

ILO TRIANGLE Activities in the Fishing Sector

Tripartite Action to Protect Migrants Workers from Labour Exploitation (the TRIANGLE project) aims to strengthen the development and implementation of recruitment and labour protection policies and practices. The project is operational in Cambodia, Lao PDR, Malaysia, Thailand and Vietnam. The TRIANGLE project is collaborating with tripartite constituents and other stakeholders¹ on a variety of interventions to improve conditions for workers in the Thai fishing sector.



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Activities are being carried out under each of the TRIANGLE project's objectives:

Migrant recruitment and labour protection policies strengthened, reflecting the interests of tripartite constituents and gender-specific concerns.

- The project has hosted two multi-stakeholder fora to discuss measures to strengthen protection in the fishing sector, and provided technical comments on the draft Ministerial Regulation on Work in Fishing, in line with the ILO Convention 188 on Work in Fishing, Recommendation 199, and other international labour standards. In addition, the project is providing inputs on the development of a new process through which to recruit and train fishers, and more broadly advocating for greater regulation of recruitment of inbound migrant workers.
- To strengthen the knowledge base, a quantitative survey of nearly 600 fishers in four provinces has been carried out in close consultation with concerned government and non-government agencies. The research findings on recruitment, employment practices and working conditions in the fishing sector will be used to influence policy, capacity building and support services.

¹ The Department of Labour Protection and Welfare (DLPW) and the Department of Employment (DOE), Ministry of Labour; National Fisheries Association of Thailand (NFAT), Thai Overseas Fishing Association (TOFA); Department of Fisheries (DOF), Ministry of Agriculture and Cooperatives; Marine Department (MD); South East Asian Fisheries Development Centre (SEAFDEC); Asian Regional Center on Migration (ARCM); Foundation for AIDS Research (FAR); Labour Rights Protection Network (LPN); Mirror Foundation; Food and Agriculture Organization (FAO); etc.

Capacity of tripartite constituents enhanced to close the gap between intention and implementation of national policies, bilateral agreements and regional commitments related to the recruitment and protection of female and male migrant workers.

- The DLPW has requested ILO assistance in developing and delivering training materials on labour inspection in the fishing sector. At present, labour inspection in fishing is carried out in cooperation with the Navy and Marine Police in 22 coastal provinces; however, cooperation and capacity in this area needs to be strengthened. The training will be delivered in four provinces: Rayong, Samut Sakhon, Songkhla and Nakhon Sri Thammarat.
- NFAT, the industry association, are carrying out three activities with the TRIANGLE project, including the development of a Code of Conduct setting standards for their members on employment practices and protection of workers; an internal survey to shape their feedback to the Government on the recruitment-related proposals for the sector; and the development of occupational safety and health (OSH) training materials and delivery of training for vessel owners, skippers, supervisors and crew. The OSH training will be carried out in close cooperation with DLPW.
- The TRIANGLE project is in discussions with the Government and industry on the development of Operational Guidelines on the Recruitment, Employment and Working Conditions in the Fishing Sector. The Guidelines will aim to improve understanding and the practical implementation and enforcement of existing laws. This will lead to improved conditions for fishers, which will in turn help to address the labour shortages and high turnover faced in the industry. Two complementary sets of guidelines would be developed: for Government officials (a process led by Ministry of Labour) and for industry (a process led by NFAT).

The rights of female and male migrants and potential migrants are protected through increased access to support services.

- Foundation for AIDS Rights (FAR), a civil society organization, is providing support services to Cambodian fishers in Rayong. This support includes information dissemination, counseling and training on labour rights, organizing and OSH. These services are delivered through three drop-in centers in the province. FAR has also supported the establishment of a working group made up of local authorities, the provincial fisheries association and a local trade union to promote dialogue and strengthen cooperation among the key actors.

For more information on the TRIANGLE Project, visit www.ilo.org/asia/triangle or email Max Tunon, TRIANGLE Project Coordinator: tunon@ilo.org