

LABOUR PROTECTON ACT (NO. 4) B.E. 2553 (2010)

BHUMIBOL ADULYADEJ REX.

Given on the 27th Day of December B.E. 2553 (2010)

Being the 65th Year of the Present Reign

His Majesty the King Bhumibol Adulyadej is graciously pleased to proclaim that:

Whereas it is expedient to amend the law governing labour protection.

Be it, therefore, enacted by H.M. the King with the advice and consent of the National Legislative Assembly as follows:

Section 1 This Act shall be cited as “The Labour Protection Act (No.4) B.E. 2553 (2010)”.

Section 2 This Act shall come into force after one hundred and eighty days from the date of its publication in the Government Gazette.

Section 3 The chapter 8 Occupational Safety, Health and Environment Section 100 to 107 shall be repealed

Section 4 The provision of paragraph one of Section 144 of the Labour Protection Act B.E. 2541 (1998) as amended by the Labour Protection Act (No.2) B.E. 2551 (2008) shall be repealed and substituted by the following:

“Section 144 Any Employer who violets or fails to comply with Section 10, Section 22, Section 24, Section 25, Section 26, Section 37, Section 38, Section 39, Section 39/1, Section 40, Section 42, Section 43, Section 46, Section 47, Section 48, Section 49, Section 50, Section 51, Section 61, Section 62, Section 63, Section 64, Section 67, Section 70, Section 71, Section 72, Section 76, Section 90 paragraph one, the Ministerial Regulations issued under Section 95, Section 118 paragraph one, does not pay Special Severance Pay under Section 120, Section 121 or Section 122, shall be penalised with imprisonment of not more than six months or a fine not exceeding one hundred thousand baht, or both.”

Section 5 The provision of Section 146 of the Labour Protection Act B.E. 2541 (1998) shall be repealed and substituted by the following:

“Section 146 Any Employer who fails to comply with Section 15, Section 27, Section 28, Section 29, Section 30 paragraph one, Section 45, Section 53, Section 54, Section 56, Section 57, Section 58, Section 59, Section 65, Section 66, Section 73, Section 74, Section 75 paragraph one, Section 77, Section 99, Section 108, Section 111, Section 112, Section 113,

Government Gazette, Volume 128, Part 4 *Kor*, Page 1, dated 17th January B.E. 2554 (2011).

Remark : Reference to Thai legislation in any jurisdiction shall be made to the Thai version only. This translation has been made so as to establish correct understanding about Thai Labour Protection Act to foreigners.

International Labour Standards Group, Labour Standard Development Bureau

Section 114, Section 115, Section 117, or fails to give an advance notice under Section 120, Section 12 paragraph one or Section 139 (2) or (3), shall be penalised with a fine not exceeding twenty thousand baht.”

Section 6 The provision of Section 148 of the Labour Protection Act B.E. 2541 (1998) shall be repealed and substituted by the following:

“Section 148 Any Employer who violates Section 3 or Section 44, shall be penalised with imprisonment of not more than one year or a fine not exceeding two hundred thousand baht, or both.”

Section 7 The provision of paragraph two of Section 151 of the Labour Protection Act B.E. 2541 (1998) as amended by the Labour Protection Act (No.2) B.E. 2551 (2008) shall be repealed and substituted by the following:

“Any person who fails to comply with an order of the Labour Welfare Committee issued under Section 120 or an order of the Labour Inspector issued under Section 124 shall be penalised with imprisonment of not more than one year, or a fine not exceeding twenty thousand baht, or both.”

Section 8 The provision of Section 154 and Section 155 of the Labour Protection Act B.E. 2541 (1998) shall be repealed.

Counter signed by

ABHISIT VEJAJIVA

Prime Minister

Remark : Reference to Thai legislation in any jurisdiction shall be made to the Thai version only. This translation has been made so as to establish correct understanding about Thai Labour Protection Act to foreigners.

International Labour Standards Group, Labour Standard Development Bureau