

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Thailand - 2021

FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

REPORTING

Fulfilment of Government's reporting obligations

87-98 Fulfilment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

a) The most representative employers organizations?, b) The most representative workers organizations?

94. Please describe the consultation process(es). [10.2]

Circulating the report to employers and workers organizations via post, e-mail, and fax for further comments

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

95. Did employers organizations comment on the report? [11a]

Yes

97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them

<https://www.dropbox.com/sh/ashrfedc3o7e22f/AACYWRnBSMUXQ4alchhk8KRva?dl=0>

Workers' organizations

96. Did workers organizations comment on the report? [11b]

No

97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them

<https://www.dropbox.com/sh/ashrfedc3o7e22f/AACYWRnBSMUXQ4alchhk8KRva?dl=0>

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

87-98 Ratification status

C 87 and C 98 not ratified

Ratification intention

6. What are the prospects for ratification of Convention No. 87?

Likely

7. What are the prospects for ratification of Convention No. 98?

Likely

8. What, if any, are the impediments to the ratification of Convention No. 87 and/or Convention No. 98?

The amendment of the law to be in line with the development of labor relations and the changing economic and social conditions. In particular, the amendment of two related laws, namely Labour Relations Act B.E. 2518 (1975) and State Enterprise Labour Relations Act B.E. 2543 (2000). Once the new laws come into force, Thailand will examine the conformity of the law with the principles of the convention, with a view to considering the possibility to ratify the convention

Recognition of the principle and right (prospect(s), means of action, basic legal provisions)

9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?

Yes

10.b.

In order to bring the national legislation into conformity with the two Conventions, the Ministry of Labour is proposing a draft amendment to the Labour Relations Act and the State Enterprise Labour Relations Act. The draft amendments are being examined by the Office of the Council of State.

Policy-Legislation and/or Regulations

9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?

Yes

Exercise of the principle and right

At national level (enterprise, sector/ industry) and international level

12.1. Please specify and indicate the involvement of social partners.

In order to enhance good labour relations between employers, workers and trade unions, both parties should be compromised by being both givers and takers. These mean the employers should provide what the workers need as appropriate, while the workers should provide the outputs, or work which is efficient in good quality in return. To promote welfare and improve workers the quality of life, Thailand continues to implement project to encourage long-term relationships between employers and workers, with good attitude and a sense of

	unity, as well as seeking a way forward in addressing labour issues.
Special attention to particular situations	
14. Has particular attention been paid to specific groups of population, workers or sectors of activity in the efforts to promote freedom of association and the effective recognition of the right to collective bargaining?	Yes
15. If yes, please specify:	g) Migrant workers
Information/ Data collection and dissemination	
12. If yes, please specify:	b) Information/data compilation,c) Training,d) Awareness-raising,e) Other related activities
12.e. Please specify other	Other related activities; other promotional activities such as National Labor Day Activities, and the World Day for Decent Work
Monitoring, enforcement and sanctions mechanisms	
9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?	Yes
Promotional activities	
13. Have any initiatives resulted in successful examples or good practice in promoting freedom of association and the effective recognition of the right to collective bargaining?	Yes

13.1. Please Specify	Presenting Thailand Labour Management Excellence Award to the companies that distinguished themselves in labour relation and welfare
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CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT

16.d.	d) Social and economic circumstances ; Operations during the Covid-19 situation are limited due to the pandemic responsive measure to prevent the spread out of the virus.
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TECHNICAL COOPERATION

Request

17. What are the technical cooperation needs in your country to promote freedom of association and the effective recognition of the right to collective bargaining?	d) Sharing of experiences across countries/regions,h) Strengthening capacity of employers’ organizations,i) Strengthening capacity of workers’ organizations,j) Strengthening tripartite social dialogue
17.d.	Sharing of experiences across countries/regions; Experts or resource persons to share case studies in addressing issues, such as complaints, conflicts, and disputes.
17.h.	Strengthening capacity of employers’ organizations; on the principles of good faith in negotiation.
17.i.	Strengthening capacity of workers’ organizations; on the principles of good faith in negotiation.
17.j.	Strengthening tripartite social dialogue; Research or study on strategic resolution of collective bargaining or the settlement of labour disputes