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THAILAND

EMPLOYMENT LAWS

for EXECUTIVES & EXPATS

INTERNATIONAL SEMINAR

Gain an In-Depth Knowledge and Solid Understanding of Thailand's Labour Law & Employment Regulation for Avoiding Potential Unlawful Practices & Employment Disputes, Ensuring Legal Compliance & Minimize Financial Risks

28 May 2021

Join ANYWHERE via ZOOM Meeting
SPECIAL FEE ฿ 10,500 (Normal ฿ 18,500)



HOT ISSUES in THAI EMPLOYMENT LAWS

Most Presentations will be in English

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.**

COURSE LEADER



Ms. Chanakarn Boonyasith
Partner
Siam City Law Offices GP Limited



KEY MASTERCLASS HIGHLIGHTS

1. Legal Updates on Key Employment Issues
2. Employment Relationship
3. Types of Employment
4. Salary vs Wages vs Benefits
5. Potential Liabilities on Termination of Employment
6. Labour Case Handling : Labour Inspector & Arbitration
7. Labour Court Cases: Avoiding Pitfalls
8. Practical HR Management

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AVOIDING UNLAWFUL PRACTICES & MINIMISING FINANCIAL RISKS

INTERNATIONAL SEMINAR

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 Intensive Course 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.

KEY LEARNING OBJECTIVES

- **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



28 May 2021

HOT ISSUES IN EMPLOYMENT LAWS

MORNING SESSION 9.00-12.00

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.

AFTERNOON SESSION 13.30-16.30

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



Ms. Chanakarn Boonyasith

Partner

Siam City Law Offices GP Limited

SCL NISHIMURA

Chanakarn Boonyasith is a lawyer of excellent academic standing who specialises in labour & employment 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, as well as an Associate Member of the Chartered Institute of Arbitrators (CI Arb). Furthermore, she has been a guest speaker on Thai employment law 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.

28 May 2021 (9.00 - 16.30) EXECUTIVE WEBINAR via ZOOM

(Please print in English)

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Fee Per 1 Person	18,500.00 10,500.00
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