



INTERNATIONAL LEGAL EXPERT

MS. CHANAKARN BOONYASITH

Partner

SCL Nishimura & Asahi Limited



Grande Centre Point Ratchadamri

14 JUNE 2024

ENGLISH-Speaking Course

THAILAND EMPLOYMENT LAWS 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 SESSION

09.00 - 12.15

Morning Break: 10.30 - 10.45

1

LEGAL UPDATES ON KEY EMPLOYMENT ISSUES



2

EMPLOYMENT RELATIONSHIP

- Employment agreement
- Work rules
- Conditions of employment
- Internal/global policy

3

TYPES OF EMPLOYMENT

- Fixed-term/non fixed-term employment
- Outsourcing employment
- Expatriate employment
- Secondment employment



4

Practical HR Management in lights of Labor Issues and Employment Problems

- Business closure - will employees be entitled to wages in full?
- Quarantine, Self-Isolation or Work at Home - are employers obliged to pay wages to employee?
- Work hours and wage reduction
- Night shift worker Vs. Curfew.....Etc.



Lunch & Networking: 12.15 - 13.30

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AFTERNOON SESSION

13.30 - 16.45

5

POTENTIAL LIABILITY ON TERMINATION OF EMPLOYMENT

- Definition of 'Termination of Employment'
- Severance pay
- Advance notice/Payment in lieu of advance notice
- Payment for unused holiday
- Other rights/benefits
- Unfair dismissal

6

LABOUR CASE HANDLING

- Labour Inspector
- Arbitration
- Labour Court Cases

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



MS. CHANAKARN BOONYASITH

Partner

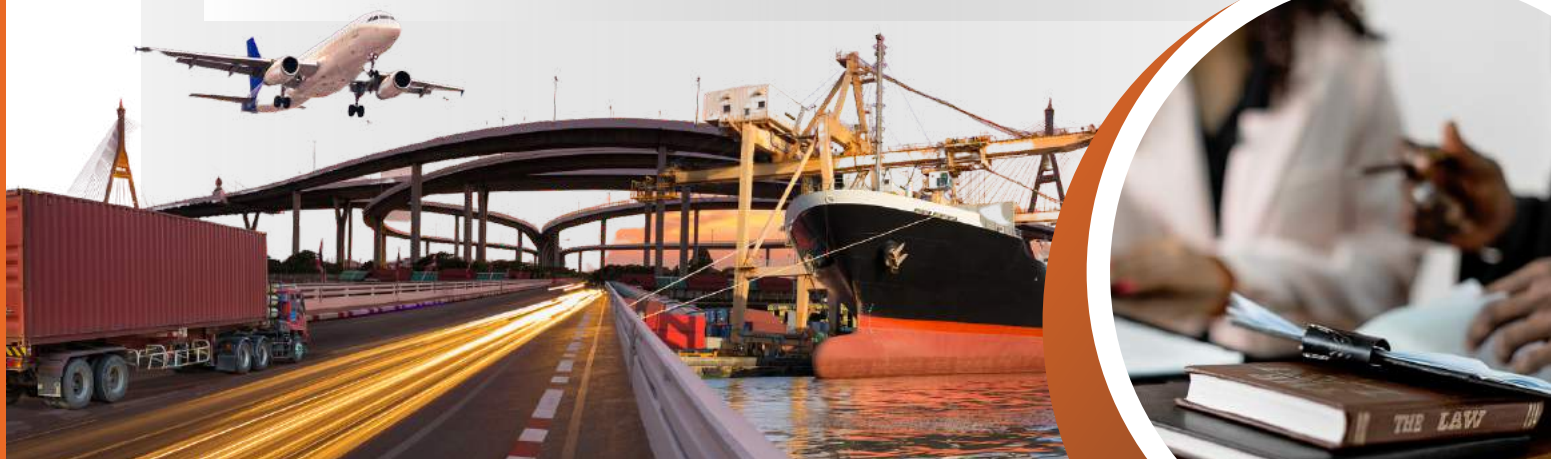
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Chanakarn Boonyasith is a lawyer of excellent academic standing who specialises in labour & employment law, personal data protection law, corporate & commercial law, and commercial contracts. She first obtained an LLB from Chulalongkorn University (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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Key Information	Easy Ways to Register
When: 14 JUNE 2024 Where: Grande Centre Point Ratchadamri <div> กรุณาส่งเอกสารที่นี้ ภายในวันที่ 31 MAY 2024 </div>	Online Registration http://www.omegaworldclass.org/register-online/ E-mail: conference@omegaworldclass.org 

Registration Fee	เจาะลึกปัญหา ปรัชชาตรงจุด
Fee Per 1 Person	23,500.00
VAT 7 %	1,645.00
Total Amount (Bath)	THB 25,145.00

Class Timetable & Course Schedule
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

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