

Know Your Wages as a Migrant Fisher

Migrant workers who are employed on a Thai-flagged vessel are entitled to the same rights and welfare provisions as Thai workers under Thai labour laws, regardless of the type of work permit and visa they hold.

You should read and familiarize yourself with the below information to know more about your rights and entitlements.

Thai labour laws require employers to indicate in the employment contract the wages that workers, like yourself, shall receive. In addition to wages, you may receive other types of payment, depending on what is agreed between you and your employer. The wages are to be paid via bank transfer to your bank account only. To ensure that you receive the wage stipulated in the contract, you should not accept wages in cash, only via bank transfer, as this method provides you with transaction records. Therefore, it is important for you to learn how to make financial transactions via electronic banking (E-Banking).



Definitions and Tips

1 Thai Labour Laws: require employers to indicate in the employment contract the wages that each worker will receive monthly. The employment contract can also stipulate other payments, in addition to wages.

2 Wage: is a fixed amount that the employer is required to pay to you monthly. Wages should be clearly indicated in your employment contract and should be paid at least once a month.

3 Profit Sharing: is a percentage share of profit from the catch, agreed between you and your employer. The percentage of profit sharing should be indicated in your employment contract, and should be paid at least once every three months. Only workers who have reached such an agreement with their employer will receive this additional payment.

4 Employment Contract: should indicate that all wages are paid via bank transfer to your bank account only. You should not accept wages in cash, to ensure that you have records of the amount you have received.

5 Financial Transaction via E-Banking: you should know how to make financial transactions via electronic banking (E-Banking) to withdraw, deposit, transfer and confirm the amount received via internet. If you have any doubts, you can contact the staff at the bank where you opened your account, or the Ministry of Labour's officers through a language translator provided by the Government.

6 You should not allow your employer to buy goods for you at a price higher than the market price: when you ask your employer to buy personal items or products for you, the employer can deduct these costs from your monthly wage. This means that after this deduction, you may receive a lower wage than that specified in your employment contract. Therefore, your employer must detail every item that was bought for you and its price that has been deducted from your monthly wage.



Can my employer deduct any of my wages if I take paid sick leave and paid holidays?

- If you get sick while working on a fishing vessel, you should notify your supervisor immediately. You are entitled to 30 days of paid sick leave per year.
- You are also entitled to 30 days of paid holidays per year.



If you feel that you have been exploited or have not received the rights and/or entitlements that were agreed to between you and your employer, you can file a complaint through the complaints box located at the ports and at the Port In - Port Out Controlling Center (PIPO). You can also report the issue to the Ministry of Labour's officers at the ports, PIPO and the Provincial Department of Labour Protection and Welfare Offices.

You can call the Department of Labour Protection and Welfare's hotline at or visit the Provincial Department of Labour Protection and Welfare offices in the province where you work.

1506 press 3 or 1546