

Trafficking in Thailand: How Importers can Avoid the Pitfalls

WEBINAR

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Seafood
Source.com

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The solution is to improve working conditions to end labor abuse at the worst end of the spectrum.

**A simple diagnostic tool for a difficult problem:
The Labor Safe Screen**



Seafood companies do business all over the world – there are tough issues.

Some issues are hidden. We built the Labor Safe Screen to find them.

The Labor Safe Screen scans for high risks for extreme labor problems.

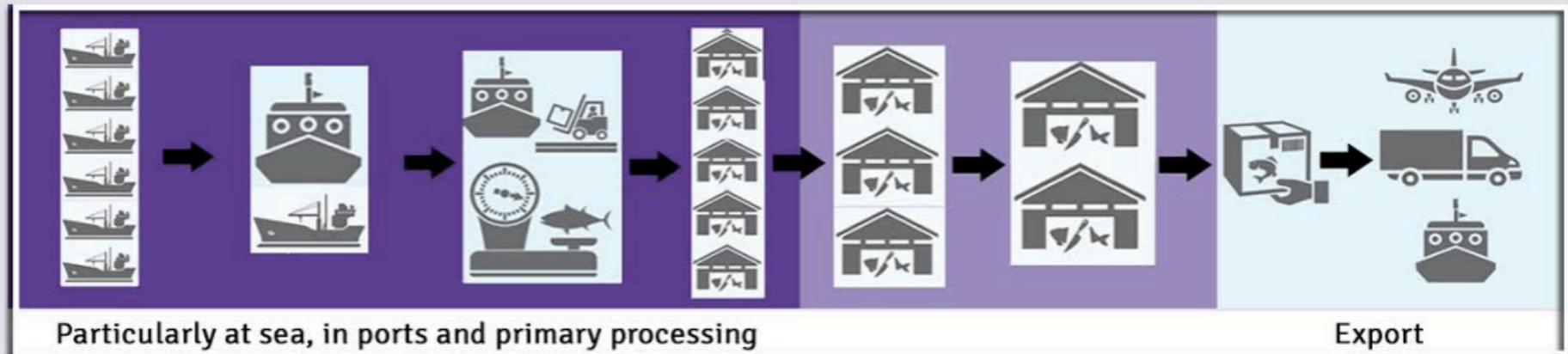
Only very high risks are pinpointed. Recommendations are provided.

If all parts of the chain are low risk, the scan results will show it.



Where do high risks for extreme labor problems occur?

Working conditions need to improve in some seafood supply chains



The highest risk places for extreme labor issues occur at the front end of supply chains where accountability to the law and importers' business norms may be very limited.

AT-SEA

- Migrant workers may not be legal or hold ID or properly registered work permits or they may hold fake documents
- Labor may be sourced from brokers or sold to captains or vessel owners who do not pay the workers
- Vessels with a background of illegal activities operate freely in some areas

ON-SHORE

- Peeling and processing sheds have been associated with under-age and debt-bonded workers
- Existing certifications do not audit primary and secondary processing
- Not easy to audit processors in the informal sectorbut, it is possible



What is the Labor Safe Screen?

It is diagnostic software available online.

You enter an import product to the screen and 6-8 weeks later receive a complete view of the working conditions for all supplies.

Results provide the information you need to verify that labor is safe across the chain.

Where it isn't, problems are pin-pointed.

What if extreme risks are found?

Simple steps are recommended to improve working conditions.

Your input and results are 100% confidential.



The Labor Safe Screen scans ONLY for absolutely unacceptable conditions.

It does not include fair trade items, long hours or a minimum wage.

It does include where workers' ID documents are confiscated, where workers are confined, held against their will, unable to escape debt after working without pay more than one year, and being injured on the job from assault.

These conditions have been defined by the United Nations as indicators of human trafficking.





Improving working conditions at the extreme end of labour vulnerability

Seafood Work:	Acceptable						Unacceptable Working Conditions							
At Sea	Agree to work terms	Are paid	Possess own ID	Can leave boat if suffer injury, illness or no pay	Agree to debt & know when paid off	Can communicate basic needs in captain's language	Do not possess ID or possess only false ID	Zero days off or forced to work 17+ hrs day >30 days	Bonded by debt 1+ year	Believe payment is going to family -but it is not	Work against will	Mal-nourished and in poor health due to poor living conditions	Suffer injuries at work from assault	
Port	Agree to work terms	Are paid	Possess own ID	Free not to board and to leave port	Agree to debt & know when paid off	Can make phone calls and talk freely to inspectors	Do not possess ID or possess only false ID		Confined to boat	Not allowed to speak when spoken to directly	Contract terms are reduced once confined to boat	Arrested if leave boat due to illness, injury or duress	Sold by police back to fishing	
Processing	Agree to work terms	Are paid	Possess own ID	Free to leave job site if suffer injury, illness or no pay	Agree to debt & know when paid off	Can speak freely with other workers in own language	Do not possess ID or possess only false ID	Zero days off or forced to work 17+ hrs day >30 days	Bonded by debt 1+ year	Children have no access to school	No contact allowed with family	No medical care when ill or injured at work	Suffer injuries at work from assault	

The solution is to improve working conditions at the worst end of the spectrum of labor abuse.

Adapted for seafood from the UN indicators of human trafficking



Unacceptable Working Conditions							
At sea	Do not possess ID or possess only false ID	Zero days off or forced to work 17+ hrs day >30 days	Bonded by debt 1+ year	Believe payment is going to family -but it is not	Work against will	Mal-nourished and in poor health due to poor living conditions	Suffer injuries at work from assault
In port	Do not possess ID or possess only false ID		Confined to boat	Not allowed to speak when spoken to directly	Contract terms are reduced once confined to boat	Arrested if leave boat due to illness, injury or duress	Sold by police back to fishing
Processing	Do not possess ID or possess only false ID	Zero days off or forced to work 17+ hrs day >30 days	Bonded by debt 1+ year	Children have no access to school	No contact allowed with family	No medical care when ill or injured at work	Suffer injuries at work from assault

Without a uniform global standard, the first step is agreeing on **absolutely unacceptable conditions.**

Seafood Work:	Acceptable					
At Sea	Agree to work terms	Are paid	Possess own ID	Can leave boat if suffer injury, illness or no pay	Agree to debt & know when paid off	Can communicate basic needs in captain's language
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Processing	Agree to work terms	Are paid	Possess own ID	Free to leave job site if suffer injury, illness or no pay	Agree to debt & know when paid off	Can speak freely with other workers in own language



The second step is to set a target for minimum acceptable conditions.

- We know trafficking and labor abuse is a global not seafood problem.
- Some seafood regions rely heavily on undocumented workers and brokers.
- In Thailand, both wild-catch and farmed products are affected.
- The US State Department and media have made the issue a big concern.
- Verifying any level of compliance with standards, laws, and labor practice is very difficult right across the sector.
- Due diligence measures are needed for Corporate Social Responsibility (CSR).



**WHAT DUE
DILIGENCE IS
NEEDED TO
REDUCE
EXPOSURE TO
THIS ISSUE?**

Where to start on this issue?

How can your company show due diligence?

How far along is your due diligence?

we have not
started our
efforts

we have
identified where
risks are found

we operate
a program to
improve working
conditions

we can verify
that labor
is safe

1. Ask your suppliers:
Are working conditions vulnerable? Where?
Which suppliers can most affect positive change?

2. If high risks are found,
start to improve working conditions pragmatically.
Support local NGOs that help workers out for example.

3. For the highest level of assurance invest in an independent audit.

Labor Safe Screen starts the due diligence for you:

- Confidential support
- Help to improve working conditions where needed
- A clear step towards verifying supply chains are free from trafficking

Results are real-time information based on true not theoretical supply chains. This will ensure that companies have access to the most up-to-date and accurate data on their seafood products.

Use of the Labor Safe Screen will allow companies to promote their seafood supply chains' transparency as well as validate their corporate social responsibility efforts.



Getting Started

1. Contact us.

info@laborsafescreen.com

2. Ask your supplier to complete an online questionnaire. It helps us to locate the correct supplies.

3. Give us 6-10 weeks to complete the scan. Costs start at \$10k/product.

4. Consider an improvement program for products of concern.



General reports are also available for Thai Seafood:

Surimi	Blue swimmer crabs
Squid	Fish by-product
Fish meal	Mackerel
Farmed shrimp	Wild prawns
Sardines	Tuna-albacore
Tuna-bigeye	Tuna-yellowfin
Tuna-tongol	Tuna-skipjack

General recommendations are available on the Labor Safe Screen website:

<http://www.laborsafescreen.com/recommendations/>



**GENERAL
PRODUCT
REPORTS
ARE
AVAILABLE**



Greenward Consulting



TECHNICAL NETWORK

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THANK YOU