



College of Politics and Governance  
Suan Sunandha Rajabhat University

# Legal measures to protect workers from incidents political unrest in Thailand

Natapon Jampasri



[PSMP 2023]

AASE PSMP INTERNATIONAL CONFERENCE



## **Introduction** 50 point

From the problems of political unrest in Thailand in the past and present, which have been affected to many problems, be it economic, social, and political problems. Politics due to pluralistic political opinions causing problems of unfair dismissal of employees from employers or entrepreneurs Just because he expressed his opinions on controversial politics, bullying, expressions of behavior. bullying But there are many businesses where employers or business owners make false claims about economic problems. to bully employees Many employers tend to take advantage of economic problems to lay off workers. Inhumane mass layoffs to reduce production costs or to relocate production bases to other areas without paying compensation Just because they are on different sides politically Or in some cases, the employer announces the suspension of business temporarily citing political or economic problems. Moreover, at present, the government does not have clear measures to protect the rights of employees in politics. Until creating a legal gap for employers to take advantage of and take advantage of the political unrest

## **Objective** 50 point

Objectives on issues from law enforcement employment protection and guidelines for appropriate legal measures to improve the laws relating to employment in the event of political unrest in Thailand according to the Labor Protection Act. Labor Relations Act, Social Security Act and the Act on Establishment of Labor Court and Labor Case Procedure

## **Methods** 50 point

This study used documentary research as the main method. The research was collected from documents, publications Both Thai and foreign languages It consists of journal articles, research papers, theses, legal texts, seminar documents, legal codes, and various academic articles. judgment of the Supreme Court Including information published on the Internet, etc.

## Results 50 point

1. Set criteria for applying for permission to terminate employment from government officials. by stipulating that it is clear, fair, transparent and appropriate to the problem of violence related to the political situation
2. Set rules for taking leave of absence for employees to find a new job. Employees can use their right to take time off to seek a new job. and continues to be paid during that period
3. Determination of the right of employees to return to work first. Require employees to notify the employer within a specified period after termination of employment in case of overworked that he wishes to return to work if there is another vacancy.
4. Helping laid-off employees to find suitable new jobs if the employer takes the initiative in respect of dismissal for similar political reasons It requires employers to consult with relevant employee representatives. to discuss the change effects that may occur Including measures to eliminate or mitigate the impact that may occur.

5. Employees taking leave of absence to find a new job In the case of termination of employment by the employer as the termination of employment, the standard for general use has stipulated that “During the termination notice to the employee in advance An employee shall have the right to take time off from work without loss of wages. in order to find a new job.”

6. Employment protection under the Civil and Commercial Code improve Civil and Commercial Code Add the following to the last paragraph of Section 582 of the Civil and Commercial Code: If the employee is still working with the employer without leaving the job immediately Employers must allow employees to have the right to take time off to find a new job as appropriate. and to receive wages during such work stoppages as well.”