

Employment Contract Survey Results



တံငါသည်များ အခွင့်ရေး ကွန်ယက်
ပဏ္ဍာပြုလုပ်မှုအဖွဲ့





My contract was written in Thai, not Khmer. I was pressured to sign quickly with my fingerprint. When I signed, I didn't understand the contract, and no one gave me a copy.



“I wanted someone to explain the full contract to me so I could understand before I signed, but no one would. They just made me sign.”



“It’s better if our employment contract is in our language.”



“I want to get paid the salary stated in my contract.”



“I just want to keep a copy of my contract written in my mother tongue.”

“My salary is lower than what my contract says. I want to be paid the right amount.”



“On the boat before this one, I knew about my contract. But when I moved to this boat, no one explained the contract, and they forced me to sign to get my documents to change employers.”



“With my previous boat owner, I signed the employment contract. So, I know what it is. But with this current boat owner, I have never been asked to sign anything.”



“I want to hold my documents and a copy of my contract.”



PAYMENT
not as stated in contract,
paid lower amount

1

**CLEAN DRINKING
WATER**
not provided

6

PERCENTAGE OF CATCH
not as stated in contract,
lack of clear guidelines or
measures to verify

2

**Impact on
Working
Conditions**

WORKING HOURS
not followed as stated
in contract, dangerous
conditions onboard

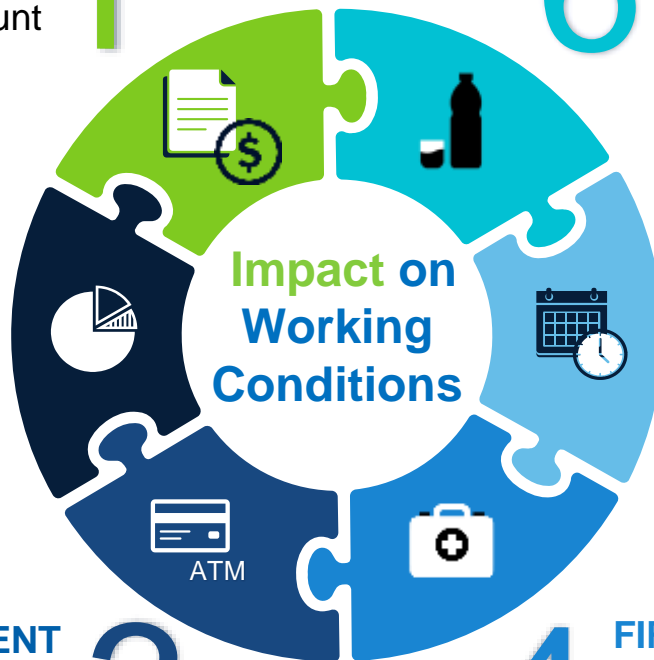
5

MONTHLY E-PAYMENT
not followed as stated in contract,
fishers not paid monthly, account
controlled

3

FIRST AID KITS
Limited to no access,
poorly stocked, no
training on medicine use

4



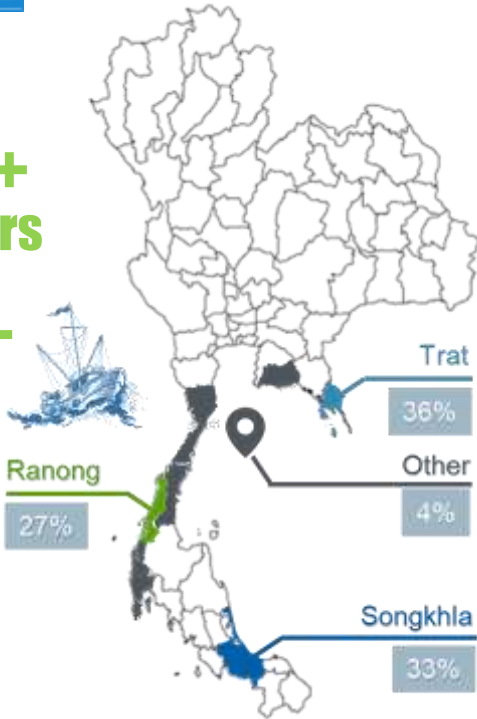
SURVEY METHODOLOGY



Mid March to Mid June 2021

500+ Fishers

150+ Boats



Assumption:

Many migrant fishers sign employment contracts without understanding all terms, do not possess a copy, and are vulnerable to exploitation by brokers, captains and vessel owners.

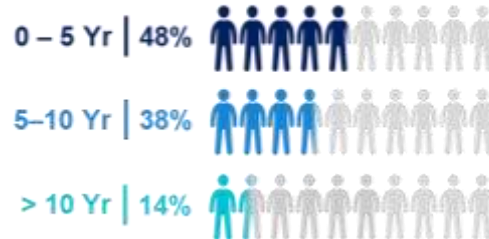


Surveys were conducted in-person by FRN Organizers in a safe and comfortable environment, free from management oversight



Survey conducted in native language

Working Experience



Responses were recorded digitally through an online form with an average survey length of 5-10 minutes



SURVEY QUESTIONS

1. How long have you been a fisher?
2. Please provide boat name or boat information/What is your boat name?
3. Do you know anything about your employment contract?
4. Do you remember signing a contract to become a fisher?
5. Did someone translate and/or explain the terms in your own language before you signed?
6. Do you fully understand the terms of your contract?
7. Do you have a copy of your employment contract in your possession?
8. Are your working conditions the same as the terms agreed upon in your contract?
9. Should fishers have the right to a written employment contract and understand the terms and conditions of their contract before signing and starting work?
10. Should fishers have the right to possess a copy of their employment contract, translated into their own language?



Employment Contract Recognition?



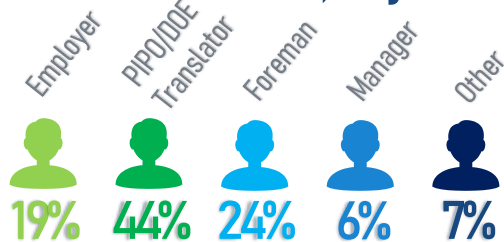
Recall Signing Contract



Someone Translated/Explained Contract



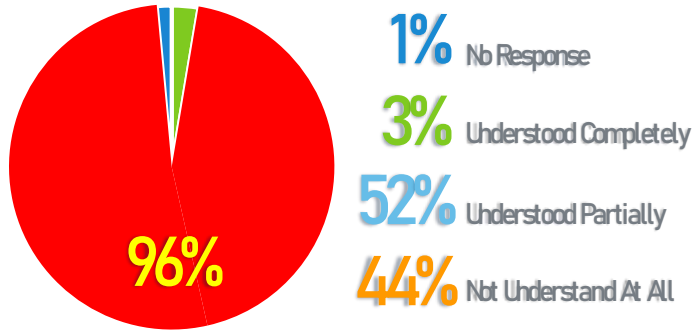
If Translated, by Who?



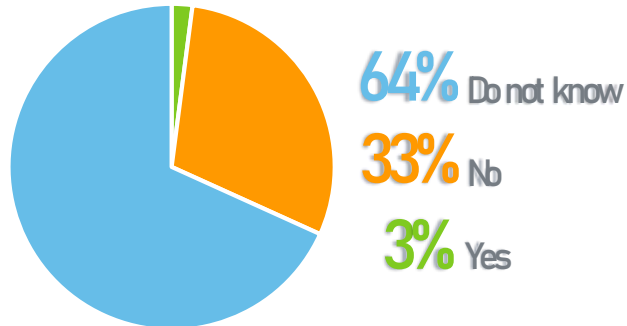
Posses Copy of Contract?



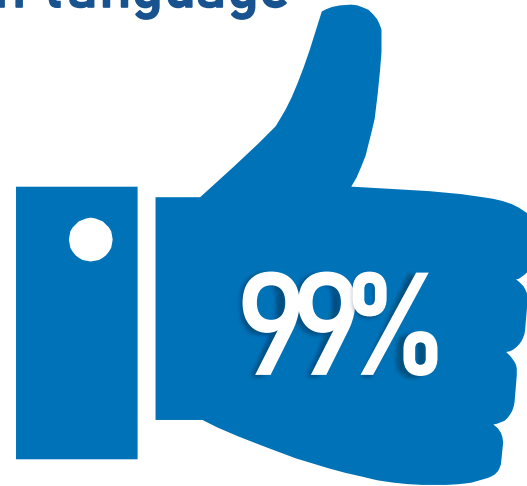
How Much Do Fishers Understand Contract Terms?



Working Conditions Same as Contract Terms?



All fishers want to understand the terms and conditions of their contract before signing, and want to possess a copy in their own language



SUMMARY

- 96% of fishers do not completely understand their contract
- 89% have not had their contract translated or explained in a language they can understand
- 33% of fishers who understood their contract stated that working conditions were not in accordance with contract terms
- All fishers (99%) interviewed said they wanted to fully understand the terms and conditions of their contract before signing, and wanted a copy in their own language

FISHER COMMENTS



Soh Kun

I need to understand my contract and its conditions properly so I'm not exploited, and I want to hold my working contract in Khmer, so that if I have a problem in the future, I can report it myself.



Kyaw Kyaw

Our working contract is in Thai which is hard for us to understand. I would like all documents to be in Burmese, and I want other fishers to have their contract in their own languages too.



La

I have been working as a fisher for 6 years, and I still don't have a copy of my contract in my language. I want it so I can make sure I'm not being cheated.



Tra

I would like to understand my contract properly, so my rights are not violated, and I want a copy of my contract in Khmer. If there is any issue in the future, then we can negotiate as a group.



Aung San

I have been fishing for 9-10 years, but I knew nothing about my contract until now. I would like to hold my own contract, and I want the working conditions to be the same as what it says.



Aung Thein Htike

An employer and employee should agree on the contract together, but if the contract is only in Thai that can be bad for fishers.



Heng

My fisher brothers and I need our contracts in Khmer and Burmese.

FISHER DEMANDS

- ✓ We call on the RTG to effectively enforce C188 and ensure that all fishers have a copy of their contract in their own language
- ✓ All PIPO centers should allow fishers to review and verify the contract presented by the employer at inspection, and report violations in a safe and protected space
- ✓ Fishers demand that Thai authorities enforce employment contract provisions and protect migrant fisher rights



THANK YOU

