

Amendment of the Labour Protection Act B.E. 2541 (A.D. 1998)

The National Council for Peace and Order (the “**NCPO**”) recently issued its Order No. 21/2560 dated 4th April 2017 re Amendment of Laws to Facilitate Business Operation to amend the Labour Protection Act B.E. 2541 (A.D. 1998) (the “**LPA**”) and several other laws including the Civil and Commercial Code, the Public Company Limited Act B.E. 2535 (A.D. 1992), the Bankruptcy Act B.E. 2483 (A.D. 1940). The Order became effective on and from 4th April 2017.

The said NCPO Order amended Sections 108 and 110 of the LPA to delete the requirement for the employer who has ten or more employees to file a copy of its work rules with the Director-General of the Department of Welfare and Labour Protection. But such employer is still required to announce its work rules in the Thai language covering at least 8 matters prescribed in Section 108 of the LPA within fifteen days from the date when the employer has ten or more employees. A copy of the work rules must be kept at the office or business premises of the employer and its copy must be posted for employees to know.

If the employer amends its work rules, the amendment must be announced within seven days from the amendment date. A copy of the amended work rules must be kept at the office or business premises of the employer and its copy must be posted for employees to know. The employer is no longer required to file its copy with the Director-General of the Department of Welfare and Labour Protection.

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