

01

Wages and deductions

- ▶ Wages must be paid by once a month by bank transfer / electronic payment.
- ▶ Payment must be made at least once every three months for share of catch (if provided).
- ▶ Minimum wages in Thailand (2022) range between **328-354 baht per day** depending on the province.
- ▶ You must receive at least the minimum wage.

02

Working hours and rest rules

Seafood

- ▶ 8 hours per day
- ▶ 6 days a week
- ▶ At least 1 hour of rest after working for 5 consecutive hours

Overtime (OT) is always voluntary. OT hours and working hours on holidays must not exceed 36 hours in a week.

Fishing

- ▶ 10 hours of rest within 24 hours of work (14 hours of work maximum: there is no overtime)
- ▶ At least 77 hours of rest per week

03

Overtime pay and holiday pay

Seafood

- ▶ For overtime (OT) hours on a working day, the employer must pay you a rate not less than 1.5 times your normal wage.
- ▶ If you work on a holiday, the employer must pay double your wage.
- ▶ For overtime hours on a holiday, the employer must pay at least 3 times of your wage.

Fishing

- ▶ Does not have overtime payment.

04

Occupational safety and health

Employer must provide adequate safety protection measures and equipment for employees whose work is related to machinery, electrical items or working in a confined space.

05

Sick leave (not resulting from occupational sickness or accident)

- ▶ You are entitled to take sick leave when you are sick.
- ▶ The number of paid sick leave days is up to 30 regular workdays per year.
- ▶ Employer may request you to submit a medical certificate for a sick leave of more than 3 working days.

06

Maternity leave

- ▶ No maternity testing should be required.
- ▶ You should not do work that might hurt you or over-exhaust you if you are pregnant.
- ▶ You can take up to 98 days for maternity leave.
- ▶ You will be paid 45 days out of the 98 days of your maternal leave.
- ▶ You should not be expected to work between 10 pm and 6 am, work overtime, or work during holidays.
- ▶ An employer cannot terminate your employment because you are pregnant.

07

Annual leave

Seafood

If you have worked continuously for 1 full year, you are entitled to paid annual leave of not less than 6 working days.

Fishing

You have at least 30 days of paid annual leave instead of weekly holidays and traditional holidays. If you have to work during the leave period, your employer must at least double your wage.

08

Traditional holidays

Seafood

- ▶ You should be paid your normal wage rate during traditional holidays.
- ▶ You are entitled to 13 days of traditional holidays including Labour Day.
- ▶ You are entitled to a day off substitute on the following working day when a traditional holiday falls on a weekly holiday.
- ▶ Your employer must pay at least double your wage for that day of work if you are not given the substitute holiday.

09

Severance pay (compensation for termination of employment)

If your employer fires you or closes the business, you should be paid severance money. The amount of severance pay depends on the length of service, as follows:

- ▶ 120 days but less than 1 year: 30 days' wages
- ▶ 1 year but less than 3 years: 90 days' wages
- ▶ 3 years but less than 6 years: 180 days' wages
- ▶ 6 years but less than 10 years: 240 days' wages
- ▶ More than 10 years: 300 days' wages

You have to work for an uninterrupted period of 120 days to be eligible for severance pay.

Ship to Shore Rights South East Asia Programme

Promoting regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors in South East Asia

shiptoshorerights.org

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Union Organizing Rights

- ▶ As a union member, you can submit your demands and negotiate with the employer for wages, benefits and working conditions.
- ▶ Migrant workers in Thailand are free to join labour unions in their workplace or in the same work sector.
- ▶ Your employer cannot interfere with your right to join a union.



We are stronger together!

Organizing together is the only way to build power and exercise our rights.

Fishers' Rights Network Songkhla
T: +66 7431 4262

Fishers' Rights Network Ranong
T: +66 7781 0217

Fishers' Rights Network Trat
T: +66 3951 3500

Call SERC
T: +66 2537 8973 for more information

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Worker's Complaint

There are several ways to get help when you have a problem:

- ▶ Contact civil society and workers' organizations
- ▶ Talk to a Labour Protection Office
- ▶ Talk to a labour inspector



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Working in Thailand

- ▶ You should be at least 18 years of age to work on a fishing vessel.
- ▶ You should not be charged any recruitment fee for working in Thailand.
- ▶ Your employer must provide you with a written employment contract in Myanmar language.
- ▶ You should always have a copy of the contract and if you don't have one, you should be provided one.
- ▶ You are entitled to receive social security or private health insurance benefits.
- ▶ Your children have the right to education in Thailand. Many organizations such as the Foundation for Education and Development (FED) provide education to migrant children and adults.



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Discrimination is not allowed

- ▶ You should not receive different wages due to your identity (nationality, race, gender, or sexual orientation).

#Getting help

Ministry of Labour

Central Hotline: 1506/1546/1300
Migrant Worker Hotline: 1694

Foundation for Education and Development (FED)

Hotline: +66 62 978 1009

Human Rights and Development Foundation

T: +66 86 756 0835

Fishers' Rights Network (Ranong, Chumphon, Songkhla and Trat)

T: +66 7431 4262
W: justiceforfishers.org

Raks Thai Foundation (Samut Sakhon)

T: +66 3443 4828

Stella Maris Seafarer's Center

T: +66 81 401 2816

State Enterprise Workers' Relations Confederation (SERC)

T: +66 86 752 4593

Labour Rights in the Fishing and Seafood Processing Sectors



shiptoshorerights.org

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