

# **Seafood slavery: Canada's investment in human trafficking in Thailand**

Sloane Jeffrey

2019

Bachelor of Commerce Best Business Research Papers

UVic Libraries ePublishing Services

© 2019 Jeffrey.

Original citation:

Jeffrey, S. (2019). Seafood slavery: Canada's investment in human trafficking in Thailand. *Bachelor of Commerce Best Business Research Papers*, 12, 46–55.

---

Downloaded from UVicSpace Research & Learning Repository

[dspace.library.uvic.ca](https://dspace.library.uvic.ca)



**University  
of Victoria**

Libraries

# Seafood Slavery: Canada's Investment in Human Trafficking in Thailand

Sloane Jeffrey

## ABSTRACT

Human trafficking and debt bondage continue to be an unfortunate reality for numerous individuals around the world. Thailand specifically, has been notorious for human trafficking and debt bondage for many years. Due to the publication of recent reports, awareness of the violence and corruption are beginning to spread, forcing the Royal Thai Government to take action. This paper investigates the factors which contribute to Thailand's human trafficking problem within their fishing industry, specifically through the analysis of their economic, legal and social environment, as well as the part developed countries play in this horrific phenomenon. This report contributes the same form of exploration of Canada through the same environments. In doing this, one is able to question Canada's overlap in both their nation's anti-trafficking laws and legislation and their role in Thailand's human trafficking practices. Many countries and organizations around the world attempt to prohibit such acts, yet Thailand is still a major exporter of seafood and fish products. The United States and the European Union have both made major threats to Thailand in order to attempt to combat these human rights violations. Through both global reports, and information provided by the Royal Thai Government, this paper will challenge how serious Thailand is about changing this industry, and the risks involved if it does not. Finally, recommendations on all organizational levels are considered including: the individual consumer, business retailers, and the Royal Thai Government.

## THE PROBLEM

### Overview of Human Trafficking and Debt Bondage

After its abolition, in the nineteenth and twentieth centuries, many developed countries recognize slavery as being practically extinct. Unfortunately for many people around the world, slavery is very much alive and well. In fact, currently there are approximately 20 to 30 million slaves in the world (DoSomething, n.d., Body Section, para. 1). The U.S. Department of Homeland Security defines human trafficking "as modern-day slavery and involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act." (2018, Introduction section, para.1). Human trafficking is the second most profitable transnational crime second only to drug trafficking (Department of Homeland Security, 2018). Unfortunately, human trafficking can be difficult to track as many victims do not come forward, due to language barriers and fear of both traffickers and law enforcement. Debt bondage is the most common form of slavery across the world, and yet it is the least identified. Debt bondage, also known as debt slavery and debt labor, is the pledge of a person's services as security for repayment for a debt or other obligations. Often times the terms of repayment are not reasonably stated, allowing for the person holding the debt to have power over the individual in debt (Anti-Slavery, 2018). One escaped victim of trafficking, Mao Thant Kyaw was quoted by the Environmental Justice Foundation (EJF) as stating: "Whenever I came back to port they told me I owed them 20,000 or 30,000 baht [\$558 or \$837]. I couldn't ask why, they would beat me – any one of them would've killed me, so I didn't ask. I've seen beatings and killings before so I didn't dare ask." (2015, p. 18). This victim's statement displays the violence and brutalities human trafficking sufferers face every day. Unfortunately, Thant Kyaw's experience is not unlike others. When it comes to human trafficking and debt bondage, these individuals live in fear as they know they have no power.

## **Labor: Supply and Demand**

Thailand's seafood industry is infamous for being one of the most violent and destructive economic regions in the world. Even without factors like debt bondage and human trafficking, the fishing industry in any country can be brutal. Jobs on fishing vessels consist of intense physical labor and long hours. Many Thai people are not interested in working in this industry due to the low level of pay and rough work conditions. However, the Thai seafood industry makes up a significant part of their large economy. The industry currently employs over 800,000 people with their exports valuing in at six billion USD (Environmental Justice Foundation, 2015, p. 4). Many of the positions within a fishing vessel are migrants who are willing to work in exchange for help leaving their home country. These migrants are unaware of their rights and will do anything to escape their poverty-stricken countries. Therefore, Thailand's fishing industry has the opportunity to exploit numerous individuals while turning a large profit. Throughout the years, numerous independent reports have been written, examining the abuses of individuals employed on Thai vessels, as well as years of overfishing in the Gulf of Thailand and the Andaman Sea. For decades, the industry's use of unsustainable practices to catch too many fish have led to this crisis in the fisheries. Since 1996, the overall catch per unit effort (CPUE), in both the Gulf of Thailand and the Andaman Sea, has dropped by 86%, making these regions some of the most over-fished waters in the world (Hucal, 2015, para. 9). The CPUE can be defined as the amount of fish caught per hour in kilos. This drastic decline can be contributed to unsustainable fishing practices such as poison fishing and blast fishing (Hucal, 2015). While these fishing practices are considered illegal, unregulated and unreported (IUU), many vessels still partake in such practices (DeRidder K. & Nindang S., 2018). As the competition for fish continues to rise and the CPUE continues to decline, ships are forced to stay out longer. These additional labor costs make the Thai waters the perfect environment for human rights violations. Operators are able to dramatically cut costs by participating in human trafficking and debt bondage systems.

## **Thai Law Enforcement**

The Royal Thai Government has been under a lot of pressure in the previous years for their lack of commitment to what is seen as a global human rights problem. Many reports accuse government officials of being directly involved with trafficking misconducts. Such reports actually declare that officials receive profit for complying with human trafficking networks. One report conducted by the International Labour Office (ILO) explicitly accuses the Thai Government officials of being corrupt. The report was brought to ILO's attention by the International Trade Union Confederation (ITUC) and the International Transport Workers' Federation (ITF). The two organizations reference the example of a human trafficking gang at the port of Kantang. It is believed, that this gang's practices, of torturing and killing migrant workers, who attempt to flee the system, are able to flourish because of the support from law enforcement (International Labour Office, 2017). While human trafficking and debt bondage have always been illegal, fishing boats are not strictly examined, so law enforcement are able to turn a blind eye (Gorge-Langton, 2017). In addition, over 80% of the individuals that fall victim to human trafficking and debt bondage are from neighboring countries such as Myanmar and Cambodia (Macan-Markar, 2017, para. 10). Ultimately, no Thai citizens are being harmed in this process and a very powerful, financially beneficial practice continues to flourish.

## **ECONOMIC ENVIRONMENT**

### **Thailand**

Thailand continues to progress in terms of economic development. Forty years ago, the country was considered a low-income country and in less than a generation they are viewed as an upper-income nation. In fact, the World Bank refers to it as "one of the widely cited development success stories, with sustained strong growth and impressive poverty reduction, particularly in the 1980s." (World Bank, 2018, Introduction Section, para. 1). Thailand is the 19<sup>th</sup> largest export economy in the world with a GDP of 15.45 trillion baht (\$455 billion USD) according to the International Monetary Fund (Simoes & Hidalgo, 2011, Body Section, para. 1). Two-thirds of their GDP can be contributed to exporting alone, making the exportation of any good extremely important to the success of Thailand

(International Monetary Fund, 2018). Annually, Thailand exports 1.8 million tons of seafood around the world (Macan-Markar, 2017, para. 2). However, in the recent years following the issuing of the EU yellow card, many seafood dependent Thai companies complain about the income drop. A serious threat like an EU yellow card can have drastic effects on an industry. In 2015 the EU imported 476 million euros worth of seafood, while in 2015 they only imported 426 million euros (Macan-Markar, 2017, para. 2). This is direct reflection of how damaging human rights violations can be to an industry. Thailand must solve this problem or face losing a major financially beneficial industry. Later in this paper, we will take a closer look into the EU yellow card and the other ways the rest of the world is combating seafood slavery.

## **Canada**

Canada is one of the wealthiest countries in the world and has the tenth largest economy (Frue, 2018, Economic Factors, para. 1). While it relies on most of its trade with the United States, Canada is looking to expand into other trade agreements with other countries (Frue, 2018). Currently, Canada has free trade agreements with various countries, and in 2017 signed the Comprehensive Economic and Trade Agreement (CETA) with the EU. This deal enables trades of goods and services between Canada and the EU to be made more efficiently. Worth mentioning are some of Canada's top exports; motor vehicles and parts, gold, telecommunications equipment, industrial machinery, and crude petroleum, and top imports; cars, vehicle parts, computers, and delivery trucks (David, 2018). While Canada is not entirely dependent on their fishing industry, it is a significant supplier to the success of their economy.

In 2016, \$6.9 billion in fish and seafood were exported around the globe. The industry as a whole employs approximately 72,000 people (Fisheries and Oceans Canada, 2018, para. 1). In addition, Canada plays a vital role in the aquaculture industry. Aquaculture is cultivation of any kind of aquatic organisms, such as fish, aquatic plants, or crustaceans. Today, aquaculture is considered one of the fastest emerging food production activity around the globe, and a developing economic sector in Canada. The Canadian economy is supported by the aquaculture industry, which generated over \$3 billion in economic activity in 2015 (Perspective, 2018, para. 2). The industry benefits far more than just the economy; aquaculture is an environmentally ran industry, which is restoring coastal and rural areas, and providing healthy and wholesome seafood regardless of the season (Canadian Aquaculture, n.d.).

Canada's geographic location allows the country to be extremely fortunate economically. The majority of Canada is surrounded by resource abundant waters such as the Atlantic, Pacific, and Arctic Ocean as well as the Great Lakes. With that being said, Canada has always encouraged sustainable practices. The Canadian Department of fisheries and oceans has established guidelines and practices to support both ecosystems for today and the future. On an international level, Canada has created fishing regulation to meet the standards of the European Union's IUU. Canada's Catch Certificate Program was implemented in order to supervise the distribution of catch certificates. The main goal with this program was to strengthen the traceability of each catch, which prohibits the illegitimate seafood products from entering the EU and other counties which have established the IUU framework. Ultimately, this programs guarantees other countries that Canada's fish and seafood have been grown and handled in sustainable fisheries, with proper paperwork ensuring all products are authentic and traceable (Seafood Source, 2009). As demonstrated by such certificates and programs, Canada takes the sustainability and health of their fishing industry very seriously, and yet they are still importing unethically and unsustainably caught fish from Thailand. Thailand is Canada's second largest trading partner in ASEAN (Government of Canada, 2018). Canada imported over \$3.15 billion CAD worth of products from Thailand in the year 2016, but with each seems to be importing less and less (See Appendix Table 1). In 2017, approximately 12% of all meat, fish, crustaceans, mollusks, and seafood imported into to Canada came from Thailand (Asia Pacific Foundation of Canada, 2018). On the contrary, Canada exported less than 5% of all fish, crustaceans and mollusks to Thailand in the same year (Asia Pacific Foundation of Canada, 2018). Ultimately, Canada is providing fish and seafood to the rest of the world

through sustainable and ethical practices, yet still purchasing from a country that does not follow the same standards.

## LEGAL ENVIRONMENT

### **Thailand's Efforts to Combat Human Trafficking**

The Royal Thai Government is appearing to take a stance against human trafficking. In 2018, the Royal Thai Government released a press release stating their progress on labor reforms specifically in Thai fisheries. They began the press release stating that between 2015 and 2018 a total of 87 cases of human trafficking and 503 labor rights violations had been prosecuted. The Royal Thai Government also emphasized their commitment to labor inspections and raising awareness on the issue. A labor inspection manual has been developed by the Ministry of Thailand and the ILO. This manual is to be used at every step of the labor inspections. In addition, the amount of inspectors has doubled at Port-In-Port-Out Centers. Throughout these inspections, interviews also take place with migrant workers, where a translator is present. Many migrant workers become trapped due to their inability to speak the native language. A difficulty main migrant workers face when faced with debt bondage and human trafficking is the lack of knowledge regarding their rights as workers (Royal Thai Embassy, 2018). These workers are fearful that they themselves might be in worse trouble when reporting crimes of human trafficking. With proper access to information, the Thai Government hopes to create a system where individuals feel safe reporting such wrongdoings. The U.S. Department of State also acknowledged Thailand's efforts to combat human trafficking, but still ranked them as Tier 2 in 2017. In the U.S. 2017 Human Trafficking in Persons Report, they noted the confiscating of more than \$21.91 million USD from traffickers, in addition to the other key efforts mentioned within the Thai Government's press release (U.S. Department of State: Office to Monitor and Combat Trafficking in Persons, 2018, para. 1). Unfortunately, the U.S. Department of State found that the efforts in this period had drastically decreased from the previous period. The report found less victims were identified, and the number of forced labor investigations were not representative of the severity of the problem. Later on in this paper, the effects of U.S. Department of State's TIP report will be explained, and the severity of not complying with anti-trafficking laws. On that same note, in the same report previously mentioned in this paper, the ITUC and the ITF presented information to the ILO accusing the Thai government of weak legislation in regard to the human trafficking on fishing vessels. The report suggests the "weak legislative framework, lack of effective complaint mechanisms, and the ineffectiveness of law enforcement practices," all result in forced labor and trafficking within the fishing industry (International Labour Office, 2017, p. 2). While the two organizations, do acknowledge the steps taken by the Thai government to attempt to prohibit such activity; they do address such steps as failures. Furthermore, specific examples within their legal framework, such as labor inspections, penalties, recruitment agencies, working conditions, permission to change employer and access to complain mechanisms were all brought to attention. The Royal Thai Government responded to all accusations made in this report. Throughout their rebuttal they did agree that many laws and practices were problematic, and they are strengthening their legal framework with ongoing revisions (International Labour Office, 2017). In fact, the Government seems to have solutions to all of the organizations' accusations, yet there is no way to measure how impactful such solutions will be. While Thailand, does seem to be serious about fixing the violations within their fishing industry, their motives are questionable. Thailand has become increasingly worried about these violations due to global pressure from various organizations and economic consequences.

This leaves questions to arise: Does the rest of the world need to hold Thailand accountable for their human rights violations or do the government understand the severity of such acts? Without fully knowing the answer to this question, Thailand might fail in other human rights violations, if a profit is what is at stake.

### **Canada's Efforts to Combat Human Trafficking**

Unlike Thailand, Canada meets the minimum requirements to end human trafficking, and is listed as Tier 1 on the 2017 Trafficking in Persons Report (U.S. Department of State: Office to Monitor and Combat Trafficking in Persons,

2018). In many areas, Canada continues to make efforts to combat human trafficking. The government operated a nationwide anti-trafficking group which developed the ability to recognize trafficking tactics, with the goal to prevent forced labor. Although the report celebrated these efforts they also recognized that the Canadian government did not convict any labor traffickers for the third year in a row (U.S. Department of State: Office to Monitor and Combat Trafficking in Persons, 2018). With such strong support to end human trafficking around the world, the information provided seems to demonstrate Canada as passive when it comes to their own nation. They are an extremely developed country with numerous practices in place, yet they have not convicted one labor trafficker for the third year in a row. This could be due to the lack of labor traffickers in the country, or it could be contributed to Canada being complacent about these horrific practices. While other countries around the world's violations are greater and more pressing, Canada must continue to actively fight against these acts both within their nation and worldwide. As discussed early Canada, still imports millions of dollars' worth of products from Thailand, a country where human rights violations are not uncommon. Canada continues to verbally support the end of human trafficking yet they continue to directly invest in other countries illegal practices. As mentioned earlier 12% of all meat, fish, and seafood imported into Canada comes from Thailand, which demonstrates Canada's direct reinforcement of the use of forced labor for profit (Asia Pacific Foundation of Canada, 2018). Canada, which can ethically and sustainably provide the resources to its citizens, chooses to import from Thailand, which neither produces the products ethically or sustainably. Ultimately, Canada continuously vocalizes its support to end human trafficking around the world, but chooses to ignore how their import choices support modern slavery.

## THAILAND AND CANADA'S SOCIAL ENVIRONMENTS

Using the Hofstede Model to evaluate the social environments of both Canada and Thailand, gives us the opportunity to link socially contrasted frameworks to the country's current practices of human trafficking and slave labor. A few dimensions on the Hofstede Model worth mentioning are as follows; Long Term Orientation, Power Distance, Individualism, and Uncertainty Avoidance. Canada and Thailand have very little in common when viewing them through this framework. In fact, the only similarity they seem to share is a low, long term orientation score. This score demonstrates that both countries value the absolute truth and traditions. Connecting this dimension to the viewpoints of modern day slavery in both cultures, we can understand why both countries' practices differ greatly. On one hand we have Canada, which has an almost nonexistence past when it comes to slavery. Their history has always promoted equality, and they continuously played a role in combating slavery during the Civil Rights Movement within the United States. Canada's history has been adamantly against any forms of slavery, which could explain the mindset on human trafficking today. Canada continues to enforce laws against any forms of modern slavery, while promoting organizations to expose human rights violations in other countries. On the contrary, Thailand has always had a more accepting approach to servants and inequality. Thailand's social classes, one sees today, were built on the historical social hierarchy and a family's financial control of the past (Hays, 2014). Many Thais are adamantly against any form of forced labor or slavery, but slavery stems from the foundation of inequality. This mindset allows for a slavery to be viewed as inevitable and thus tolerable instead of a preposterous and disturbing.

Today, both Canada and Thailand handle human trafficking and slavery in their countries very differently. Each of their viewpoints can be contributed to their unique pasts and their low long-term orientation score. One interesting difference between both countries that can be contributed to the outlook of modern slavery is Power Distance. Thailand scores a 64 in this dimension which means the culture as a whole views inequalities as normal. The acceptance of inequalities could be a factor of why a culture like Thailand is less horrified by the idea of human trafficking. Most ideas promoting slavery are founded on the belief of human beings not being equal to one another. On the contrary, Canada has a score of 39 in this dimension, resulting in an egalitarian society. Equality is a very large part of Canadian culture, so the idea of slavery would be considered completely unacceptable in this nation. Another element worth noting is individualism. Thailand scores a very low 20, therefore classifying it as a highly collectivist country. Thai people are not confrontational, making them less likely to speak up if they do not agree. It is also extremely important in Thai communities to not feel ashamed in front of their peers. Evaluating forced

labor from a highly collectivist point of view, one can begin to understand how an individual might be afraid to speak up due to the consequences a shamed trafficker might inflict. On the contrary, Canada scores an 80 on the Hofstede Model characterizing it as an individualistic culture. In this type of culture, people are expected to be self-reliant. According to the model, Canadians are more likely to look out for themselves, leaving them potentially less vulnerable to manipulation. Thailand's scores of uncertainty avoidance indicates their lack of willingness to accept change. Their aim to control comes from their desire to avoid the unexpected. This could be why individuals forced into labor are less likely to report or flee a vessel due to the high level of uncertainty. There is a huge risk involved with attempting such actions, so naturally Thais will be less apt to do so. Canada culture can be defined as more "uncertainty accepting," based on their Hofstede Score. New ideas and opinions are more tolerated, and Canadians generally are not rule-oriented people (Hofstede & Minkov, 2010). The use of the Hofstede Model has allowed us to explore and compare the different impact social constructs have on the individuals within their nation.

## THE GLOBAL PERSPECTIVE

Labor abuse continues to be documented around the world in a variety of industries. However, when it comes to forced labor many nations have little tolerance for the human rights violation. Various organizations around the world continue to expose these human rights violations through investigations and reports. Associated Press (AP) held one of the most well-known investigations in 2015 that led to the freeing of more than 2,000 slaves in Southeast Asia (Htusan & Mason, 2015). Following this investigation, Obama banned US imports on all slaved-produced goods. Before this, the Tariff Act of 1930, gave Customs and Border Protection authority to accept shipments of goods, that were suspected of forced labor, due to "consumption demands" (Htusan & Mason, 2015, para. 3). Obama signed the Trade Facilitation and Trade Enforcement Act, which took away the ability to accept any forced labored goods for any reason (Htusan & Mason, 2015). With that being said, the United States continues to be ranked as one of the top three Thai fish and seafood importers in the world (Ngamprasertkit, 2018). These type of events question the motives behind this Act in the United States. While the Royal Thai Government has made significant changes in this industry, traceability and transparency is still unavailable. Therefore, the U.S. cannot be fully confident that all the fish and seafood product being imported from Thailand are not produced with the use of slave labor. Following the publication of AP's investigation many fishing vessels were staying out longer lessening their chances of being caught for illegal practices. Greenpeace, an environmental organization headquartered in the Netherlands, did a follow up study to see if the Thai vessels were complying with human rights laws. The organization found a variety of violations, from overstated recruitment dues and non-binding oral contracts, to exploitation and workers' abuse (Mendoza, 2016). The work of non-profit organizations, such as the ones previously mentioned, bring light to governments around the world to put an end to this brutal form of modern slavery. Due to publication of articles and reports like these, the European Union and United States attempt to hinder Thailand's illegal activities by threatening to ban the purchasing of all fish and seafood from Thailand. Earlier mentioned in this paper, was the issuing of the EU yellow card. Thailand has been formally issued a yellow card since 2015, and the EU believes it has no reason to be lifted yet. If the EU decides to issue a red card, all Thai seafood and fish will be banned from purchase in the EU. The poor fleet management and lack of law enforcement give EU reason to not lift the yellow card (Illegal Fishing, 2018). Also previously mentioned in this report, is the United States Department of State TIP report. It was stated earlier that Thailand remains a Tier 2 country for another year. The purpose of the TIP Report is to communicate with other foreign governments in the hopes of improving lines of communication regarding anti-human trafficking tactics and to focus on resources such as prevention, protections and prosecution. The report consists of three tiers. Tier 1 is the highest classification, demonstrating that the government in question is fully complying with the minimum standards, such as making strides towards tackling human trafficking. A nation on Tier 2, such as Thailand, acknowledges that a country is not in complete compliance with the minimum standards, but are attempting to do so. Finally, Tier 3 nations do not fully comply with the minimum standards and are making no attempt to do so. Tier 3 ranked countries face international shame as well as economic consequences, such as financial penalties, and restrictions on foreign assistance. Such effects as well as undesirable, global media attention has lead countries to implement anti-trafficking practices and visibly display their commitment to battling human trafficking (Feasley, 2015). Thailand was on Tier 3 both in 2014 and 2015, until

being promoted to Tier 2 in 2016. By 2016 they were able to demonstrate that they are attempting to combat these human rights violations. Thailand still must take enormous strides to in anti-human trafficking regulations to stay off the Tier 3 list. With pressures from global organization as well as from both the U.S. and the EU, Thailand will continue to work towards a human trafficking free agenda.

## LOOKING FORWARD

The Thai Government has begun to address the fishing industry's shortcomings, from unsustainable fishing practices to extreme violence and human rights violations. These past years in a Thai fishing industry is labeled as one of the most extreme cases of human rights and environmental exploitations of all time. The EJF has a variety of specific requirements at the government level, the business level and at the single consumer level. Below I have explained the EJF's basic, essential recommendations at all levels. These requirements will allow the fishing industry to begin to move in the direction of sustainability and freedom. The EJF published their recommendations in 2015, so the Royal Thai Government has begun to implement these recommendations over the past three years. With that being said, Thailand still has a long way to go to in order to meet the demands of the EJF, and they must continue to actively work towards their human rights goal. Like many reports and organizations, the EJF believes many problems lie with the Thai law enforcement (Environmental Justice Foundation, 2015). For any progress to be made, cooperation between law enforcement officers and government officials is a must. First, the EJF hopes to implement a national "program of intelligence-led enforcement," allowing for the transparency within the industry (Environmental Justice Foundation, 2015 p. 38). As previously stated in the press release, Thailand has begun to arrest and prosecute more human traffickers between 2015 and 2018 as ever before (Royal Thai Embassy, 2018). Elimination of corruption is extremely difficult; however, Thailand seems to be taking the necessary steps to do so. The EJF's second requirement, asks the Thai Government to narrow their focus to the main recipients of human trafficking labor specifically Thais. While many human traffickers have been caught, the major beneficiaries have remained untouched, thus allowing for slave labor to persist. The EJF's recommendation to focus on these individuals will be more impactful on the industry as a whole. The third piece of advice is in regards to the court system. Thai courts need to be efficient and transparent when sentencing human traffickers or labor enforcers. The law enforcement officers must be matched with an effective court system, which will carry out the prosecution effectively. Based on the number of the prosecutions the Thai Government mentioned in their press release, they seem to be making headway on this point as well. However, in an industry flooded with slave labor, Thailand has many more prosecutions to come. The fourth recommendation is to provide a victim-focused method. The majority of the time the victims are afraid of fleeing due to their lack of documentation and fear of being beaten, killed, or sent back to their neighboring country. In addition, many victims suffer long after being released. These individuals fear of burdening their family as they have suffered mentally and physically and are now sent home without money. The final step the Thai Government should take is to guarantee the entire nation has been implemented with new fishing laws and are effectively applying the new fishing management style (Environmental Justice Foundation, 2015). Thailand's laws must be uniform across the entire nation. Many small, fishing towns are being exploited due to national laws not being enforced at every level in every district. The Royal Thai Government must begin to implement all of these requirements or risk bans on seafood importation from socially conscious countries.

While the Thai Government seems to be entirely responsible, for these disgusting acts of human rights violations producers, retailers, and all business interests must realize and adapt their own actions. Many of these human rights violations are in response to turning a profit, and meeting the needs of global consumption. The business world needs to be held accountable for putting global consumption before both sustainability and basic human rights. The EJF has four basic recommendations for the business world. The first being, inspection of every level of the supply chains. Similar to Canada's Catch Certification, this ensures traceability from the moment the fish was caught all the way until the product is purchased by the consumer. By doing this, the risk of businesses receiving illegitimate fish and seafood is drastically decreased. The second recommendation is to "declare a zero-tolerance policy to IUU fishing and human rights abuses." (Environmental Justice Foundation, 2015 p. 38) The EJF stresses the importance of publicizing this and giving specific time inevitable goals for all providers. The third requirement for

businesses is to demand transparency and traceability. While the government can enforce this as well, corporations around the world are extremely powerful. Businesses must acknowledge that they too have played a role in these disgusting violations. The fourth and final requirement for the business world is to communally and publically communicate their requests to the Royal Thai Government. In doing this, the government can evaluate the risk of continuing to not enforce these acts. The seafood industry is a huge contributor to the economic success of Thailand; with corporations publicizing their concerns, Thailand can begin to feel the pressure for serious change.

Although some corporations around the world believe in socially responsible business practices, many do so because of the public relations encompassed with doing so. Consumers need to be aware of how damaging their choices at the grocery store can be to individuals around the world. The EJF recommends that consumers question their retailers about the origin of their seafood products. These consumers need to demand for products to be free from human rights violations, sustainable and legal. If these individuals discover the products they have been purchasing do not meet these demands, then the individuals must seek out retailers which can (Environmental Justice Foundation, 2015). For a business to be successful, it must prioritize the needs and wants of customers. When consumers start demanding ethical and sustainable business practices, businesses will be forced to adjust their own tactics.

## CONCLUSION

Modern slavery is many people's reality. All around the world people are being forced into slavery through debt bondage and human trafficking. Thailand's fishing industry is infamous for the horrors that individuals endure on the vessels, but the rest of the world is not entirely guilt free. Canada, along with other devolved nations, plays a vital part in contributing to one of Thailand's darkest industries. Throughout this paper we have compared and contrasted Canada and Thailand's economic, social, and legal environments and the potential contributors to two countries' opposing viewpoints on modern slavery. In addition, we evaluate the global perspective of Thailand's corrupt fishing industry and the economic effects of such perspectives. The evaluation of the EJF's recommendations and the progress the Thai Government has already made, gives reason to believe that the Thai Government is actively attempting to eradicate this horrific crime.

## REFERENCES

- Anti-Slavery. (2018). What is bonded labour? Retrieved December 12, 2018, from <https://www.antislavery.org/slavery-today/bonded-labour/>
- Asia Pacific Foundation of Canada. (2018) Canada's Merchandise Trade with Thailand. Retrieved December 11, 2018, from <https://www.asiapacific.ca/statistics/trade/bilateral-trade-asia-product/canadas-merchandise-trade-thailand>
- David, J. (2018, May 7). PESTEL analysis of Canada. Howandwhat. Retrieved December 11, 2018, from <https://www.howandwhat.net/pestel-analysis-canada/>
- DeRidder K. & Nindang S., (2018, March 29). Southeast Asia's Fisheries Near Collapse from Overfishing. Retrieved December 11, 2018, from <https://asiafoundation.org/2018/03/28/southeast-asias-fisheries-near-collapse-overfishing/>
- DoSomething. (n.d.). 11 Facts About Human Trafficking. Retrieved December 11, 2018, from <https://www.dosomething.org/us/facts/11-facts-about-human-trafficking>
- Environmental Justice Foundation. (2015). THAILAND'S SEAFOOD SLAVES. Human Trafficking, Slavery and Murder in Kantang's Fishing Industry. Retrieved December 11, 2018, from <https://ejfoundation.org/reports/thailands-seafood-slaves>

- Feasley A. (2015). The Department of State's Trafficking in Persons Report- What is it and Why is it Important? Human Trafficking Search. Retrieved December 11, 2018, from <http://humantraffickingsearch.org/the-department-of-states-trafficking-in-persons-report-what-is-it-and-why-is-it-important/>
- Fisheries and Oceans Canada. (2018). Fisheries and Oceans Canada releases 2017 trade figures: Canadian fish and seafood exports continue to grow. Government of Canada. Retrieved December 11, 2018, from <https://www.canada.ca/en/fisheries-oceans/news/2018/03/fisheries-and-oceans-canada-releases-2017-trade-figures-canadian-fish-and-seafood-exports-continue-to-grow.html>
- Frue, K. (2018, February 12). PEST Analysis of Canada. PESTLE Analysis Retrieved December 11, 2018, from <https://pestleanalysis.com/pest-analysis-of-canada/>
- Gore-Langton, L. (2017, April 3) UN slams Thailand for 'government corruption' behind slavery in fisheries. Food Navigator. Retrieved December 11, 2018, from <https://www.foodnavigator.com/Article/2017/04/03/UN-slams-Thailand-for-government-corruption-behind-slavery-in-fisheries>
- Government of Canada. (2018, August). Canada-Thailand Relations. Retrieved December 11, 2018, from [https://www.canadainternational.gc.ca/thailand-thailande/bilateral\\_relations\\_bilaterales/canada-thailand-thailande.aspx?lang=eng](https://www.canadainternational.gc.ca/thailand-thailande/bilateral_relations_bilaterales/canada-thailand-thailande.aspx?lang=eng)
- Hays, Jeffrey. (2014 May) THAI SOCIETY: HEIRACHY, STATUS, CLASS, HI-SO CULTURE AND THE PATRON- CLIENT SYSTEM. Facts and Details. Retrieved December 11, 2018, from [http://factsanddetails.com/southeast-asia/Thailand/sub5\\_8c/entry-3228.html](http://factsanddetails.com/southeast-asia/Thailand/sub5_8c/entry-3228.html)
- Hofstede, G., Hofstede G. J., & Minkov, M. (2010). *Cultures and organizations: Software of the mind*. Revised and Expanded 3rd Edition. New York: McGraw-Hill.
- Hofstede, G. (2001). *Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations*. Thousand Oaks, CA: Sage Publications.
- Htusan, E. & Mason, M. (2015, Sept 7). More than 2,000 enslaved fisherman rescued in 6 months. Associated Press. Retrieved December 11, 2018, from <https://www.ap.org/explore/seafoodfrom-slaves/>
- Hucal, Sarah. (2015, September 2) Lies, deceit and abduction staff Thailand's fishing industry. Mongabay. Retrieved December 11, 2018, from <https://news.mongabay.com/2015/09/lies-deceit-and-abduction-staff-thailands-fishing-industry/>
- International Labour Office, (2017, March 9-24). Sixth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Thailand of the Forced Labour Convention, 1930 (No.29), made under article 24 of the ILO Constitution by the International Trade Union Confederation (ITUC) and the International Transport Workers Federation (ITF)
- Illegal Fishing. (2018, May 18). EU to keep yellow card for Thailand. Stop Illegal Fishing. Retrieved December 11, 2018, from <https://stopillegalfishing.com/press-links/eu-to-keep-yellow-card-for-thailand/>
- International Monetary Fund. (2018, May 21). Thailand. Retrieved December 11, 2018, from <https://www.imf.org/en/Countries/THA>
- Macan-Markar, M. (2017, July 26). Thai seafood industry grapples with international scrutiny. Nikkei Asian Review. Retrieved December 11, 2018, from <https://asia.nikkei.com/Economy/Thai-seafood-industry-grapples-with-international-scrutiny2>
- Mendoza, M. (2016, February 15). Obama bans US imports of slave-produced goods. Associated Press. Retrieved December 11, 2018, from <https://www.ap.org/explore/seafood-from-slaves/Obama-bans-US-imports-of-slave-produced-goods.html>
- Ngamprasertkit, S, (2018, August 5). USDA Foreign Agricultural Service: GAIN Report Retrieved December 11, 2018.
- Perspective. (2018, August 9). Canada's Aquaculture Contributes \$3.1 Billion to Economy. Retrieved December 11, 2018, from <https://perspective.ca/canadas-aquaculture-contributes-3-1-billion-to-economy/>
- Royal Thai Embassy, Washington D.C. (2018, April 13). Press Release: Thailand's Response to the Comments of Human Rights Watch on the Protection of Labour in Fisheries Sector. Retrieved December 11, 2018, from <http://thaiembdc.org/2018/04/30/press-release-thailands-response-to-the-comments-of-human-rights-watch-on-the-protection-of-labour-in-fisheries-sector/>
- Seafood Source. (2009, December 3) Canada to Issue Catch Certificate. Retrieved December 11, 2018, from <https://www.seafoodsource.com/news/supply-trade/canada-to-issue-catch-certificates>

Simoes A.J. G, Hidalgo C. A. (2011). The Economic Complexity Observatory: An Analytical Tool for Understanding the Dynamics of Economic Development. Workshops at the Twenty-Fifth AAAI Conference on Artificial Intelligence. Retrieved December 11, 2018, from <https://atlas.media.mit.edu/en/profile/country/tha/>

United States Department of Homeland Security. (2018, October 17). What Is Human Trafficking? Retrieved December 11, 2018, from <https://www.dhs.gov/blue-campaign/what-human-trafficking>

U.S. Department of State: Office to Monitor and Combat Trafficking in Persons. (2018) 2017 Trafficking in Persons Report. Retrieved December 11, 2018, from <https://www.state.gov/j/tip/rls/tiprpt/countries/2017/271297.htm>

World Bank. (2018, September). The World Bank in Thailand Overview. Retrieved December 11, 2018, from <http://www.worldbank.org/en/country/thailand/overview>

APPENDIX

Table 1: Canada’s Trade with Thailand Over the Past Four Years

Canada's Trade with Thailand (C\$)				
	January - December		January - September	
	2015	2016	2017	2018
Exports	837,927,574	853,246,691	550,206,085	563,849,688
Imports	3,108,136,580	3,150,010,735	2,427,774,870	2,601,676,266
Trade Balance	-2,270,209,006	-2,296,764,044	-1,877,568,785	-2,037,826,578

(Asia Pacific

Foundation of Canada, 2018)