

SHORT RESUME ON WORKSHOP CONDUCTED BY AIM PROGRESS ON 5TH OCTOBER IN BANGKOK

TOPIC 2: MIGRANT LABOUR

Workshop 1: What would you do to ensure there is no forced labour from Labour Agency?

Workshop 2: Workers have complained that they are having deductions from their wages for the purchase of PPE and for the bank transfers of their wages. What do you do in this case? What kind of deductions are authorized by the law?

Workshop 3: In slaughter house going to the toilets takes a lot of time due to hygiene control rules. Production manager would like to implement and improvement action to increase productivity. He suggests that the number of uses of the toilet is limited to 2 times per day for employees. They can have more break, but there would be a deduction from their salary of 10 baths each time. What would you allow, what is possible?

Discussion on Solutions during workshop:

During discussion, participants have tried to provide some solutions which could protect the exploitation of migrant labors. Followings are some points;

- The deduction from employee's wages should be cancelled without the law exception.
- Employee movement should not be restricted
- Use only authorized agency labour
- Established policy and procedure for selection of labor agencies to ensure that there is and has not been any forced labour during hiring process.
- Established no forced labour policy and communicate and train to labour agencies on this point.
- Established monitoring process to ensure that there was no forced labour practice.
- Established policy on deduction and freedom of movement.
- Communicate and training the policy to employees
- Provide grievance mechanism for employees for reporting
- Established internal audit program

Personal feedback from trainer:

All participants were very cooperative and open for discussion during the workshop. This session encouraged all participants to be aware about migrant labour, however the session timing was a bit short in time. Time duration for session can be extended next time and possibly doing in one room to connect other topics together.