Manoch Sangkeaw

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Thailand

Manoch Sangkeaw is director of problem solving and prevention in the Labor Protection Group of Thailand's Department of Labor Protection and Welfare.

Previously, Manoch was a labor inspector for the Department of Labor Protection and Welfare in Suratthani, Phang-nga, Chumphon, Phetchaburi and Ratchaburi Provinces.

He also served as a lawyer in the local government in Nong-Khai Province.



Thai Labour Law

Manoch Sangkaew

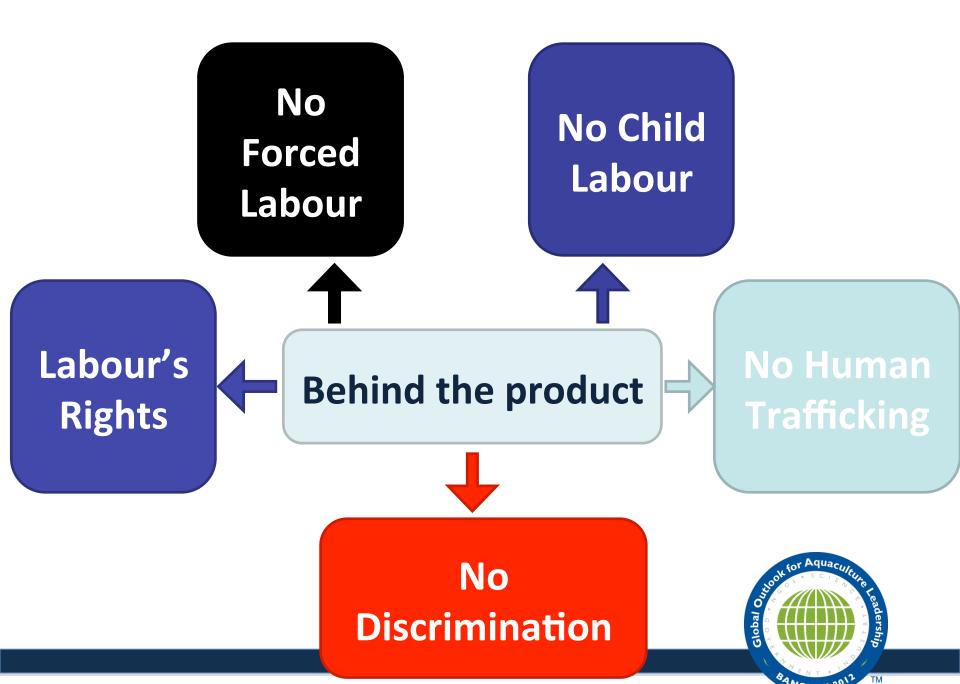
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- 1. Fundamental rights of employee.
- 2. Apply to all enterprises except other enterprises as provided in the Royal Decree.
- 3. Apply to both Thai and migrant workers.
- 4. An employer shall treat male and female employee equally.



Forced labour:

- Employer shall not demand a deposit for employment.
- The working time shall not exceed eight hours per day and forty-eight hours per week.
- Rest period for employee is not less than one hour per day.
- An employer shall provide a weekly holiday of not less than one day per week.

Forced labour:

- -An employer shall not require an employee to work overtime on a working day or on a holiday unless the employee's prior consent is obtained.
- Overtime working hours on working day and working hour on holiday shall not exceed 36 hours per week.
- An Employer shall not make any deductions from Wages, Overtime pay, holiday pay and holiday overtime pay.

Forced labour:

- An employer is not allowed to pay wages to an employee at a rate less than the Minimum Wage Rate.
- An employer shall pay wages in Thai currency.
- An employer shall pay wages at the place of work of the employee.
- Payment shall be made not less than once a month.



• Child labour:

- Shall not employ a child if under fifteen years of age.
- If young worker is under eighteen years of age, the employer shall comply with notification to a Labour Inspector.
- Young worker shall not perform any dangerous work.
- Young worker shall not work in an inappropriate place.

- If an enterprise and supply chain follow the Labour Protection Act:
 - Product will be accepted.
 - Employee will be happy.
 - Business will be stable and endure.



Thank You!

