1 career per province which is a 30-hour training course and this activity is in progress.

- Conducted the development of student under the vocational Incubator Centers which are located in the educational institutions more than 420 institutions. The centers provide training and knowledge in business operation, marketing, product development for sales and provide business promotion funds for students. The number of students and their business is waiting for the educational institutions to report the results.

- Conducted activities to improve in-depth knowledge of students to develop product for commercial. The activities consist of 1) Creative Vocational Projects: Transform the Dreams into Business, in phase I, 75 business teams from educational institutions (1 teacher and 3 students per team) with total 300 participants were participated in the project. The project was conducted during 27 -29 August and 4 September 2021. In phase II, 20 business teams, 80 participants, participated in the training project during 18 - 20 September 2021. All 20 teams have developed the products with business possibilities and already started their businesses. The finals competition was conducted in December 2021 to compete for funding in expanding the business, 2) Youth Camp Project: Young Smart Farmer project, the project focused on developing skills for students in the groups of educational institutions in agriculture with target participants of 200 students. The project was conducted in September 2021.
- Conducted training activities on e-commerce platform of Chinese trade. The training activity is a joint collaboration with Confucius Institute and Chiang Mai University. The target participants were students who have basic knowledge of Chinese language because the training was conducted with Chinese instructor on a Chinese platform. The project was conducted in August with total participants of 70 people.

6) The vocational education development projects in the southern border provinces according to the basic missions. The project aimed to build morale, provided safety in life and protected government properties among teachers, staffs and students. It also aimed to develop vocational education networks, support public relations among target groups of vocational students in the southern border provinces including students in private vocational schools to receive support of the educational provision.

(3) Project to drive the operations on students' health and sanitation in educational institutions in fiscal year 2021.

- 1) A training program for working group to develop an educational system that promoted learning on sexuality education and quality life skills and develop appropriate care and assistance system at the regional level in the fiscal year 2021.
- 2) Program to prevent and address youth pregnancy in vocational institutions.

- (4) **Allocate budgets to educational institutions** that provide education for person with disability. This aims to supporting equipment, provide facilities and knowledgeable instructors who has sufficient skills to teach each type of person with disability in order to provide education and job opportunities for person with disability to be able to rely on themselves.

Vocational Education Program for Persons with Disabilities:

- Students with disabilities have equal access to vocational education. The administrators and teachers have knowledge and understanding of the provision of vocational education for people with disabilities. Teachers or educational staffs have knowledge in psychology to help disadvantaged students. The educational institutions are the centers for the provision of vocation educational for people with disabilities in the community and are the resources of information in providing consultation to people with disabilities in the community.
- The administrators and teachers have knowledge and understanding of the provisional of vocational education for students with disabilities. Teachers and educational staffs have knowledge in psychology to assist students with disabilities.
- The administrators, teachers and educational staff have been trained by participating in the Vocational Education Program for Persons with Disabilities.
- Office of Vocational Education Commission has reported on the subsidy per capita of students with disabilities.
- Developed an overview report of operation results of educational institutions that accept students with disabilities in total of 30 reports from 30 institutions.

Office of the Ombudsman in cooperation with the Ministry of Labour

The Project to enhance vocational skills for students from poor families who cannot continue their studies after completing compulsory education:

- 105 participants participated in the project
- 27 people were employed

Ministry of Interior (Department of Local Administrative Promotion)

Project on supporting capacity development of teachers and out-of-school children through geographical area networking: Central Region (groups of disadvantaged children under Department of Local Administrative Promotion's responsibility).

The project was implemented in accordance with the Country Reform Plan on Education by Department of Local Administrative Promotion. The objectives are for children and youth outside educational system come back to continue their education until finish compulsory education; receive skill training according to their aptitude; and can rely on themselves for living. The Department of Local Administrative Promotion allocated budget on subsidy to children and youth outside school system at 4,000 Baht per head. 761 children and youth received budget under the scheme. There were 130 teachers for disadvantaged children received capacity development and support to organizes learning activities with efficiency and quality suit to their ages.

Department of Sericulture, Ministry of Agriculture and Cooperatives

Project on sericulture and promotion of sericulture career with

- 71 schools and 1,236 students
- 9 Farmers' Heir Communities and 140 farmers' heir

Department of Employment

Organized meeting to inform and provide knowledge of the project on career skills enhancement for students from poor families who do not continue their study after finished compulsory education. Provide career guidance for children and youth at the Juvenile Detention Center, probationers and inmates.

Ministry of Justice (Department of Juvenile Observation and Protection)

The Ministry has organized teaching for children and youth under its responsibility to receive basic education in both common and vocational education; career/professional training that labour market needed; religious training; training to promote ethnics and moral; volunteer to assist social and community. The qualified and standardize basic education have been continue conducted for children and youth couple with short-term vocational training. The objectives are for children and youth to finish their compulsory education at secondary education or to finish their high school education both common or vocational levels of education. For those who finished high school can continue their study at tertiary education. There are 2 options for those who want to continue their study of high school education -common level of education- through Office of the Non-formal and Informal Education or through core course of Office of Basic Education. As for vocational education, they can continue their education on vocational certificate through Educational Institutes of Office of the Vocational Education. The program aims to promote and increase social opportunities, as well as prevent recidivism. There are 6,896 and 8,486 children and youth received education through the program in educational year 2020 and 2021 respectively.

Ministry of Social Development and Human Security (Department of Children and Youth)

Project on welfare service and child welfare: to assist disadvantaged children, children in difficult condition, children with disability, street children, poor children from communities in 50 districts of Bangkok by providing financial support for educational activities to 1,758 children.

3.2 Campaign and awareness raising for involved persons

Ministry of Labour

Awareness raising activities for informal workers and related persons at total of 19,585 persons.

Provided knowledge to informal workers to prevent and solving human trafficking. 100 participants were selected from border areas between Thailand and neighboring countries and from 20 targeted provinces -5 from each province- that having high risk of being forced labour or labour trafficking. The selected provinces were Chiang Mai, Chiang Rai, Tak, Nong Khai, Nakhon Phanom, Ubon Ratchathani, Surin, Sa Kaeo, Chanthaburi, Trat, Rayong, Chonburi, Samut Prakan, Samut Sakhon, Samut Songkhram, Kanchanaburi, Ratchaburi, Songkhla, Nakhon Si Thammarat and Surat Thani.

Ministry of Industry

Transferred of technology and performed public relations in factories that having high risk as follows:

Samut Sakhon Provincial Industrial Office:

Transferred knowledge on worst form of child labour during seminar on campaigning and promotion of environmental governance in the enterprises under the watershed management and environmental governance system project. There were 58 participants attending the seminar.

Trat Provincial Industrial Office:

Communication activities to raise awareness for entrepreneurs on worst form of child labour with 178 factories participated.

Prachinburi Provincial Industrial Office:

Seminar on business development during the crisis for 19 entrepreneurs from medium and small industries, community business and interested general public. There were 112 participants receiving knowledge on business development and public relations on worst form of child labour.

Chonburi Provincial Industrial Office:

Activities on awareness raising and distribution of knowledge on worst form of child labour to factories under Good Factory Practice measures for 4 times.

Samut Songkram Provincial Industrial Office:

Distribution of information to the public and factories under campaign activities to raise awareness on worst form of child labour for 225 factories.

Chumphon Provincial Industrial Office:

Communication activities to raise awareness for entrepreneurs on worst form of child labour with 120 entrepreneurs/public attended.

Department of Fisheries

Training project on capacity development of entrepreneurs on Good Labour Practice.

Ministry of education

Cultivate and build understanding and awareness raising on human rights and rights and responsibility since school age: which will lead to the creation of knowledge and understanding of their rights, not violating other people rights, reducing bullying, cyber bullying, and discrimination. In addition, there should be an improvement of school environment for persons with disabilities or persons with physical or mental disability including promote the implementation of Adolescent Pregnancy Prevention and Solving Act B.E. 2559 (2017); teaching sexuality education in educational institutes; providing counselling and standard services on reproductive health for adolescent.

Department of Children and Youth:

Organized workshop to develop capacity and mechanism of Thai Children and Youth Council in the context of child protection, to provide knowledge and understanding on protection of children from all forms of violence. There were 15 representatives from the Councils attended the workshop. The Department also provided financial support for 6,959 Children and Youth Councils (79.28%).

4. Monitoring and Remedy Systems of Private Sector

Labour Relations Act B.E. 2518 (1976) specifies that workers can form a trade union, labour confederation and labour council, while employers can form an employer association, employer confederation and employer council. At present, there are 1,478 worker organizations and 334 employer organizations. This does not including many labour organizations that being formed according to law, such as, group, neighborhood. These organizations have major roles in investigating Ministry of Labour's work whether it is transparency and fairness or not.

In addition, Thailand through Ministry of Labour has promoted private sector to have monitoring system and self-certification on child labour and forced labour or requesting for certification through monitoring mechanism of public or private sector, as follows;

4.1 Thai Labour Standard (TLS) TLS 8001-B.E. 2553

Its objective is to encourage enterprises to use TLS as guideline for treatment to their workers, by applying TLS in labour policy and management of the policy and using it as criteria in monitoring and declare themselves to be enterprises that comply with TLS. Enterprises can apply for TLS certification. Normally, enterprises that passed Good Labour Practices (GLP) will be encouraged to applying TLS in order to further enhance worker's quality of lives and increasing trade competitiveness. Officers promote employer/entrepreneur to apply TLS which will lead to the improvement of the standard on labour management, accountability of labour rights and social responsibility. The standard covers general conditions; management system; forced labour; remuneration; working hours; resting time; holiday; sick leaves; discrimination; discipline and punishment; sexual harassment; violence; child labour; women labour; freedom of association and bargaining; occupational safety and health; working environment and labour welfare. At present, there are 1,246 enterprises joining the TLS system. Enterprises in the shrimp, fish, sugarcane and garment industries who join TLS are as follows:

Number of enterprises that apply TLS classified by types of products.

Number of enterprises				
Shrimp	Fish	Garment	Sugarcane (Sugar Factories)	Total
62	36	15	12	125

4.2 Good Labour Practices: GLP

GLP is a guideline that was developed by the Department of Labour Protection and Welfare and has been promoted to enterprises in shrimp, fish, and garment industry. It is aimed to promote better labour management, better quality of lives for workers, fair working environment, and prevent all forms of labour trafficking. Its principle is “4 No, 6 Have”, namely, no child labour, no forced labour, no discrimination, no human trafficking and have labour management system, have freedom of association, have opportunity in exchanging opinion with employer, have safe working environment occupational health, have waste management and have suitable welfare. There is GLP for various industries as follows:

- Good Labour Practices for general enterprises which have been applied to garment production enterprises.
- Good Labour Practices for fishing industry which have been applied to shrimp and fish production enterprises.
- Good Labour practices for shrimp farming industry in Thailand which have been applied to shrimp production enterprises.

Department of Labour Protection and Welfare has promoted enterprises to apply GLP in their enterprises by organizing a training to provide knowledge, performing public relations on the benefits of applying GLP, and initiating GLP award to commend enterprises that apply GLP as one way of building credibility to enterprises.

Number of enterprises that apply GLP during 2020-2021 classified by types of products.

Year	Number of enterprises			
	Shrimp	Fish	Garment	Total
2020	100	42	54	196
2021	64	62	60	186
Total	164	104	114	382

In addition, Ministry of Labour through Department of Labour Protection and Welfare cooperates with private organizations representing Thai enterprises to conclude and implement Memorandum of Understanding (MOU) between government, private sector and civil society to prevent and solve child labour and force labour in shrimp, fish, sugarcane and garment products. The inspections on child labour and forced labour have been conducted in private enterprises that are members, according to the protocol of each organization. It also promoted knowledge and monitoring the implementation according to the GLP. The results of the monitoring mechanism by representative organizations of private sector are as follows:

- **Thai Tuna Industrial Association (TTIA)**

Groups of canned tuna production have set up Thai Tuna Industrial Association (TTIA) to facilitate the operation of activities that directly benefits to canned tuna producers. With the cooperation of Thai tuna producers to stimulate the implementation of the policy, at present, TTIA has 26 member enterprises with 53,691 workers.

(1) *Monitoring of Membership:* It requires member to submit a letter declaring the intention to comply with 8 Ethical Code of Conduct which reference to the Thai Labour Laws as follows:

1. No Child Labour: enterprises do not have workers aged below 18 years old involving or working in the processing factories. In the recruitment process, all workers have to show their passports that issued by their government or ID card and/or work permit in order to verify age and correctness for working accordingly.
2. No Forced Labour and Compulsory Labour: There is no request for worker to pay deposit or application fee to the company. The company will not hold or keep worker passport, ID card and/or work permit. Company also will not retain worker salary and do not obstruct other benefits of workers.
3. No Discrimination: Company will not allow any behavior that led to harassment, discrimination or any threats. The company will have to provide education and training on basic human rights to all personnel that involving in monitoring workers and training on safety. The company also have to put in place a mechanism on complaint management to ensure that worker receive fair treatment.
4. Freedom of Association and Rights to Collective Bargaining: As allowed by Thai laws, company should respect rights and freedom of workers in forming association and collective bargaining.
5. Occupational Health and Safety: The company has to concern and give highest priority to occupational health and safety of workers. At least, the company should comply with provisions specifies in the laws including provide protective equipment using company expenses, preliminary first aids and assistant during the Medicare follow up.

6. Disciplinary Practices: Company will not involve or allow physical or mental punishment, or the use of insulting words to workers. It will not deduct worker salary when they violated the regulations.
7. Remuneration: All worker must receive at least minimum wage payment in full according to Thai laws. Overtime payment have to be at the rate that accepted by Thai laws.
8. Welfare and Benefit: Workers and company have to co-pay for social security contribution according to Thai Labour Law to ensure that all workers have rights on national health care. The company has to register all workers from the first day of employment. During the period that national health care is not yet effective, the company will have to provide enough Medicare and expenses for any injuries or sickness of workers.

(2) *Public relations movement*: to eliminate the worst form of child labour and force labour, dissemination of information and promotion on the implementation of GLP of member enterprises are conducted as follows:

- Campaigning for member enterprises to have letter of intent in applying GLP in enterprises. There are 25 enterprises that applying GLP from 26 member enterprises. There is 1 enterprise that do not apply since it because there has been changes in its production and do not produce relevant products anymore.
- TTIA GLP Activities

The Association has continued to monitor to implementation of the GLP. Since the beginning of the GLP in 2013, TTIA in cooperation with the International Labour Organization (ILO) and Thai Frozen Foods Association (TFFA). After the project ended in 2015, the Association has organized TTIA GLP Visit to members since 2016. The objectives are to support members in implementing GLP according to the principle on promotion of good relations between employer and worker; to monitor the results of applying GLP; to enhance knowledge and understanding on GLP for new members. The details of activities are as follows:

- Organize GLP Visit to member factories at least once a year.

- Use GLP Visit manual and the results from last GLP Visit to monitor the improvement results.
- Visit member factories and their line of production.
- Interview employer representative and randomly selected worker representatives to interview with the aim of collecting information on the management and life cycle of worker; collect information according to GLP principle, labour laws and the work of Welfare Committee.
- Request for additional documents for consideration.
- Prepare and send a summary report to member companies, and prepare annual report on overall industrial situation.
- Public campaign for cooperation: on examines factories under supply chain.

Due to the COVID-19 pandemic, the Association could not conduct GLP Visit activity at member factories including the monitoring of the supply chain enterprises. Hence, the Association has conducted on-line training on GLP Visit 2021 and circulated self-evaluation form to associated members and key supply chain enterprises total of 10 enterprises. In general, there are only 4 companies return the self-evolution form, with total of 2,042 workers - 1,463 Thai workers and 579 migrant workers.

- **Thai Frozen Foods Association: TFFA**

TFFA has 162 member companies and can be classified as 137 members with exporting factories; and 25 associate members who do not have exporting factories. There are 40 members produce shrimp. In 2019, shrimp has been exported at the total of 177,506 Tons, value 56,040 million Baht or 1,746 million USD. The major destination countries for export are USA, Japan, China and ASEAN.

- (1) *Monitoring of membership*: There are site visits by Association to examine labour issues and Good Manufacturing Practice (GMP) and Hazard Analysis and Critical Control Points (HACCP). If new members do not know the regulation or requirement on labour practices and food production that comply with laws, the Association staffs will provide advices and knowledge to new members.

(2) *Public relations movement*: to eliminate the worst form of child labour and force labour, dissemination of information and promotion on the implementation of GLP of member enterprises are conducted as follows:

- Campaigning for member enterprises to have letter of intent in applying GLP in enterprises. There are 11 enterprises that applying the GLP.

(3) Establishment of Sub-committee on Shrimp Product Group. Its authorities are to consider the issues and set up policy in solving industrial problems, in general.

- **Thai Garment Manufacturer Association**

At present, there are 348 members located in Bangkok and nearby provinces.

(1) *Monitoring of membership*: There was the visiting of member factories.

(2) *Public relations movement*: to eliminate the worst form of child labour and force labour, dissemination of information and promotion on the implementation of GLP of member enterprises are conducted as follows:

- Organized on-line training on world trade trend and GLP by inviting experts from the Department of Labour Protection and Welfare to share knowledge on 23 July 2021. There were 40 participants from 36 enterprises.

(3) *Public campaign for cooperation*: on examines factories under supply chain.

- **Thailand Sugarcane Farmers Confederation/ Sugarcane Farmers Federation/ Thailand Sugarcane Farmers Multi-Association/ Thailand Sugarcane Farmers Club of Northeastern Region.**

(1) *Monitoring of membership*: cooperate with Department of Labour Protection and Welfare on labour to conduct survey in Sugarcane farm using google form to collect information on age, sex, nationality, wages, and working hours. Four organizations distributed the survey to sugarcane farmers for answering during August – November 2021. There were 5,280 member farmers responded to the survey.

(2) *Public relations movement*: to eliminate the worst form of child labour and force labour, dissemination of information and promotion on the implementation of GLP.

5. Monitoring and Assisting by Civil Society

Non-governmental Organizations (NGO) on labour in Thailand play an important role in monitoring, tracing and watch-out the implementation of government, including various policies that have impacts on labour. At present, there are more than 40 NGOs that working on labour issue. The important NGOs that have major roles in monitoring the implementation regarding labour and human rights are as follows:

World Vision Foundation

It is a charity foundation officially established on 22 August 1974 in the name of “Thailand World Vision Foundation”. Its objectives are to assist refugees in the Camps, Hill Tribe people and Child Sponsorship Program. It receives financial support from donors and foreign patrons and through the fundraising from World Vision International Organization.

Youth Development Project:

The target groups are 1. Youth from poor families; 2. Out-of-school Youth who have intention/hope to have career for better livelihood and income. It is a cooperation project between the Foundation and local skills training institutes to organize training course on interested topics.

Foundation for Child Development

It has been legally registered as a foundation by National Cultural Committee and Announcement of the Ministry of Finance as a charitable organization in 1989. The Foundation aims to promote child development in physical, mind, emotion and social by working with all parties at grass root level, national and international levels to develop and addressing children and youth issues. At the beginning, there were 4 key projects, namely, project for the hungry children, project on child labour, project on family and community development, and project on media promotion for children.

Project on health communicator to reduce inequality in Groups of foreign children communicators aims at creating communication areas for living together, reduce prejudice and violence in order to live together with happiness and no discrimination.

Promote educational rights, support education, and promotion for marginalized children and foreign children entering educational system. In educational year 2021, there were 24 children received scholarship and supporting for 4 foreign children at jetty in Samutprakarn Province in entering educational system.

Workers' Live Promotion Network Foundation (LPN)

It is a labour organization aims at promoting quality of lives, protecting equality rights, self-reliance and creating co-existence in society with peace. The Foundation established in 2013. The working areas cover Samutsakorn Province, Samutprakarn Province, Bangkok and Rajburi Province. It is also cover areas that having human trafficking for the whole country. The Foundation also works as consulting and assisting center for labour including provide law counselling and assisting for migrant workers.

Raks Thai Foundation

Raks Thai Foundation was established on 15 August 1997. It works on development for disadvantaged groups to have sustainable self-reliance; promotion of health and prevention of HIV-AIDS; promotion of education; promotion of community business and career promotion, natural resources management and environment; assisting and rehabilitation person affected by natural disaster; and other projects related to child labour and forced labour, such as:

Freedom Fund Project: emphasizing on working with target groups -fishery workers and marine fishery processing workers in Samutsakorn Province who have high risk of being victims of or being affected from forced labour, receiving capacity development on gathering, requesting for rights, improving working environment and access to remedy.

Project on Stopping Tuberculosis Disease and AIDS with RRTTPR: emphasizing on working with target groups -migrant workers- in accessing to HIV/AIDS, TB medical services including join with the Freedom Fund Project.

Project on Prevention and Accessing to COVID-19 Medicare for High-Risk Population for the Year 2021-2023. Its targets are to strengthen surveillance system; to develop community capacity in taking care of its people; and access to vaccination of migrant workers including join with the Freedom Fund Project.

The Center for the Protection of Children's Rights Foundation

It is an NGO that established since 1981 later being Foundation in 1996. Its work is on assisting children being victims of violence; being raised illegally; and being exploited by cooperation with multi-disciplinary team and related agencies. In addition, also working on prevention by promoting capacity development of children to have skills in protecting themselves and other persons involved, such as, family, school, community; promote, develop and prevent children from any harm; promote society to take part in building caring and safe society; develop officer capacity both public and private, volunteer, to have knowledge and skills in protecting children.

PART 2

Prevalence of Child Labour and Forced Labour

1. Monitoring results and litigation by government

1.1 Labour Inspection

In the year 2020-2021, Department of Labour Protection and Welfare has performed various types of labour inspection. 73,729 enterprises have been inspected with 2,239,852 workers. 19,888 enterprises had improper practices with 741,952 workers been affected. The improper practices were do not pay salary, paying salary below minimum wages, do not pay severance payment, providing holiday and sick leave, working hours, resting time did not comply with the law. There was no child labour and forces labour. The details are as follows:

Labour Inspection/Year		Number		Improper practices on labour	
		Enterprises	Persons	Enterprises	Workers
Within the system*	2020	35,340	1,160,741	9,790	387,832
	2021	23,500	791,566	6,936	251,902
Risky enterprises*	2020	1,809	62,664	1,679	57,704
	2021	1,503	47,269	1,354	41,061
Ad-hoc team*	2020	45	2,967	45	2,967
	2021	5	148	4	146
PIPO*	2020	2,809	34,274	26**	38
	2021	2,702	31,891	40**	237
Fishing vessel integrated inspection*	2020	420	6,196	**5	36
	2021	340	5,269	**8	20
Aquatic processing business*	2020	150	25,517	1	9
	2021	101	14,601	-	-
Outside the system*	2020	2,469	28,038	-	-
	2021	2,536	28,711	-	-
Total		73,729	2,239,852	19,888	741,952

* “Within the system” = Labour inspection within the system of all types of enterprises that have the nature of employment as employer and worker.

“Risky enterprises” = Labour inspection at enterprises that having high risk of using child labour, force labour, debt bondage labour and labour trafficking, such as, aquatic processing business, sugarcane product business, garment business, fish, shrimp, poultry farming, pig farming or other animal farming including supply chain business and construction.

“Ad-hoc team” = Labour inspection by organizing ad-hoc team from Department of Labour Protection and Welfare (Central headquarter)

“PIPO” = Labour inspection by Port In - Port Out Control Center (PIPO) at the Pier.

“Fishing vessel integrated inspection” = Fishing vessel labour inspection at sea.

“Aquatic processing business” = Labour inspection at aquatic processing enterprises.

“Outside the system” = Labour inspection of employer/worker in agricultural sector that do not employ worker all year round.

** number of vessels.

*** Information from labour inspection data base of Department of Labour Protection and Welfare.

1.2 Litigation and law enforcement that related to child labour and forced labour

In the year 2020 – 2021, law enforcement agencies of Thailand had persecuted and enforcement of law to enterprises on labour improper practices that related to child labour and forced labour from Department of Labour Protection and Welfare labour inspection and other inspected agencies, such as, Royal Thai Police or complaints from private sector and civil society as follows:

(1) Criminal litigation of enterprises that did not comply with Labour Protection Act B.E. 2541 (2007) related to child labour.

2020					
Article	Incorrectness practices	Number of cases	Accusers (person)	Fine/Case closed	Investigation/ Prosecutor/Court (case)
22	Ministerial Regulation on Fishery Worker Protection, No. 4: employed children age below 18 years old working in fishing vessels	0	0	0	0
44	Employed children aged below 15 years old	3	4	0	3
45	Do not notify the employment of children as workers	13	26	7	6
46	Resting Time	0	0	0	0

2020					
Article	Incorrectness practices	Number of cases	Accusers (person)	Fine/Case closed	Investigation/Prosecutor/Court (case)
47	Working during the prohibition period	5	13	0	5
48	Working overtime/working on holiday	0	0	0	0
49	Work that children are not allowed	0	0	0	0
50	Working at places that children are not allowed	3	7	0	3
51	Call for or received collateral	0	0	0	0
52	Do not allow children to take leave for capacity development	0	0	0	0

2021					
Article	Incorrectness practices	Number of cases	Accusers (person)	Fine/Case closed	Investigation/Prosecutor/Court (case)
22	Ministerial Regulation on Fishery Worker Protection, No. 4: employed children age below 18 years old working in fishing vessels	0	0	0	0
44	Employed children aged below 15 years old	7	20	3	4
45	Do not notify the employment of children as workers	13	32	6	7
46	Resting Time	0	0	0	0
47	Working during the prohibition period	5	6	2	3

2021					
Article	Incorrectness practices	Number of cases	Accusers (person)	Fine/Case closed	Investigation/ Prosecutor/Court (case)
48	Working overtime/working on holiday	3	5	1	2
49	Work that children are not allowed	0	0	0	0
50	Working at places that children are not allowed	3	7	1	2
51	Call for or received collateral	0	0	0	0
52	Do not allow children to take leave for capacity development	0	0	0	0

* Data from enterprise criminal litigation data base of Department of Social Protection and Welfare.

(2) Criminal litigation under Anti-Human Trafficking Act B.E. 2551 (2008) on labour

Year	Number of cases	Illegally labour exploitation	Forced Labour	Fishery workers
2020	12	8	2	2
2021	14	13	1	-

* Data from Thailand performance report on anti-human trafficking 2020 and 2021 of Royal Thai Police.

1.3 Monitoring results by government compares with labour supply Shrimp and Fish Products*

Due to the environment and characteristics of both shrimp and fish enterprises are similar or intertwine, Ministry of Labour has developed data base of both products together. Shrimp product is classified in TVPRA List and EO List as product produces by child labour and forced labour while fish product is classified in TVPRA List as product produces by forced labour.

Numbers of child labour, forced labour in shrimp and fish products compare with total labour supply of shrimp and fish products for the whole country classified by range of year.

Range of year	Numbers of workers at related enterprises	Numbers of workers who are child labour or forced labour	% of workers who are child labour or forced labour
20182 – 019	330,613	1	-
20202 – 021	271,193	-	-

* Enterprises that involved with shrimp product are fishing vessels, shrimp farming and aquatic food processing factories.

** Data from employment and working conditions data base of enterprises from Department of Labour Protection and Welfare.

Sugarcane Product

Sugarcane product is classified in TVPRA List as product produces by child labour.

Numbers of child labour, forced labour in sugarcane product compare with total labour supply of sugarcane product for the whole country classified by range of year.

Range of year	Numbers of workers at related enterprises	Numbers of workers who are child labour or forced labour	% of workers who are child labour or forced labour
20182 – 019	49,901	-	-
20202 – 021	44,662	-	-

* Enterprises that involved with sugarcane product is sugar factories and sugarcane plantation.

** Data from employment and working conditions data base of enterprises from Department of Labour Protection and Welfare.

Garment Product

Garment product is classified in TVPRA List and EO List as product produces by child labour and forced labour.

Numbers of child labour, forced labour in garment product compare with total labour supply of garment product for the whole country classified by range of year.

Range of year	Numbers of workers at related enterprises	Numbers of workers who are child labour or forced labour	% of workers who are child labour or forced labour
20182 – 019	248,783	-	-
20202 – 021	139,812	-	-

** Data from employment and working conditions data base of enterprises from Department of Labour Protection and Welfare.

2. Monitoring results of private sector

2.1. Thai Tuna Industrial Association: TTIA

In the year 2020-2021, there were inspections of 26 member enterprises. It found that there were no child labour and forced labour.

2.2. Thai Frozen Food Association: TFFA

In the year 2020-2021, there were inspections of 128 member enterprises. It found that there were no child labour and forced labour.

2.3. Sugarcane Farmer Confederation/ Thailand Sugarcane Farmer Federation/ Thailand Sugarcane Farmer Multi-Association/ Northeastern Sugarcane Farmer Club.

In the year 2020-2021, there were the surveys on labour information from member sugarcane plantations of 5,280 workers. It found that there were no child labour and forced labour.

2.4. Thai Garment Manufacturer Association

In the year 2020-2021, there were the inspections of 34 member enterprises. It found that there were no child labour and forced labour.

3. Monitoring results of civil society

Raks Thai Foundation has assisted 1,139 workers whose rights had been violated of which 1,107 workers were in fishery processing product business and marine products. The topics of assistance were unfair lay-off, deceiving by Myanmar's and Thai's brokerage process, work permit process, rights to withdraw money from Social Security Fund (unemployed by forced majeure), and 4 cases related to child labour and forced labour -violence against children and sexual harassment.

4. Sample cases of major labour litigations.

Fishery case of Good Fortune 1 and Good Fortune 2

Department of Labour Protection and Welfare joined with related agencies both government and civil society in assisting 7 fishery workers whose rights had been violated to return to Thailand on 29 May 2020 from working at the Good Fortune 1 and Good Fortune 2 in Myanmar. The Multi-disciplinary Team has worked together in screening victims. From investigation found that there was no forced labour or labour trafficking. The investigation officers received complaints, follow up on unpaid wages of 7 fishery workers during March – May 2021 total of 678,800 Baht from employer as follows:

- First worker, total of 66,000 Baht (Good Fortune 1 vessel)
- Second worker, total of 66,000 Baht (Good Fortune 1 vessel)
- Third worker, total of 90,000 Baht (Good Fortune 1 vessel)
- Fourth worker, total of 90,000 Baht (Good Fortune 1 vessel)
- Fifth worker, total of 150,000 Baht (Good Fortune 1 vessel)
- Sixth worker, total of 66,000 Baht (Good Fortune 1 vessel)
- Seventh worker, total of 150,000 Baht (Good Fortune 2 vessel)

Chapter 3

Conclusion

Thailand gives priority to the issues of child labour and forced labour, particularly at the enterprises that related to the production of shrimp, fish and garment products. There are also policy and operational plan that have main objectives on solving child labor and forced labour issues including the ratification of various related ILO Conventions which lead to Thailand having various international standardized laws that covered the protection of labour rights; having complaints mechanisms; and civil society network in surveillance the violation of labour rights. Moreover, there is a development of social project to assist and support risky public groups or victims from child labour and forced labour or human trafficking, particularly in providing education to children in order to open social opportunity or raising awareness to society. The operation carries out under the cooperation between government, private sector and civil society.

The operation of Good Labour Practices (GLP) and Thai Labour Standard (TLS 8001- 2010) are important mechanisms and tools in solving child labour and forced labour in enterprises that produce shrimp, fish and garment products. During the year 2020-2021, Department of Labour Protection and Welfare, as a leading agency in solving child labour and forced labour, has signed the Memorandum of Understanding (MOU) with 12 private organizations that represent shrimp, fish and garment production entrepreneurs. The objective of the MOU is to apply GLP in the member enterprises.

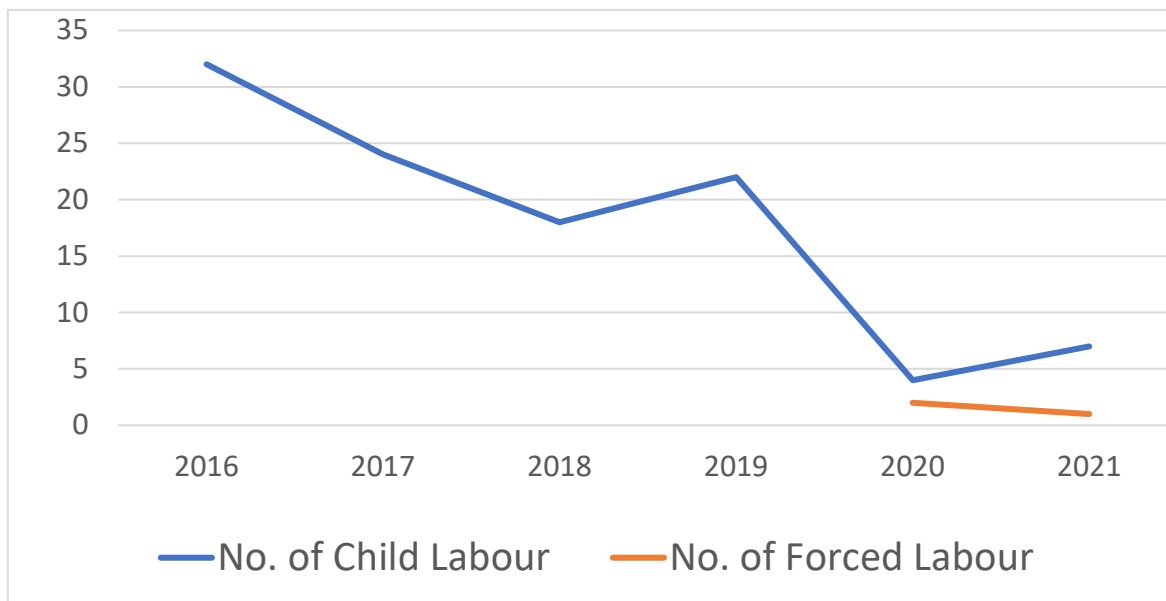
During the year 2020-2021, there were 382 shrimp, fish and garment production enterprises that apply GLP in their businesses. And if any enterprises are interested, they can further improve level of labour management by applying TLS (TLS 8001 – 2010) to their businesses. The TLS has specified numbers of higher standards on labour protection, safety at work and collective bargaining between employers and workers.

As for sugarcane product businesses, sugarcane farmer organization in cooperation with the Department of Labour Protection and Welfare, has conducted a survey to collect data of worker in the sugarcane plantation of member sugarcane farmers. During August – November 2021, there were 5,280 member sugarcane farmers answering questionnaires. This will help in understanding the labour issues particularly child labour and forced labour in agricultural sector which is hard to inspect by government. In addition to the operation by government and private sector in solving child labour and forced labour, civil society also plays important role in protecting and solving the issues by cooperating and supporting the inspections as well as providing assistance to workers whose labour rights have been violated or people who are at risk of rights violation. For example, the promotion of educational rights, allocating scholarships, promoting access to education for marginalized children and migrant children, providing counseling and legal assistance to migrant workers, and reporting the case of violations to government for further assistance.

During this recent years, the cooperation between government, private sector and civil society has significantly reduce child labour and forced labour in shrimp, fish and garment industries. After forced labour has been included in Article 6/1 of the Anti-trafficking Act B.E. 2551 (2008) in 2020, Thailand has prosecuted 10 cases of child labour and 3 cases of forced labour. Among these numbers, there was only 1 case that related to shrimp, fish and garment production industries. The details are as follows:

Numbers of child labour and forced labour cases in Thailand during 2017-2021

	2016	2017	2018	2019	2020	2021
Child Labour	32	24	18	22	3	7
Forced Labour					2	1



* Data from criminal litigation data base of enterprises of Department of Labour Protection and Welfare and from performance report on Thailand anti-trafficking for the year 2020 and 2021, Royal Thai Police.

During the past 2 years, the COVID-19 pandemic has negative impact economic, social and public health of all country, including Thailand. The pandemic also effects the implementation in protecting and addressing the issues of child labour and forced labour. Thailand has continued its effort to solve the problems and effectively achieves the operational results as mention-above through various measures and projects. As the results, up until now, the issues of child labour and forced labour in shrimp, fish and garment product industries are continuously reduced, particularly in processing products, such as, canned fish (Tuna), frozen shrimp and fish, sugar produced from sugarcane, or garment product which are major export products of Thailand. These products are strictly inspected by government and intensive self-inspection in the production line, including the supply chain which ensure that raw materials used in production process are not from enterprises that used child labour and forced labour. The report prepared by the USDOL mentioned that child

labour and forced labour issues in shrimp, fish, sugarcane and garment products in Thailand was found the enterprises at the beginning of production-line. However, due to current cooperation between government, private sector and civil society on the inspection, the case of child labour and forced labour has become so rare and not commonly seen, and the inspection also prevents these products to be included in export products. Consequently, Thai government would like to assure that all exported shrimp, fish, sugarcane and garment products from Thailand are no longer related to the use of child labour and forced labour, therefore, should not be classified under EO List and TVPRA List. In this regard, Thai government would like to submit this report to Department of Labour, USA, to consider withdrawing Thai shrimp, fish, sugarcane and garment products from EO List and TVPRA List.

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