

Manoch Sangkeaw

Thailand Department of Labor Protection and Welfare 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

The Need Of The Consumer

Best quality and cheap price



Look at behind the scene



**No
Forced
Labour**

**No Child
Labour**

**Labour's
Rights**

Behind the product

**No Human
Trafficking**

**No
Discrimination**



Labour Protection Act B.E. 2541

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.



Labour Protection Act B.E. 2541

- 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.



Labour Protection Act B.E. 2541

- 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.



Labour Protection Act B.E. 2541

- 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.



Labour Protection Act B.E. 2541

- 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!

