



INTERNATIONAL LEGAL EXPERT

MS. CHANAKARN BOONYASITH

Partner

SCL Nishimura & Asahi Limited

ENGLISH-Speaking Course

THAILAND EMPLOYMENT LAWS

Grande Centre Point Ratchadamri Bangkok

26 SEPTEMBER 2025

for EXPAT & EXECUTIVE

Avoiding Potential Unlawful Practices & Employment Disputes
Ensuring Legal Compliance & Minimize Financial Risks



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LATEST INSIGHTS & ADVICES ON THAILAND EMPLOYMENT LAWS



This Intensive Course is specially designed to provide you with an in-depth & comprehensive knowledge on Thailand Labour Laws & Employment Regulation. The aim is to avoid any potential unlawful practices, employment & labour disputes.

Throughout this course, you will learn important legal updates on employment issues. In addition, key types of employment contracts mostly practiced in Thailand will also be covered. You will learn how to make decision on the salary/wage/benefit schemes applied when employing or terminating employees. Strategies & efficient methods to handle people issues during various situations will be explained. **Case studies from precedent legal cases and real experiences** will be used to draw key insights and the best practices for your future applications. **In particular, key pitfalls & lessons to minimize company's potential risks and avoid the litigation of wrongful termination will be scrutinized to minimize corporate legal risks.**

AVOID UNLAWFUL PRACTICES & MINIMISE LEGAL & FINANCIAL RISKS

- Legal Updates on Key Employment Issues
- Employment Relationship
- Types of Employment
- Salary vs Wages vs Benefits
- Potential Liabilities on Termination of Employment
- Labour Case Handling : Labour Inspector & Arbitration
- Labour Court Cases: Avoiding Pitfalls
- Practical HR Management: Legal Problems



AVOIDING UNLAWFUL PRACTICES & MINIMISING FINANCIAL RISKS

Thailand's new Labour Laws, Regulations and Policies are increasing complex and sometimes confusing when coupled with labour incidents, strikes and disputes within the country. Several changes in national economic policies, political transitions, environmental problems have increased Corporate Legal Risks regarding Employment and Labour Relation. **Major labour-related incidents are included.**

It is therefore critical for all executives and employers to develop an in-depth knowledge and solid understanding of Thailand's labour law & latest regulations on employment so as to avoid potential unlawful practices & labour dispute. It is also crucial to ensure legal compliance and minimize corporate financial risks.

This Interactive Webinar is specially designed for executives and employers as well as HR professionals. It aims to provide you with an in-depth & comprehensive knowledge on Thailand Labour Laws & Employment Regulation, so that you can avoid any potential unlawful practices, employment & labour disputes. Throughout this practical program, major labour laws and legal issues will be examined and discussed. Case studies from precedent legal cases and real experiences will be used to draw key insights and the best practices for your future applications.

In particular, key pitfalls & lessons to minimize company's potential risks and avoid the litigation of wrongful termination will be scrutinized to minimize corporate legal risks.



ACQUIRE LEGAL INSIGHTS & ACCESS EXPERT ADVICES

- **Thailand Labour Law & Employment Regulation** as well as the critical legal issues underpinning the current relationship between employer and employee
- **Various Types** of Employment Contracts with the Confidence of being Lawful, Fair and Consistent
- **Salary/Wage/Benefits** when employing and terminating employees
- **Proven Method** to avoid unfair labour practices & handle labour-related litigation
- **Potential impact** of terminating employees and how employers be prepared
- **The common problems** regarding Expatriates working in Thailand and how to solve them
- **Thailand Labour Court** Proceedings and proven practices to avoid labour disputes and litigation

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Morning Break: 10.30 - 10.45

SESSION 1

Legal Updates on Key Employment Issues

SESSION 2

Employment Relationship

Employment agreement

Work rules

Conditions of employment

Internal/global policy

SESSION 3

Legal Updates on Key Employment Issues

Fixed-term/non fixed-term employment

Outsourcing employment

Expatriate employment

Secondment employment

MORNING SESSION

09.00 - 12.15

SESSION 4

Practical HR Management in lights of Labor Issues and Employment Problems

Business closure

Business closure - will employees be entitled to wages in full?

Quarantine, Self-Isolation or Work at Home

Quarantine, Self-Isolation or Work at Home - are employers obliged to pay wages to employee?

Work and wage

Work hours and wage reduction

Night shift worker Vs. Curfew

Night shift worker Vs. Curfew....Etc.

Lunch & Networking: 12.15 - 13.30

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AFTERNOON SESSION

13.30 - 16.45

SESSION 5

Potential Liability on Termination of Employment

Definition

Definition of 'Termination of Employment'

Severance

Severance pay

Advance notice /Payment

Advance notice/Payment in lieu of advance notice

Payment

Payment for unused holiday

Other

Other rights/benefits

Unfair

Unfair dismissal

SESSION 6

Labour Case Handling

Labour Inspector

Arbitration

Labour Court Cases

SESSION 7

Guideline on Labour Court Handling

Labour Court Jurisdiction

Summary of Labour Court's Proceedings

Special provisions for Labour Court

Avoidance of disputes/litigation

Afternoon Break: 15.00 - 15.15

Meet & Learn from Leading Executives & Expert

MS. CHANAKARN BOONYASITH

Partner

SCL Nishimura & Asahi Limited

INTERNATIONAL LEGAL EXPEPT



Chanakarn Boonyasith is a lawyer of excellent academic standing who specialises in labour & employment law, personal data protection law, corporate & commercial law, and commercial contracts. She first obtained an LLB from Chulalongkorn University (with first class honours), and then proceeded to obtain an LLM (Master of Laws) from University College London (with merit and under an LLM Bentham Scholarship). She began her legal training with the Bangkok office of the global law firm White & Case (now Weerawong C&P Ltd). Chanakarn is also a qualified Notarial Services Attorney.

At present, **she is a member of the Thai Bar Association and Lawyers Council of Thailand.** Furthermore, she has been a **guest speaker on Thai employment law, personal data protection law and commercial contract in various domestic and international events** and a part-time lecturer for a few universities in Thailand. Chanakarn is also a regular contributor to a number of domestic and international law journals. Recently, she has been recognised as leading individual on Thailand's Employment practice in both Chambers Asia Pacific 2022 and 2023.



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Shaping the Future of Business

When:
26 SEPTEMBER 2025

Where:
Grande Centre Point
Ratchadamri

***Any updates on date or venue will
be promptly notified.

Online Registration
<http://www.omegaworldclass.org/register-online/>

E-mail:
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02-158-9892



Class Timetable *หลักสูตรภาษาไทย*

8.30
Register & Morning Coffee

9.00 - 10.30
Program Commences

10.30 - 10.45
Morning Break

10.45 - 12.15
Program Commences

12.15 - 13.30
Lunch & Networking

13.30 - 15.00
Program Commences

15.00 - 15.15
Afternoon Break

15.15 - 16.45
Program Commences

17.00
End of Program

Registration Fee	Regular Price
Fee Per 1 Person	23,500.00
VAT 7 %	1,610.00
Total Amount (Bath)	24,610.00

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