

Information of Labor Standard

1. What does Labor Standard mean?

* **Labor Standard** means rules and requirements relating to the use of labor in the scope of employment conditions and working conditions; e.g., wages, working hour, day off, and safe working environment.

2. Why is Labor Standard necessary?

* To protect labourers indiscriminately and equally, and to bring them well-being, safety, good interrelationship, and moral support.

3. Type of Labor Standard

* Labor Standard is classified into three types as follow;

- ❖ **International Labor Standard**, e.g., conventions, recommendation, and notification of International Labor Organization;
- ❖ **Labor Laws**, e.g., Labor Protection Act, B.E. 2541, Occupational safety, health and environment and Labor Interrelationship Act, B.E. 2518.
- ❖ **Private Labor Standard**, e.g., requirements of private development organizations, business and manufacturer alliances, (SA 8000 WRAP ETI etc) including practice principles from Adidas-Salomon, Nike, Walt Disney etc.

4. How does world trading relate to Labor Standard?

* Buyers groups in U.S.A. and E.U. have been concerning about human and labor rights to be placed on product and services, noncompliance with such standards may cause barriers to trade and consequently will impact the impact the business and labour of that country.

5. Which of Labor Standard are Thai manufacturers must be practiced?

* Buyers in the developed countries apply **Private Labor Standard** to Thai entrepreneurs as trade requirements that comply with major conventions of International Labor Organization and Thai labour laws.

6. What is the scope of Private Labor Standard?

* **Conform to the requirement of labour laws primarily and Private Labour Standard, in term of occupational safety heath and environment, child labor, forced labor, working hour, freedom of association and collective bargaining, and discipline and penalty.**

7. How does the Government support Labor Standard implementation to ease trade barriers?

* The Government has been promoting and encouraging private sector to establish their labor standard. The Cabinet Resolution of 18 December 2001 has granted the Project on Labor Standard Development for Free Trade Promotion and budgeted 301.87 Million Baht over the next 5 years (Fiscal Year 2002 – 2006.) The project's goal is to enable the private sector to introduce and successfully implement their labor standard system which will gain international acceptance.

8. Which of industrial groups must be established Labor Standard?

* Buyers have so far required that manufacturers of garment, footwear, and toys implement their labor standard. It is expected that those of electronics, jewelry, and frozen food packed in jar, furniture, agricultural products etc will soon fall into this category.

9. What is the introduction procedure of Labor Standard?

- * Study on Labour laws and requirements of Labour Standards
- * Analysis and assessment of labour laws/standards together with actual situations
- * Preparation for conform to the requirements
 - ❖ Top management shall declare the policy
 - ❖ appointment of representatives of management, employees, and committee
- * Implementation plan covering activities, period, responsible persons
 - ❖ implementation
 - ❖ internal audit
 - management review
 - improvement
- * Preliminary audit

10. What services can one expect from Labor Standards Development Bureau?

* **To provide training for Labor Standard establishment** with emphasis on trade requirements for management persons, responsible persons, as well as employees, and those involved.

* **To provide consultants** for comprehensive labor standard establishment for trade requirement. The consultation can be engaged from the start until the successful end of the establishment, and continued onto audit, implementation, and continual improvement.

* **To provide information** this is updates on labor standard in world trading, rules and requirements, and practice guidance.

11. What can be benefited from Labor Standard implementation?

* Labor force can claim their well-being, safe working environment, abated loss of lives and properties, and moral support all of which is essential for them to realize their fullest working potential. Besides, Labor Standard will introduce efficiency to management system. This managing efficiency will then result in increase of productivity, higher incomes for employees, and profit for business. Furthermore, good image can be attained and social responsibilities taken which will ease trade barriers.

12. Who can interested businesses approach for support?

* To contact us at The office of Labour Protection and Welfare in provinces and Bangkok, or directly at the **Office of Labor Standards Development Bureau** Tel 0-2354-1652, 0-2354-1642 and Fax 0-2354-1653.