



GOOD LABOUR PRACTICES

WHAT IS THE GLP PROGRAMME?

The GLP programme is a workplace improvement programme for shrimp and seafood industry combining promotion of GLP guidelines and training for fishing boats, aquaculture farms, primary processing workplaces and local and export processing and packing factories in Thailand. Specific GLP guidelines are developed for each sector of the industry. Their dissemination and application are promoted by Government, industry and workers organizations and NGO's active in the sector.



WHAT DOES THE GLP PROGRAMME AIM TO ACHIEVE?

The GLP programme aims to institute good labour practices at the fishing boat, farm, primary processing and factory levels by:

- Creating better understanding of existing labour laws and regulations;
- Highlighting critical labour issues such as addressing child labour, forced labour, discrimination and freedom of association and collective bargaining and improving migrant workers protection and rights;
- Improving understanding of benefits of voluntary good practices that go beyond compliance to labour law;
- Promoting a culture of compliance and safety and health at work;
- Improving industry capacities to address labour issues through targeted training and capacity building activities and ownership building;
- Promoting workplace cooperation and ensuring that workers have a voice in the process of discussing and applying good labour practices.





WHAT ARE THE GLP GUIDELINES?

The GLP guidelines are a set of guiding principles based on Thai labour laws and regulations and Thai Labour Standard (TLS- 8001-2010) and core International Labour Standards (ILS), such as on child labour, forced labour and working conditions in general. They cover key fundamental labour rights but also address issues such as contracts, compensation, recruitment and occupational safety and health. Considering the high level of use of migrant workers in the industry the guidelines give special attention to migrant worker's rights and welfare.

The GLP guidelines include advice to employer and workers on minimum expectation of compliance to Thai laws and regulations (minimum standard) but also include recommendation of good practices that go beyond minimum compliance to labour laws that come from existing Thai industry good practices.

FOUR SETS OF GLP GUIDELINES ARE DEVELOPED:

- **Aquamarine Shrimp Farms**
- **Shrimp and Seafood Primary Processing Workplaces, "peeling sheds" and other small scale seafood processing**
- **Shrimp and Seafood Processing/Packing Factories**
- **Fishing Vessels**

KEY PRINCIPLES

- The GLP guidelines take as their guiding principle international core labour standards but are based on existing Thai labour laws and regulations.
- Higher standards are promoted through references to good practices that are beyond laws and voluntary in nature.
- Due to the uniqueness of each industry sector separate guidelines are developed for each sector.
- The guidelines include a checklist that can be used to self-assess compliance to existing norms and international core labour standards.
- Existing laws and regulations are referenced so that they can be clearly distinguished from good practices that are voluntary.
- Relevant Department of Fisheries (DOF) standards on food safety and hygiene are referenced when relevant.
- The GLP guidelines are developed through an industry dialogue (joint development process) which allows for clarification of existing standards and shared understanding of issues.
- Throughout the GLP guidelines critical labour issues such as addressing child labour, forced labour, Discrimination and migrant rights and welfare are highlighted.
- The GLP guidelines are supportive of principles of employer and worker dialogue and promote freedom of association, collective bargaining and principles of workplace cooperation.



WHAT IS MEANT BY GLP RELATED TRAINING AND CAPACITY BUILDING EFFORTS?

The Government, employers and workers capacity to effectively use the GLP guidelines must be strengthened so that there is wide understanding of the laws and regulations and good industry practices that can be applied.

Government agencies and officials working on labour issues and with the industry at all levels need to be equipped to respond to questions and provide advice concerning the application of GLP guidelines and the underlying labour standards and existing laws and regulations.

Local employers and industry association, Trade Unions, migrant workers associations and NGOs working on labour related issues will also be provided orientations to the materials for their participation in disseminating and sharing the key messages among workers as widely as possible. Workers can use the GLP guidelines to assess if their working conditions meet the requirements of the laws and if their rights are respected.

Best way to make sure that the GLP guidelines are widely internalized and utilized is through industry training

The GLP guidelines will be supported by an industry driven and Government supported training programme on improvement of working conditions where the Department of Labour Protection and Welfare (DLPW) and Department of Fisheries (DOF) technical staff act as resource persons during the training but the overall training programme will be delivered through a pool of industry trainers equipped to deliver the GLP training modules. The GLP training programme modules are developed based on each industry sectors needs but include some shared key features such as:

- A basic menu of training modules that focus on core fundamental labour rights and working conditions
- The training uses participatory learning methods and is based on peer training and learning
- Self-assessment tools (based on the GLP checklist) and generating improvement plans is of the pre-training and post training follow up process.
- Participating enterprises can report on key improvement made and challenges encountered based on shared indicators
- Enterprises that go through the training programme are provided with a certificate of accomplishment
- Workers participation or/and signaling to the workers the managers commitment to the principles of GLP is part of the training
- Participating enterprises have access to advice and guidance as needed from industry associations, Government agencies and civil society organizations during and after the training.

What is the role of different partners in promoting GLP?

Department of Labour Protection and Welfare (DLPW) and Department of Fisheries (DOF) staff actively disseminate GLP guidelines, respond to questions concerning laws and regulations and act as resource persons in GLP training.

Employer's sign into respecting and promoting the principles of the GLP and those underdoing GLP training undertake to improve working conditions based on areas of improvement identified during the training. Employers agree to communicate, share and partner with workers to apply the GLP principles

Trade Unions and worker's organizations help disseminate and promote the understanding of the GLP guidelines and act as a check and balance mechanism vis-à-vis respect to the principles of the GLP in enterprises and workplaces which sign in or/and participate in the GLP programme.

International and local buyers promote ethical sustainable sourcing practices, promote the systematic application of the GLP principles in their supply chains and encourage their suppliers to join in the GLP training.





CAN THE GLP BE USED FOR INDUSTRY BENCHMARKING?

While it is not currently envisioned the GLP programme and the tools that are created for the training programme can with some adjustments be used to generate a workplace assessment report based on a workplace assessment i.e. monitoring of compliance to labour laws.

Such an assessment can be converted into an enterprise level score card with potential areas for improvement and some form of accreditation and certification can be in the future associated with this process.

The overall premise of the GLP programme is that through these efforts the overall industry understanding and standards, particularly on critical issues such as child labour and forced labour, will gradually raise and there is an increasing understanding on how key labour issues emerging as part of the GLP capacity building and training processes can be addressed through employer – worker dialogue and multi-stakeholder practices initiated through the GLP programme.

The experiences gathered from disseminating and applying the GLP guidelines and the time required achieving a judicious level of compliance to existing labour standards and good labour practices will set the stage for considering additional training schemes and future revisions of the guidelines.

For some form of recognition of the standard achieved either by the Government or by a third party some preconditions would need to be met such as concerning with workers having access to complaints mechanism and with the general level of commitment and transparency build in the certification process. Longer term sustainability of the programme would require also continuing financial commitments from the Government and the industry.

ABOUT THE GLP DEVELOPMENT PROCESS

1

ESTABLISHING NORMATIVE BASE AND
CLARIFYING EXISTING RULES AND STANDARDS

2

PARTICIPATORY GOVERNMENT, PRIVATE
SECTOR, TRADE UNION AND NGO
CONSULTATIONS

3

ADOPTATION OF GLP GUIDELINES,
DISSEMINATION OF THE GUIDELINES AND
ROLL OUT OF SUPPORTIVE GLP TRAINING
PROGRAMMES

WHO HAS DEVELOPED GLP GUIDELINES?

GLP is developed through Government and industry dialogue as part of the three stages of the GLP development process

The GLP guidelines development process has been organized jointly between DLPW as the mandated agency on labour matters and DOF as the technical agency supporting fisheries industry. A joint task force has been set up to oversee the technical development process with the secretariat being jointly managed by DLPW and DOF. The GLP guidelines are issued through Ministerial Notification by DLPW.

Industry members including Thai Frozen Foods Association (TFFA), Thai Food Processor Association (TFPA), Primary Processors Associations and others have joined in the development process with trade unions, academic institutions and NGOs all providing valuable inputs about the business and labour conditions in the various sectors covered.

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