



Chapter 2: Labour Rights & Standards

© AFP





MANUSHYA

Empowering Communities | Advancing Social Justice

Manushya Foundation
& Thai BHR Network,
*Chapter 2: Labour Rights &
Standards. Comments on the
final draft National Action Plan
(NAP) on Business and Human Rights
(BHR) in Thailand, (March 2019).*

This work is licensed under Creative Commons Attribution - Non Commercial - No Derivatives 4.0 International Public License ("Public License").

To view a copy of this license, visit:
<https://creativecommons.org/licenses/by-nc-nd/4.0/legalcode>

For more information about the
NAP on BHR:



Visit our website at:

[https://www.manushyafoundation.org/
comments-on-the-nap-on-bhr](https://www.manushyafoundation.org/comments-on-the-nap-on-bhr)



Contact Manushya Foundation at:

contact@manushyafoundation.org



© Reuters/Damir Sagolj



About the Thai BHR Network

The Thai Business and Human Rights Network (TBHRN) is an informal, inclusive and intersectional coalition of human rights defenders, community leaders, researchers, academics, and non - governmental organisations from the local, national and regional spheres, who are joining hands to ensure local communities are central to the business and human rights response in Thailand. The Network engages in advocacy, dialogue, and monitoring of business and human rights commitments made by the Royal Thai Government, in particular in engaging in the development and monitoring of the National Action Plan on Business and Human Rights. More information on the TBHRN and its role can be accessed at:
<https://www.manushyafoundation.org/coalition-building-workshop-report>

Table of Contents

TOWARDS A STRONG NATIONAL ACTION PLAN (NAP) ON BUSINESS AND HUMAN RIGHTS (BHR)	1
1. Sharing our Story & Perspective on the Process to develop the NAP on BHR	3
1.1. Clarification on Manushya Foundation and the Thai CSOs Coalition for the UPR's role in the First National Dialogue on Business and Human Rights, 22 December 2016	3
1.2. Our Independent CSO National Baseline Assessment (NBA) on Business and Human Rights to inform the four key priority areas of the NAP on BHR and center community voices in the business and human rights discourse	3
1.3. A zero draft NAP on BHR not taking into consideration voices from the ground	5
1.4. Consecutive Draft NAPs not made public for comments and not widely disseminated	5
1.5. We Welcome a non-rushed NAP process but note that the final Draft NAP on BHR is still excluding affected communities	6
2. Sharing our Comments on the Final Draft NAP on BHR to ensure a strong NAP on BHR to regulate corporate activities in Thailand	7
CHAPTER 2: LABOUR RIGHTS & STANDARDS	9
I. Overview	10
II. Challenges	10
III. Action Plan	12
Pillar I: State duty to Protect (Protect)	12
Pillar II: Corporate responsibility to respect (Respect)	38
Pillar III: Access to Remedy (Remedy)	53

Towards a strong Thai National Action Plan (NAP) on Business and Human Rights (BHR) to regulate corporate activity, that is inclusive of communities voices' affected by the adverse impacts of businesses conducts and operations, communities' challenges and their recommendations

Comments on the final draft National Action Plan (NAP) on Business and Human Rights (BHR) in Thailand

by Manushya Foundation & Thai BHR Network
15 March 2019

[Manushya Foundation](#)¹ and the Thai Business & Human Rights Network ([Thai BHR Network](#)), its inclusive and intersectional coalition of human rights defenders, community leaders, researchers, academics, and non-governmental organisations together ensure local communities are central to the business and human rights response and discourse in Thailand. This is achieved through advocacy, dialogue and monitoring of business and human rights commitments made by the Royal Thai Government (RTG), in particular by engaging in the development and monitoring of the National Action Plan (NAP) on Business and Human Rights (BHR). The Thai BHR Network is an inclusive and intersectional network of grassroots communities, civil society, academics and experts, including representatives from and/or working on the following issues: *rights of migrant workers, labour rights (formal and informal workers), trade unions, indigenous peoples, stateless persons, community rights, land-related rights, environmental rights, people with disabilities, LGBTI individuals, sexual and reproductive health, drug users, people living with HIV, sex workers, women's rights, the protection of human rights defenders, the impact of Thai outbound investments and trade agreements.*

We sincerely appreciate the efforts of the Rights and Liberties Protection Department (RLPD) of the Ministry of Justice (MoJ) towards the drafting of a National Action Plan (NAP) on Business and Human Rights (BHR), in accordance with its international commitments under the second Universal Periodic Review (UPR) of Thailand that took place on 11 May 2016 and to comply with the United Nations Guiding Principles on Business and Human Rights (UNGPs). We also welcome the efforts of the RLPD in ensuring a transparent process through a publicly available

¹ Manushya Foundation is a women-led organization promoting community empowerment to advance social justice, peace and human rights. One core area of Manushya Foundation focuses on Business and Human Rights with the goal to ensure communities are at the center of the Business & Human Rights discourse, speaking with one strong unified voice, following a bottom-up approach to tip the balance of power and hold private actors and ASEAN governments accountable for their human rights obligations and business-related actions, using the lens of the UNGPs to do so. In Thailand, Manushya Foundation supported the creation and is working with an inclusive and intersectional coalition, the 'Thai Business & Human Rights Network' (TBHRN). Manushya Foundation builds the capacity of the network members to enable them to all advocate together serving as Agents of Change, bringing about positive change to the lives of their communities, through awareness raising campaigns, community-led and participatory research, BHR capacity building and sub-granting. More info on Manushya Foundation can be accessed here: <https://www.manushyafoundation.org/>

[draft of the NAP on BHR](#), while opening it for [comments](#) from civil society and other relevant stakeholders. Furthermore, with respect to the content of the NAP, we acknowledge and appreciate the significant efforts made by the RLPD to strengthen the provisions that comprise the overview, challenges and the action plan that reflect aspects, laws, policies and practices to be undertaken.

However, in our role as independent civil society and grassroots organisations and while representing, and working with as well as for communities affected by the adverse impacts of business activities; we believe that it is essential for us to address all shortcomings to ensure the adoption of an effective NAP on BHR that is inclusive of all the issues faced by affected communities, resulting in the creation of a policy document that reiterates already existing business and human rights commitments while holding the State and businesses accountable for them; through a process of protecting rights, ensuring respect for these rights, and providing for the access to remedy for the violation of rights.

Gender Lens: Additionally our analysis of the final draft of the NAP on BHR, led us to the conclusion that it fails to provide an effective gender lens. As a women-led organisation that recognises the importance of protecting and empowering women to guarantee a dynamic response to business and human rights activities and their impacts, we have ensured to include a strong gender lens² throughout our comments. This we do by addressing all women groups that participated and contributed to the [Regional National Baseline Assessment Dialogues](#)³, the [first experts meeting](#) to inform the independent national baseline assessment on business and human rights in Thailand⁴, and the [second experts meeting](#) to discuss the findings and recommendations of the independent national baseline assessment on business and human rights in Thailand.⁵ This gender lens has been applied throughout our comments, including with respect to labour rights and protections guaranteed to women workers and sex workers; discrimination of women and LGBTI individuals; rights of rural and indigenous women including access to information and participation in decision-making processes related to the management of land, natural resources and the environment; and protection of women human rights defenders.

² For a more in-depth analysis and understanding of the application of a gender lens to the implementation of the UN Guiding Principles of Business and Human Rights (UNGPs) in Thailand, please refer to the **Working Paper on 'Applying a Gender Lens to the UN Guiding Principles on Business and Human Rights in the context of Thailand' developed by Manushya Foundation** to guarantee the inclusion of women's concerns and solutions to regulate the negative gender impact of corporate activities. The paper is available at: <https://www.manushyafoundation.org/bhr-cso-nba-thailand>

³ The four regional NBA dialogues were conducted by Manushya Foundation as follows: The Northern Regional NBA Dialogue in Chiang Mai (29 - 30 January 2017), The Northeastern Regional NBA Dialogue in Khon Kaen (23 - 24 February 2017), The Southern Regional NBA Dialogue in Hat Yai (20 - 21 March 2017) and The Eastern and Central Regional NBA Dialogue in Rayong (30 - 31 March 2017). Please access the NBA Regional Dialogues Report here: Manushya Foundation, *Meeting Report: Regional Dialogues for the CSO National Baseline Assessment (NBA) on Business and Human Rights*, (2017), available at: <https://www.manushyafoundation.org/nba-dialogues-report>

⁴ Manushya Foundation, *Executive Summary: First Experts Meeting to inform the independent national baseline assessment on business and human rights in Thailand, 2-3 September 2017*, (2017), available at: <https://www.manushyafoundation.org/single-post/RELEASE-OF-FIRST-BHR-NBA-EXPERTS-MEETING>

⁵ Manushya Foundation, *Executive Summary: Second Experts Meeting to discuss the findings and recommendations of the independent national baseline assessment on business and human rights in Thailand, 28 February-1 March 2018*, (2018), available at: <https://www.manushyafoundation.org/single-post/2018/07/31/RELEASE-OF-SECOND-BHR-NBA-EXPERTS-MEETING>



1. Sharing our Story & Perspective on the Process to develop the NAP on BHR:

We, Manushya Foundation and Thai BHR Network welcome the acknowledgment by the RLPD of our work and the contributions made by representatives from our BHR coalition, who work on aspects related to the rights of migrant workers, labour rights (formal and informal workers), trade unions, indigenous peoples, stateless persons, community rights, land-related rights, environmental rights, people with disabilities, LGBTI individuals, sexual and reproductive health, drug users, people living with HIV, sex workers, women's rights, the protection of human rights defenders, the impact of Thai outbound investments and trade agreements. We also were grateful to the RLPD for the safe space provided by cooperating in implementing Manushya Foundation's business and human rights' [strategy](#); in particular, the co-hosting of four [Regional National Baseline Assessment Dialogues](#) (January-March 2017), the [first experts meeting](#) to inform the independent national baseline assessment on business and human rights in Thailand (2-3 September 2017), and the [second experts meeting](#) to discuss the findings and recommendations of the independent national baseline assessment on business and human rights in Thailand (28 February-1 March 2018). We are truly grateful for our mutual cooperation in ensuring that concerns and solutions of affected communities are central to the NAP on BHR.

1.1. Clarification on Manushya Foundation and the Thai CSOs Coalition for the UPR's role in the First National Dialogue on Business and Human Rights, 22 December 2016

We would like to provide some clarity on the information shared in the introduction to the final draft NAP on BHR. The First National Dialogue on Business and Human Rights was organised by the Rights and Liberties Protection Department (RLPD) of the Ministry of Justice (MoJ), along with the Representative of Thailand to AICHR, Global Compact Network Thailand and the National Human Rights Commission of Thailand on 22 December 2016. Manushya Foundation and its community coalition, the Thai CSOs Coalition for the UPR, were not co-organisers. Manushya Foundation and communities we work with were merely present as participants only. As a reminder, Manushya Foundation was still in the process of being established end of December 2016 and was officially founded in January 2017. Moreover, we would like to highlight the fact that there was no civil society representative on the panel discussion that took place during this meeting. In addition, at that stage, civil society was not included in the NAP Committee that was established for the purpose of overseeing the drafting of the NAP.

1.2. Our Independent CSO National Baseline Assessment (NBA) on Business and Human Rights to inform the four key priority areas of the NAP on BHR and center community voices in the business and human rights discourse

Manushya Foundation decided to push back on the absence of critical community voices through our [business and human rights strategy](#)⁶ and we invited the Rights and Liberties Protection Department (RLPD) of the Ministry of Justice (MoJ) to collaborate on the process to inform the NAP, by ensuring communities are at the center of this process and to provide them with a safe space to share evidence-based information on the issues they face and their recommendations to resolve these challenges. For that purpose, we decided to develop our own [Independent CSO National Baseline Assessment \(NBA\) on business and human rights in Thailand](#)⁷ to identify the key priority issues to inform the NAP on BHR,

⁶ Manushya Foundation, *Business & Human Rights Strategy*, (2017), available at: <https://www.manushyafoundation.org/thailand-bhr-strategy>

⁷ Manushya Foundation & ThaiBHRNetwork, *Independent CSO National Baseline Assessment on Business and Human Rights in Thailand*, (2019), available at: <https://www.manushyafoundation.org/bhr-cso-nba-thailand>

ensuring the most challenging human rights issues and adverse impacts of business conducts could be addressed in the next five years plan (2019-2023).

This collaboration resulted in the [Regional National Baseline Assessment \(NBA\) Dialogues](#)⁸, co-organised by Manushya Foundation along with the Rights and Liberties Protection Department (RLPD) of the Ministry of Justice (MoJ), and the Global Compact Network Thailand, with communities directly sharing with the government and businesses the issues they face related to business and human rights in Thailand and identifying challenges, gaps and ways to implement the UNGPs at the domestic level through the provision of action-oriented recommendations. These dialogues that took place in the four regions of Thailand, Chiang Mai on 29 and 30 January 2017; Khon Kaen on 23 and 24 February 2017; Hat Yai on 20 and 21 March 2017; and Rayong on 30 and 31 March 2017, were organised as a result of equal monetary contributions by both Manushya Foundation and the RLPD. As previously explained, these dialogues informed our independent CSO NBA and not an official government NBA, ensuring voices and evidence from the ground are captured to inform an evidence-based National Action Plan (NAP), and led to the identification of three main priority areas by communities and Manushya Foundation.

We are grateful to the RLPD for following the three priority areas in their drafting of the NAP, as identified by Manushya Foundation and the affected and marginalized communities involve in our strategy during our four National Baseline Assessment (NBA) Regional Dialogues, which includes the priority areas of:

- Violation to Labour Rights and Standards;
- Community Rights, Indigenous Peoples, Land-related Rights, Natural Resources and the Environment; and
- Protection of Human Rights Defenders.

Following this, on 2-3 September 2017, a [First Experts Meeting on Business and Human Rights \(BHR\) in Thailand](#)⁹ was organised to bring together national, regional, and international experts in the field of Business and Human Rights. At this meeting, Manushya Foundation presented its methodology to develop an Independent CSO National Baseline Assessment (NBA) on business and human rights in Thailand, including findings of its desk review, findings of the Regional NBA dialogues and community led-research involving local communities and members of the Thai CSOs Coalition for the UPR. At this meeting, a fourth priority area was identified related to **‘trade agreements and Thai outbound investments’**. We appreciate the addition of this priority area as well through the development process of the draft National Action Plan (NAP) on Business and Human Rights (BHR).

From 28 March to 1 February 2018, we organised a [Second Experts Meeting to discuss the Findings and Recommendations of the CSO National Baseline Assessment \(NBA\) on Business and Human Rights](#)¹⁰ which brought back together relevant stakeholders to discuss the findings and recommendations of the CSO NBA on BHR in Thailand. While co-hosted with the Rights and Liberties Protection Department (RLPD) of the Ministry of Justice and Thailand's Representative to the ASEAN Intergovernmental Commission on Human Rights (AICHR), this event was entirely

⁸ Supra Note 3.

⁹ Supra Note 4.

¹⁰ Supra Note 5.

organised by Manushya Foundation. Professor Surya Deva, member of the UN Working Group on the issue of human rights and transnational corporations and other business enterprises (also referred to as the Working Group on Business and Human Rights), was invited as a key expert to provide input into the CSO NBA on BHR.

1.3. A zero draft NAP on BHR not taking into consideration voices from the ground

Subsequently, the Right and Liberties Protection Department (RLPD) uploaded the zero draft NAP on BHR on its website for the public to give comments between 27 June and 31 July 2018. The challenge herein remained that those most affected by the adverse impact of business activities who are thus important stakeholders in this process, often do not have access to such online forums whereby submission of comments can be made. Thus, we urged the RLPD to ensure it engages those communities that are most affected through inclusive, accessible processes by following other good practices such as seen in the case of [India's Scheme for Para-Legal Volunteers \(PLVs\)](#)¹¹, whereby the government empowers PLVs to serve as a bridge with people at the grassroots level by reaching out to individuals at their doorstep to impart awareness on the law and access to systems and services.

1.4. Consecutive Draft NAPs not made public for comments and not widely disseminated

Furthermore, the NAP was further amended to create a second and [third draft of the NAP](#) (version of 22 August 2018) that was to be deliberated upon. However, this information was only shared with a few community members and CSOs by the RLPD through unofficial channels without any effort to widely disseminate it. Additionally, this draft NAP (version of 22 August 2018) was shared only two hours prior to a CSO consultation organised by the RLPD. This CSO consultation to discuss the draft National Action Plan (NAP) on Business and Human Rights (BHR) was organised by the RLPD along with the National Human Rights Commission of Thailand (NHRCT), UNDP and OHCHR on 23 August 2018. While Manushya Foundation and the Thai BHR Network welcomed the initiative, to protest the lack of transparency in the process of drafting the NAP and sincerity towards the adoption of community input on priority issues, challenges, recommendations and action towards implementation; we did not attend the event during the morning and organised a [press conference](#)¹² [calling on the government](#)¹³ to:

- Ensure information of consultations, particularly the drafts of the NAP, are circulated widely and well in advance so that the concerned communities and civil society groups can provide comments and meaningfully participate in the drafting process.
- Include representation of the concerned communities and civil society groups in the NAP drafting committee, so as to secure sincere participation and transparency in the process.

¹¹ National Legal Services Authorities (NALSA) of India, *Scheme for Para-Legal Volunteers (Revised)*, (2014), available at: https://nalsa.gov.in/sites/default/files/scheme/Scheme_%28Para_Legal_Volunteers%29.PDF

¹² Manushya Foundation, *'We Are Not Quiet, You're Just not Listening': Morning Press Conference*, (23 August 2018), available at: <https://www.manushyafoundation.org/single-post/Morning-Press-Conference-%E2%80%9CWe-Are-Not-Quiet-You-Are-Just-Not-Listening%E2%80%9D>

¹³ Manushya Foundation, *'Nothing About Us, Without Us' Thai BHR Network delivers its Statement calling on a Transparent & Sincere NAP process and content*, (23 August 2018), available at: <https://www.manushyafoundation.org/single-post/%E2%80%9CNothing-About-Us-Without-Us%E2%80%9D-Thai-BHR-Network-delivers-its-Statement-calling-on-a-Transparent-Sincere-NAP-process-and-content>

- Undertake additional regional consultations with meaningful engagement of all relevant stakeholders on successive draft NAPs developed, to ensure the formulation of a NAP that addresses all relevant concerns and adopts concrete actions with respect to the actual situation on the ground.

Furthermore, the [statement](#)¹⁴ also urged the government to ensure that the process of finalisation of the NAP is not rushed; and that communities, as well as involved government authorities and companies are educated about the rights and processes of business and human rights to contribute to the development and future implementation of the NAP. This statement was also presented to the government and international organisations during the afternoon session of the public consultation.

1.5. We Welcome a non-rushed NAP process but note that the final Draft NAP on BHR is still excluding affected communities

As a result of these community led endeavours, we are glad to note and are deeply obliged that the RLPD did not rush the process to release the National Action Plan (NAP) on Business and Human Rights (BHR) by September 2018, as announced during the 23 August 2018 CSO consultation. We also welcome the efforts of the RLPD, to fulfil our other calls by ensuring that the content of the National Action Plan (NAP) on Business and Human Rights (BHR) is more detailed in comparison to previous drafts. However, following our review of the final draft NAP on BHR, we were disappointed to find that the draft NAP on BHR fails to acknowledge and address the circumstances of all communities, through its failure to capture certain challenges and recommendations made by them or by ignoring whole communities and their rights altogether, or addressing these communities in a manner that is detrimental to addressing the adverse impacts they face as a result of business activities. Further, we also welcome the attempt by the RLPD to adopt a more transparent process, through the provision of a publicly available draft of the NAP on BHR, while opening it for comments from civil society, from 15 February 2019 to 15 March 2019. **Nevertheless, we remain disappointed that the RLPD will not be undertaking additional regional consultations with meaningful engagement of all relevant stakeholders, as requested in our statement¹⁵ of 23 August 2018.** .

As an independent CSO, Manushya Foundation recognises the importance of [engaging, mobilising and empowering communities](#) at the grassroots level; to ensure that their voices are at the center of the response to engage constructively with and provide effective solutions to address concerns related to the enjoyment of and the violation of their rights due to the negative impact of business conducts and activities. Therefore, throughout the process on the development of the NAP, Manushya Foundation and the Thai BHR Network have constantly contributed to and ensured the engagement of local communities in Thailand through their substantive contributions in the development process and the content of the NAP. However, we would like to highlight that the duty to obtain input from affected communities on the challenges they face owing to the adverse impact of business conducts and activities, is one that should be undertaken by the government. It is unfortunate that the resources dedicated to the development of the NAP were redirected to other aspects in the development process that were considered more important, with the monetary resources thus being insufficient for such community consultations.

¹⁴ Thai BHR Network, *Statement to the government: 'Thailand: Call On The Government To Be Sincere And Transparent In The Drafting Process Of The National Action Plan On Business & Human Rights With Respect To The Process And Content'*, (23 August 2018), available at: <https://www.manushyafoundation.org/nap-statement>

¹⁵ *Ibid.*

2. Sharing our Comments on the Final Draft NAP on BHR to ensure a strong NAP on BHR to regulate corporate activities in Thailand

We submit these comments as a means to ensure a constructive engagement with the RLPD, in order to ensure the development of an effective and inclusive NAP that is representative of all communities and the issues faced by them, and that adequately address all these challenges through the provision of detailed step by step and timebound actions, which are comprehensive while ensuring the smooth operation and implementation of the NAP at all levels of society. To achieve this, as part of our comments to the NAP, we are providing changes and additions to the NAP to ensure compliance with international human rights standards and the UNGPs, and address the concerns, gaps and needs as identified by grassroots communities, civil society, academics and experts, throughout the implementation of Manushya Foundation's business and human rights [strategy](#), and analysed in Manushya Foundation and the Thai BHR Network's [Independent National Baseline Assessment on Business & Human Rights in Thailand](#). For that purpose, we are suggesting the following comments below:

- changes to the wording of the NAP in **red colour**,
- additions to the wording based on concerns and gaps identified in **blue colour**, and
- additional action points (in **blue colour**) to enable and ensure that this document is actionable as a whole in order to guarantee the compliance of State actions and business practices with the UNGPs and other international commitments made and obligations set out therein. In order to produce a more-accessible and user-friendly NAP, we also suggest that the government includes the table of the 'action plan' as an annex or appendix, rather than inside the content of the NAP itself, as it has been applied with success in other countries including [France](#)¹⁶ and [Switzerland](#).¹⁷

While we submit these comments, we are cognisant of a fact related to the structure of the final draft of the NAP that must be highlighted. Structurally, a National Action Plan (NAP) should not be a replication of a National Baseline Assessment (NBA). Instead, it should be developed following the guidance of the UN Working Group (UNWG) on Business and Human Rights (BHR), as set out in the [2016 Guidance on National Action Plans on Business and Human Rights](#).¹⁸ According to this guidance, a NAP must explain what constitutes government action with a good mix of mandatory and voluntary measures that clearly and effectively outlines current and planned activities by the government. This should be compiled under each guiding principle of the UNGPs; through the provision of the text of the guiding principle, current activities, and planned activities with an inclusion of specific objectives, activities to be carried out, an attribution of clear responsibilities of relevant entities, a timeframe for implementation, and performance indicators to evaluate the implementation and impact of the action. Under each guiding principle, the NAP should also endeavour to address each of the priority areas identified.

¹⁶ Ministère des Affaires Etrangères et du Développement International, "National Plan for the Implementation of the United Nations Guiding Principles on Business and Human Rights", (2017), available at: <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/business-and-human-rights/article/the-national-plan-for-the-implementation-of-the-united-nations-guiding>

¹⁷ Confédération Suisse, *Report on the Swiss strategy for the implementation of the UN Guiding Principles on Business and Human Rights*, (2016), available at: <https://www.news.admin.ch/news/message/attachments/48579.pdf>

¹⁸ UN Working Group on Business and Human Rights, *Guidance on National Action Plans on Business and Human Rights*, (2016), available at: https://www.ohchr.org/Documents/Issues/Business/UNWG_NAPGuidance.pdf

Although aware of this shortcoming in the structure of the final draft of the NAP, owing to the time constraint we are just providing comments within the framework of the government developed final draft of the NAP. Additionally, we are aware and acknowledge the fact that this is the first NAP being drafted by the Royal Thai government and that it is due within a short timeframe, by 2019. Therefore, we instead express our hope that this is resolved in the next NAP drafted by the government that will be operational from 2024-2029, and that it will follow the guidance of the UNWG; identifying new priority areas and planning actions, guiding principle by guiding principle, with the comprehensive activities of the action plan indexed as an annex.

While clear gaps remain to be resolved in the final draft NAP on BHR in order to guarantee that Thai businesses are not committing or involved with human rights abuses wherever they operate, we strongly believe that our comments, if taken into consideration for the finalisation of the NAP on BHR, could strengthen it and could create a starting point to address corporate accountability and ensure responsible business conduct. We see the Thai NAP on BHR as a critical opportunity for civil society and grassroots communities to engage collectively to promote a Thai economy that is sustainable and respectful of human rights, while building understanding of private actors on the adverse impacts of their activities. We hope the final Thai NAP on BHR will allow for open, frank, transparent and constructive dialogues among all relevant sectors, so that we could all work together to ensure that Thai corporations respect human rights at home and/or abroad.



Chapter 2: Labour

Suggested Title: Chapter 2: Labour Rights & Standards

Explanation: We, Manushya Foundation and Thai BHR Network welcome the efforts of the Royal Thai Government (RTG) to adhere to international labour rights and standards, through the ratification of 5 of the 8 ILO Core Conventions. However, it is vital that the RTG considers the ratification of the remaining 3 ILO Core Conventions and that all domestic implementation take these commitments into consideration. In this respect, it is important that while addressing labour rights and standards, this chapter 2 covers labour rights not just in corporations but also in its subsidiaries and throughout its supply chains. In addition, the rights of specific groups of individuals that face more marginalisation and a higher risk of violation to their rights, such as those of informal workers, migrant workers, LGBTI individuals, people living with HIV, drug users, women, indigenous peoples, religious minorities, the elderly and sex workers must also be addressed.

We thank the RLPD for following our first priority area as identified during our [National Baseline Assessment \(NBA\) Regional Dialogues](#) held in January-March 2017 to address violations to labour rights and standards, and we appreciate its efforts to ensure it is more detailed in comparison to the previous drafts of the National Action Plan (NAP) on Business and Human Rights (BHR). Nevertheless, following our review of the action plan and for the UNGPs to be upheld on the ground, we believe that this has to be further broken down into detailed step by step and timebound actions, which are comprehensive while ensuring the smooth operation and implementation of the NAP at all levels of society. To achieve this, as part of our comments to the NAP, we are providing changes and additions to the NAP to ensure compliance with international human rights standards and the UNGPs, and address the concerns, gaps and needs as identified by grassroots communities, civil society, academics and experts, throughout the implementation of Manushya Foundation's business and human rights [strategy](#), and analysed in Manushya Foundation and the Thai BHR Network's [Independent National Baseline Assessment on Business & Human Rights in Thailand](#). For that purpose, we are suggesting the following comments below:

- changes to the wording of the NAP in **red colour**,
- additions to the wording based on concerns and gaps identified in **blue colour**, and
- additional action points (in **blue colour**) to enable and ensure that this document is actionable as a whole in order to guarantee the compliance of State actions and business practices with the UNGPs and other international commitments made and obligations set out therein. In order to produce a more-accessible and user-friendly NAP, we also suggest that the government includes the table of the 'action plan' as an annex or appendix, rather than inside the content of the NAP itself, as it has been applied with success in other countries including [France](#) and [Switzerland](#).



General Comments: This chapter on labour sees the misuse of certain words and an absence of identification and/or misrepresentation of groups of individuals. This takes place through the failure to recognise sex work as work in the action plan and to recognise indigenous peoples. In addition, there are several gaps as a result of issues, dimensions of rights and violations, actions and groups of affected individuals that are either addressed very briefly or entirely ignored. For instance, the action plan only addresses the rights of the children of workers and fails to address child labour, the rights of sex workers and the rights of indigenous peoples in their entirety.

Finally, to ensure compliance with the State duty to protect under Principle 3 of the UNGPs, effective guidance must also be provided to business enterprises on how to address and mitigate human rights impacts throughout their operations. While the final draft NAP attempts to regulate large-scale businesses registered with the Stock Exchange of Thailand (SET), we note that the draft NAP lacks mandatory measures to hold Thai businesses accountable for the adverse impacts of their actions in the workplace at home and abroad, and should be inspired by global good practices, such as the [UK Modern-Slavery Act 2015](#), and the [French Corporate Duty of Vigilance Law 2017](#). Finally, the draft NAP fails to provide a detailed action plan for businesses which could guide their actions to be in compliance with the UNGPs; and these comments seek to remedy this shortcoming by providing such a detailed action plan.

I. Overview	
Original Text	Suggested additions to address gaps in the NAP
<p>Pg 11: The government gives importance to the protection of the rights of all workers without discrimination, based on their ethnicity or race by amending laws and measures to increase protection and welfare of the workers; and for it to be in line with the standards of the International Labour Organization (ILO).</p>	<p>Pg 11: The government gives importance to the protection of the rights of all workers without discrimination, based on their ethnicity or race, religion, nationality, gender, sexual orientation and gender identity by amending laws and measures to increase protection and welfare of the workers; and for it to be in line with the standards of the International Labour Organization (ILO) and those set out in other international commitments, including international treaties and their treaty body mechanisms as provided for by the UDHR, ICCPR, ICESCR, CEDAW, CAT, CERD, CRPD and CRC.</p>

II. Challenges	
Original Text	Suggested changes in the wording
<p>Pg 15: Enforcement of the law related to prostitution- Implement the recommendations received from the Committee on the Elimination of Discrimination against Women in 2017, by regulating the entertainment business to ensure it fully complies with labour laws and consider</p>	<p>Pg 15: Enforcement of the law related to prostitution- Implement the recommendations received from the Committee on the Elimination of Discrimination against Women in 2017, by regulating the entertainment business to ensure it fully complies with labour laws and consider repealing the Prevention and Suppression of Prostitution Act B.E 2539 (1996), especially criminal charges placed on prostitutes sex workers.</p>



<p>repealing the Prevention and Suppression of Prostitution Act B.E 2539 (1996), especially criminal charges placed on prostitutes.</p>	
Original Text	Suggested additions to address gaps in the NAP
<p>Pg 15: Promotion of the employment of peoples with disabilities, elderly persons, and ex-convicts - Promote the employment of people with disabilities, elderly persons, and ex-convicts that match their skills and abilities. Also, it should build the occupational skills for these groups of people to prepare them for employment and also use the benefits from various funds to help peoples with disabilities, elderly persons, and ex-convicts get employed and truly have their capacities built.</p>	<p>Promotion of the employment of peoples with disabilities, elderly persons, and ex-convicts - Promote the employment of people with disabilities, elderly persons, and ex-convicts that match their skills and abilities, on a voluntary basis. This must be in accordance with the demand of the job market and to ensure that their living conditions are improved for the better. Also, it should build the occupational skills for these groups of people to prepare them for employment and also use the benefits from various funds to help peoples with disabilities, elderly persons, and ex-convicts get employed and truly have their capacities built.</p>
<p>Pg 16: Elimination of discrimination in recruitment and employment - Review and amend laws to protect and eliminate discrimination in employment for all cases. Review the Gender Equality Act, B.E. 2558 (2015), particularly Article 17, and raise awareness about the Act and its complaint mechanism amongst all sectors. Promote equal employment without gender-based discrimination; solve the problem of dismissal due to pregnancy and forced HIV/AIDS testing during recruitment and employment; address the problem related to HIV/AIDS in the workplace; not giving women the opportunity to be promoted; discrimination due to nationality; sexual harassment at the workplace; the use of violence; discrimination in the payment of wages to women; and discrimination in employing LGBT persons and female workers in some contexts and situations, such as in their employment as domestic workers, migrant workers, sex workers, etc.</p>	<p>Pg 16: Elimination of discrimination in recruitment and employment - Review and amend laws to protect and eliminate discrimination in employment for all cases. Review the Gender Equality Act, B.E. 2558 (2015), particularly Article 17, and raise awareness about the Act and its complaint mechanism amongst all sectors. Promote equal employment without gender-based discrimination; solve the problem of dismissal due to pregnancy and forced HIV/AIDS testing during recruitment and employment; address the problem related to HIV/AIDS related discriminatory practices in the workplace due to HIV status, perceived status, or due to higher risk posed such as amongst the LGBTI community, sex workers and drug users; not giving women the opportunity to be promoted; discrimination due to nationality, ethnicity or race, religion, sexual orientation and gender identity; sexual harassment at the workplace; the use of violence; discrimination in the payment of wages to women; and disproportionate discrimination during employment of as faced by indigenous peoples, LGBTI persons and female workers in some contexts and situations, such as in their employment as domestic workers, migrant workers, sex workers, etc.</p>
<p>Pg. 16: Human trafficking and forced labour - Apply the measures employed in the fishery industry to improve workers' conditions in other industries, such as agricultural and construction sectors, which employ many migrant</p>	<p>Human trafficking, forced labour, child labour and other exploitative practices - Apply the measures employed in the fishery industry to improve workers' conditions in other industries, such as agricultural and construction sectors, which employ many migrant workers, and consider requesting businesses in sectors with high risks to investigate and report on human rights according to the UNGPs. In addition,</p>

workers, and consider requesting businesses in sectors with high risks to investigate and report on human rights according to the UNGPs.	although laws on child labour exist there is often a failure to strictly enforce the law; due to the falsification of bone density tests by employers, inadequate number of labour inspectors, inadequate number of interpreters during labour inspections, ineffectual inspection processes in the informal and difficult to access workplaces, and the absence of identity documents among the children of migrants, indigenous peoples or those that are otherwise marginalized/from minority communities.
--	---

For a deeper understanding of challenges faced by those affected by the adverse impact of businesses related to the violation of labour rights and standards, please refer to the [thematic assessment chapters developed as part of the Independent National Baseline Assessment on Business & Human Rights in Thailand, by Manushya Foundation](#) and the Thai BHR Network.¹⁹

III. Action Plan

Pillar I: State duty to Protect (Protect)

No.	Issue	Activity	Responsible agencies	Timeframe	Indicator	Compliance with National strategy, SDGs and UNGPs
1	Ratification of international treaties	Conduct a feasibility study regarding the ratification of Take immediate measures to ratify ILO No. C87, C97, C98, C131, C143, C156 and 189 by assessing the situation and context of Thailand, and ratify the treaties to ensure compliance with basic labour rights standards	Ministry of Labour	2562 B.E. (2019)	- The feasibility study regarding the ratification of ILO No. 87, 97, 98, 131, 143 and 189 is conducted by 2562 B.E. (2019) - Treaty is followed by implementation at the national level	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 5
		Study the Tripartite declaration of principles concerning multinational enterprises and social policy (MNE declaration) of International Labour Organization and consider the roadmap to promote the declaration	- Ministry of Labour - Ministry of Foreign Affairs	2562-2563 B.E. (2019-2020)	A study on the Tripartite declaration of principles concerning multinational enterprises and social policy (MNE declaration) of International Labour Organization is conducted.	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 5

¹⁹ Manushya Foundation & ThaiBHRNetwork, *Independent CSO National Baseline Assessment on Business and Human Rights in Thailand*, (2019), available at: <https://www.manushyafoundation.org/bhr-cso-nba-thailand>



2	Drafting, amendment and repeal of relevant laws, rules, regulations, policies and measures	Review laws related to the protection of labour, social welfare allocation, and social security that still have gaps between laws and in practice, and consider amending or improving laws for them to be in line with international standards; while ensuring that national laws do not contradict each other	- Ministry of Social Development and Human Security - Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of laws amended	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 5, and 7
		Review relevant laws and consider improving them to be in line with ILO Convention No. 138 and 182 ILO Core Conventions.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of meetings held to review relevant laws	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 5, and 7
		Study ILO General Principle and Operational Guideline on Fair Recruitment, and review laws and guidelines that are enforced for it to be in line with such principle.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Result gained from the study	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
		Review policies related to the employment of workers at border areas, by focusing on protecting workers who are protected under the law without discrimination as well as by providing protection to other individuals who accompany them. This is for it to be in line with ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. Review, amend or repeal policies	- Ministry of Labour - The Ministry of Justice	2562-2566 B.E. (2019-2023) 2562-2566 B.E. (2019-2023)	- Number of policies reviewed - Removal of disincentives that result in non-reporting and the creation of unsafe work environment for migrant workers - Consultation of both documented and undocumented migrants is undertaken during this	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7



		<p>that result in targeting of migrant workers, subject them to exploitation and place on them criminal penalties</p>			<p>process</p>	
		<p>Review and amend laws related to labour to be in line with the current situation and international standards, such as Labour Relations Act B.E. 2518 (1975) and State Enterprise Labour Relations Act B.E. 2543 (2000), to remove restrictions on the right to form a union and collectively bargain. For instance, amend the Fisheries Act, 2015 to be in line with the Work in Fishing Convention, 2007 (ILO Convention No. 188) and also through the provision of accountability mechanisms and measures that are not ambiguous or subject to narrow interpretation, and that ensure training of officials on these accountability features</p>	<ul style="list-style-type: none"> - Ministry of Labour - Ministry of Social Development and Human Security - Ministry of Justice 		<ul style="list-style-type: none"> - Number of draft acts approved by the Cabinet, in compliance with international standards and regional commitments - All establishments, no matter the size must be required to meet labour standards - Regular inspection should be undertaken to ensure their continued compliance - All legislations in Thailand adopt the same definition on forced labour - Provisions to raise public awareness about forced labour are included in the bill, with examples on the local context duly provided - No narrow and inflexible interpretation of international law and standards set out therein 	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7 - Articles 23 (3) and (4) of UDHR - Articles 7 and 8 (1)(a)-(b) of ICESCR - RES 2008/18 of ECOSOC - UNGA RES 31/15 - UNHRC Resolution 15/21 of the United Nations Special Rapporteur on the Right to Freedom of Peaceful Assembly and Association - CESCR General Comment No. 23 - Concluding Observations for Thailand made by the Committee on Economic, Social and Cultural Rights in 2015 and by the Committee on the Elimination of Discrimination Against Women in 2017. - ILO Protocol 2014 to the Forced Labour Convention - ILO Declaration on Fundamental Principles and Rights at Work - ASEAN Human Rights Declaration
		<p>Repeal the amendment to the Factories Act and ensure the activities of all industrial establishments continue to be regulated through compulsory licensing, inspections and overall regulation to ensure the compliance with labour standards</p>				
		<p>Amend the draft bill on forced labour prevention and ensure its implementation, in line with ILO</p>				



	<p>Protocol 2014 to the Forced Labour Convention, particularly with respect to the definition of forced labour, the punishment for violations, and the role and responsibility of state agencies in contributing to the end of forced labour; with forced labour punishable as a stand-alone criminal offence and not just as a part of human trafficking</p>				
	<p>Amend the Labour Protection Act No. 2, Section 16, to clearly define harassment and sexual harassment based on the ILO Declaration on Fundamental Principles and Rights at Work, and to cover harassment among employees of the same ranking. Additionally, include indigenous peoples as groups explicitly protected from discrimination.</p>				
	<p>Enact a singular anti-discrimination legislation that accounts for all people, who face marginalisation, stigmatisation and exclusion. It should not just protect against discrimination, but also address violations by providing remedies and promote non-discrimination. Address specific contexts, taking into consideration how each community is distinctly affected and how other factors may have a negative impact including the inherent vulnerability and</p>	<p>Ministry of Social Development and Human Security</p>	<p>2562-2564 B.E. (2019-2021)</p>	<ul style="list-style-type: none"> - Specific definitions provided in the intention document for each category of individuals addressed - Measures are evidence based, with all affected communities participating in their design and implementation - Accompanied by the overriding human rights 'do not harm' approach 	<ul style="list-style-type: none"> - UDHR - ICCPR & ICESCR Common Articles 2 and 3 - CEDAW Articles 2 and 11 - CERD Articles 2, 5, and 7 - CRPD, Articles 5 and 27 - ILO Conventions 100 and 111 - SDG No. 5, 10, and 16 - ASEAN Human Rights Declaration.



		marginalisation of certain groups				
		Review social security laws and social security mechanisms to ensure (1) improvement of conditions and benefits to the insured person (2) Involvement of a tripartite structure in managing the social security fund (3) Equal access to funds and services for all types of workers, especially informal labour, migrant workers and sex workers (4) Providing protection to retired employees (5) Compliance with ILO principles. For instance, amend Sections 33, 39, and 40 of the Social Security Act with respect to benefits for child allowance, annual holidays, traditional holidays, paid sick leave, sterilization leave, education and training leave, paid maternity leave, and guarantees to children and dependents of migrants, to guarantee the same rights to migrant workers as Thai workers are entitled to in accordance with ILO Conventions 87 and 98	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of benefits or criteria reviewed or improved	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 3, 8 - UNGP No. 1, 3, 4, 5, and 7
		Review laws related to the employment of public sector employees, to create fair conditions for state employees, including with respect to their ability to unionise and take part in collective bargaining	Ministry of Labour	2562-2566 B.E. (2019-2023)	Amount of time used to review relevant laws	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7



	<p>Repeal Section 15, Paragraph 3 of Persons with Disabilities Empowerment Act that allows exemptions in legal protection of persons with disabilities from being subjected to discrimination.</p>	<ul style="list-style-type: none"> - Ministry of Labour - Ministry of Social Development and Human Security 	2562 B.E. (2019)	Protect the equal employment rights of disabled persons	
	<p>Study, analyse and review Amend or repeal the Prevention and Suppression of Prostitution Act B.E. 2539 and relevant laws, and regulate entertainment businesses to have them comply with these laws to refrain from criminalising sex work that would result in their arrest, detention, discrimination and exploitation of sex workers that violate their rights. Regulation of entertainment businesses must only be in so far as they prevent an unsafe work environment for sex workers, promote the ability of sex workers to report crimes committed against them to the police, and to end the continuing impunity in this respect. Sufficient training must also be provided to the police and other law enforcement officials to prevent unlawful entrapment, unjustified prosecution and other acts of corruption by police against sex workers.</p>	<ul style="list-style-type: none"> - Royal Thai Police - Ministry of Social Development and Human Security 	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Meetings are held and studies are conducted to review the Prevention and Suppression of Prostitution Act B.E. 2539 decriminalises sex work - Entertainment businesses and sex workers are also consulted - Accountability is ensured for violation of the rights of sex workers - Sex workers are provided with a safe working environment 	<ul style="list-style-type: none"> - National strategy on security - SDG No. 5 - UNGP No. 1 , 3, 4, 5, 7 - 2017 Recommendations received from the Committee on the Elimination of Discrimination against Women
	<p>Enact a law on sexual harassment, with a clear definition for sexual harassment, the inclusion of verbal</p>	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Justice 	2562 (2019)	- The law addresses sexual harassment in an effective manner	- Recommendations No. 19 of the Committee on the Elimination of Discrimination Against Women



		harassment, and with express prohibition of sexual harassment at the workplace				- CEACR on the Discrimination (Employment and Occupation) Convention, 1958
		Ensure the implementation and enforcement of existing laws and standards, guaranteeing labour protection, social security, and inclusion of affected communities through the formulation of policies and regulatory measures; along with clear guidelines on preventive measures, remedies, and compensation for businesses that are to be implemented with immediate effect. Guidelines should extend to all workplaces, industrial sectors, especially small and medium enterprises where the violation of these rights is more likely to occur. These must address aspects such as prevention of discrimination, decent working conditions, minimum wage, overtime work, holiday pay, provision of annual holidays, occupational health and safety, formation of trade unions and collective bargaining.	- Ministry of Labour - Ministry of Health - Ministry of Social Development and Human Security	2562-2564 B.E. (2019-2021)	- Measures must cover all affected communities and apply to the local context, particularly addressing those communities that are at a higher risk of facing adverse impacts. For example, policies on HIV/ AIDS, and sexual harassment at the workplace. - These must be developed with the involvement of affected individuals and communities, organisations of employers, and organisations of workers - Guidelines for businesses must be free of the influence of businesses and taking into consideration the interest of those affected by the adverse activities of businesses	- ICESCR - CERD - CEDAW - CRC - CRPD - CMW - CESCR General Comment No. 9 - UNGA RES 31/15 - 2016 Report of the United Nations Special Rapporteur on the Right to Freedom of Peaceful Assembly and Association - Recommendations made by the Committee on Economic, Social and Cultural Rights in 2015 - Recommendations made by the Committee on the Elimination of Discrimination Against Women in 2017 - ILO Convention No. 111 - ILO Convention No. 187 - ILO Recommendation No. 200 - ASEAN Guidelines for Occupational Safety and Health
3	Improvement of labour management systems	Create a system to store the information and details of workers, for agencies and employers to be able to check the information of the workers. Ensure such systems monitor the occurrence of exploitative labour	- Ministry of Labour - Ministry of Justice	2562-2566 B.E. (2019-2023)	- Effective information storing system - Undertaken in all 77 provinces of Thailand, with additional monitoring in sectors with a higher risk of exploitative labour	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1, 3, 4, 5, 7



	practices and attempt to identify it.			practices	
	Such a mechanism must also be used to collect data and statistics on employment/unemployment among Thai citizens, including type of employment, disaggregation based on gender, ethnicity, disability and age, among others towards informing policies for employment promotion with diversity in workforce in public and private sectors				
	Develop and effective and sustainable migrant registration policy and process; with time limits that allow for migrants to be able to enter the national verification process, and not have any barriers to access protections and services, through the de-linking of the migrant registration process from employers; and One-Stop Service (OSS) Centres that continue to assist in the process of providing work permits to registered migrants in an effective manner. An administrative framework, assigning tasks to various agencies and ministries, with short term and long term	- Ministry of Labour - Ministry of Interior	2562-2564 B.E. (2019-2021)	- All registered migrants obtain work permits - The 80 One Stop Service Centres in Thailand are more effective in providing assistance - All stakeholders are consulted and involved, particularly migrant workers	- General Recommendation No. 30 of the Committee on the Elimination of Racial Discrimination - Concluding Observation on the first and third periodic reports of Thailand to the the Committee on the Elimination of Racial Discrimination



		strategies must be devised				
		Ensure labour management and protection of rights extends to government transactions and the activities of state owned enterprises, in a transparent manner. For instance, in procurement, supply and recruitment under the Government Procurement and Supplies Management Act	Ministries and authorities involved in business transactions such as Ministry of Energy, Electricity Generating Authority of Thailand (EGAT)	2562-2564 B.E. (2019-2021)	Accountability measures must be provided	
4	Employment and dismissal	Improve measures to regulate and monitor fair employment, including their recruitment practices by applying uniformly a 'zero fee' or 'employer pays' policy; developing frameworks that strictly implement these within the country; with MoUs signed with neighbouring countries; address corruption in the stages of the recruitment process; investigate official complicity, misconduct and abuse of power in this regard; regulate services by brokers and private recruitment agencies; introduce a system of joint and several liability with respect to abuse and exploitation	Ministry of Labour	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Inspect companies that employ workers to work abroad - Have licenses for employment that people can check - Number of MoUs signed and implemented, with source and destination countries through government channels 	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1 , 3, 7 - ILO Private Employment Agencies Convention (No. 181) - Private Employment Agencies Recommendation (No. 188) - 2016 ILO General Principles and Operational Guidelines on Fair Recruitment



		Bring the whistleblowers against corruption into witness protection process or take other measures, to guarantee their protection against direct and indirect retaliation by employers and all others identified	<ul style="list-style-type: none"> - The Royal Thai Police - Ministry of Justice 	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Number of witnesses who are safe after going through the protection process - Number of safeguards in place, to protect against retaliation 	<ul style="list-style-type: none"> - National strategy on balancing and improving the public administration system - SDG No. 16 - UNGP No. 1, 3, 4, 10, 25
		Prevent unfair dismissal, to ensure it does not take place without advance notice and occurs following communication of the reason for dismissal	Ministry of Labour		Protection is guaranteed by remedies and compensation, based on the loss to livelihood and for adverse impacts arising	
5	Capacity building and dissemination of knowledge to workers	Organise trainings to provide knowledge on rights under labour protection laws, other labour rights, occupational safety, social security guarantees, human rights principles, policies and practices to workers, including migrant workers, sex workers, and indigenous peoples, LGBTI, the elderly, their families, trade unions, and worker associations and develop various types of media to disseminate the aforementioned knowledge in languages that migrant workers they can understand easily. Government officials and the private sector must also be educated on the application of these legal and policy guarantees, at every level.	<ul style="list-style-type: none"> - Ministry of Labour - Rights and Liberties Protection Department, Ministry of Justice - Ministry of Education - Ministry of Interior - National Human Rights Commission of Thailand - Labour inspectors - Law enforcement officials - Immigration officials 	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Migrant workers, sex workers, indigenous peoples, LGBTI, and women receive practical knowledge on how to prevent their becoming the victim of human trafficking or other exploitative practices - Number of participants - Percentage of increased knowledge - Number of documents published in foreign languages - Potential and actual impact of rights and violations are addressed - Address legal and contextual developments through regular training updates 	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - SDG No. 8 - UNGP No. 1, 3, 4, 5, 7, 8



6	Elimination of discrimination in employment and at the workplace	<p>Promote careers and employment for people with disabilities in companies and state agencies by appointing officers to coordinate between the employers and people with disabilities, as well as setting up a system to screen the skills of people with disabilities in order to allocate suitable jobs for them; in accordance with the requirements of the job market and to improve their standard of living. In addition, provide a quota system for employment of PWDs, require payment by employers into the fund for empowerment of PWDs, provide greater access to freelance work, and address reports of involuntary detention as well as inhuman and degrading treatment against PWDs on the basis of impairment</p>	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Labour 	<p>2562 (2019) B.E. Project to provide employment service to special groups</p> <ul style="list-style-type: none"> - Activities to provide jobs to people with disabilities - Activities to promote people with disabilities working in state agencies 	<p>Quantitative</p> <ul style="list-style-type: none"> - 1,750 persons with disabilities received support for employment <p>Qualitative</p> <ul style="list-style-type: none"> - Not less than 62% of people with disabilities received support for employment - 88 people with disabilities received support for employment in state agencies - Promote people with disabilities to work in state agencies in the ratio of 100:1 as specified by the law - Collect disaggregated data on basis of gender and type of impairment, for statistical analysis 	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 5, 8, 10 and 16 - UNGP No. 1, 3, 4, 5, 7, 8 - CRPD - CESCR General Comments No. 5 and 8 - Reports of the Special Rapporteur of the Human Rights Council on the Rights of Persons with Disabilities Reports - ASEAN Human Rights Declaration - Accepted recommendations on PWDs from the Second UPR of Thailand - Concluding Observations of the CRPD on the initial report of Thailand.
		<p>Improve the effectiveness of the fund to support and improve the living standard of people with disabilities</p>	<ul style="list-style-type: none"> Ministry of Social Development and Human Security 	<p>2562-2566 B.E. (2019-2023)</p>	<p>Support 90% of people with disabilities to be employed and self-employed</p>	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, 7, and 10
		<p>Improve measures and mechanism that promote the employment of elderly persons in order for them to get employed more. Change the age of retirement from 60 to 65 for</p>	<ul style="list-style-type: none"> - Ministry of Labour - Ministry of Social Development and Human Security - Local Administrative Agencies (LAOs) 	<p>2562 (2019) B.E. Project to increase employment opportunity for elderly persons</p>	<ul style="list-style-type: none"> - 100,000 elderly persons received support in employment and have income - Two caregivers per tambon (or sub district) to 	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8



	elderly persons, with greater accessibility to work opportunities. Provide financial, technical, and general support for elderly persons, to increase opportunities for employment that they can access. Review existing roles and responsibilities, to ensure government set standards on care-giving services for older persons are up to standards.	- National Human Rights Commission of Thailand		provide their services - Number of persons accessing these services and the manner in which they do so	- UNGP No. 1, 3, 4, 5, 7, and 10
	Consider ways to promote the occupation of ex-convicts. Project to prepare the workers, activities, career counselling, and promote the occupation of detainees in jails, rehab centres, Clvilian Development Control Centres, and Juvenile Observation and Protection Centre; Project to provide employment services to special groups; activities to provide employment for ex-convicts	- Ministry of Justice - Ministry of Labour	2562 B.E. (2019)	Quantitative 500 workers from all groups of workers received the services that support their employment	- National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, 7, 8, and 10
	Study the feasibility and the impact of amending Amend and implement labour laws to be in line with the Gender Equality Act B.E. 2558 (2015). Prior to this, study the feasibility and impact of amending the Gender Equality Act, especially to eliminate the exemptions on security and religion in Section 17 paragraph 2, provision of regulatory mechanisms and access to justice	- Ministry of Labour - Ministry of Social Development and Human Security	2562-2566 B.E. (2019-2023)	- Number of times labour laws were reviewed - There is an elimination of exemption on grounds of security and religion in Section 17, paragraph 2 of the Gender Equality Act B.E. 2558 (2015)	- National strategy on creating opportunities and social equality - SDG No. 8, 10 - UNGP No. 1, 3, 4, 5, and 7



	and carry out such amendments				
	Consider measures on social protection for employees who are migrant workers, especially the ones in agricultural and fishery industries that work seasonally, as well as home-based workers	Ministry of Labour	2562-2563 B.E. (2019-2020)	Have measure to inspect migrant workers	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
	Disseminate knowledge and understanding about Gender Equality Act B.E. 2558 (2015) and mechanism under it, to change the attitude of people in society so they understand and accept equity and gender equality	- Ministry of Social Development and Human Security	2562-2566 B.E. (2019-2023)	- Amount of media disseminated - Number of participants	- National strategy on creating opportunities and social equality - SDG No. 5, 10 - UNGP No. 1, 3, 8
	Organise activities to provide a better understanding on gender diversity to relevant sectors, including business sector	Ministry of Justice	2562-2566 B.E. (2019-2023)	Amount of knowledge and understanding on the issue of gender diversity	- National strategy on creating opportunities and social equality - SDG No. 5, 10 - UNGP No. 1, 3, 8
	Promote the issuance of policies, regulations, or measures by business owners to prevent sexual harassment and the use of violence in the workplace	- Ministry of Social Development and Human Security - Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of businesses engaged in Thai Labour Standards and receive support in order to have policies on the prevention of sexual harassment	- National strategy on creating opportunities and social equality - SDG No. 5, 8, 10 - UNGP No. 1, 2, 3, 5, 7, 8
	Develop measures to protect and address HIV/AIDS issues at the workplace Adopt and implement necessary laws to prevent and penalise discrimination against persons with HIV/AIDS; including discrimination in accessing jobs and throughout their	- Ministry of Labour - Ministry of Health - Ministry of Social Development and Human Security - Ministry of Health	2562-2566 B.E. (2019-2023)	- Number of business/ employees receiving support - Number of businesses and service providers adopting these guidelines and measures - Policies covering persons	- National strategy on creating opportunities and social equality - SDG No. 3 and 8 - UNGP No. 1, 3, 4, 5, and 7 - ILO Convention No. 111 - ILO Recommendation No. 200. - ILO code of conduct on HIV and AIDS



	<p>employment owing to HIV status; perceived status or vulnerability; mandatory and forced HIV testing; HIV/AIDS prevention and management at the workplace; and accessibility to health insurance and other social protection for prevention, treatment, care and support of workers, particularly those at the risk of occupational transmission; and the prevention of termination of employment based on HIV status. Address labour rights, sexual and reproductive rights, civil rights and economic rights irrespective of gender and status of PLHIVs</p>			<p>living with HIV/AIDS (PLHIVs), sex workers, drug users and transgender individuals</p> <ul style="list-style-type: none"> - Multi-dimensional approach adopted to build an understanding of rights involved, by developing and scaling up community-led HIV prevention programmes and services 	<ul style="list-style-type: none"> - 2006 concluding observations of the Committee on the Elimination of Discrimination against Women on Thailand
	<p>Consider providing measures, affirmative action, policies, procedures and mechanism to support the employment of women and allow them to take a part in the labour system in order to create gender equality and participation in decision-making processes in line with international standards</p>	<p>Ministry of Labour</p>	<p>2562-2566 B.E. (2019-2023)</p>	<ul style="list-style-type: none"> - Number of businesses inspected that support the employment of women to ensure gender equality - Number of policies, procedures and regulations created that ensure the responsibility of the government in this respect 	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - SDG No. 5, 8, 10 - UNGP No. 1, 3, 4, 5, and 7 - Recommendations of the Committee on the Elimination of Discrimination Against Women (CEDAW) on women in the labour force
	<p>Adopt and implement necessary laws to promote equality of opportunity and treatment as well as to prevent and penalize discrimination in respect to employment and occupation on the basis of ethnicity, gender or other grounds, including as per ILO Convention 111; and consider</p>	<ul style="list-style-type: none"> - Ministry of labour - Ministry of Social Development and Human Security - Office of the National Security Council 	<p>2562-2566 B.E. (2019-2023)</p>	<p>Number of ethnic minorities and indigenous peoples that are granted employment.</p>	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 5, 8, 10 - UNGP No. 1, 3, 4, 5, and 7 - ILO Convention No. 111



		<p>providing measures and mechanisms to support employment of other vulnerable groups, such as ethnic groups, indigenous peoples, stateless, people without citizenship, and migrant population as well as individuals with diverse sexual orientation and gender identity, and transgender individuals into the labour system in the right manner and in line with human rights principles</p>				
		<p>Ensure legal gender recognition in the workplace, and the protection of LGBTI individuals as also by reviewing the dress code at civil services and private businesses for employees to dress in accordance with their identity, prevent harassment of all kinds faced by LGBTI persons, and set up mechanisms to report such discrimination, provide gender-neutral and transgender friendly facilities, prevent any other form of alienation during recruitment and in the workplace, and address discriminatory mindsets in the education system that result in the formation of biases. In the 4th National Human Rights Plan of Thailand, ensure these issues are prioritised as part of the sub-plan on sexual diversity and gender identity.</p>	<ul style="list-style-type: none"> - Ministry of Labour - Ministry of Education -Ministry of Social Development and Human Security - National Human Rights Commission of Thailand 	<p>2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - Number of policies devised to address legal gender recognition that are being implement - Number of harmful social and cultural biases and misconceptions addressed 	<ul style="list-style-type: none"> - Gender Equality Act - National Social Welfare Promotion Commission Regulation - Report by the Expert on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity



		Address structural and systemic causes of poverty and inequality, which result in workers being vulnerable to exploitative labour practices. Policies and practices must be put in place to create a safe space, address marginalisation and exclusion that bar access to resources and opportunities. Inequalities of opportunity or outcome, as well as income or gender must be specifically identified, and addressed. Analyse, document and resolve the disproportionate effect of discriminatory practices on women and girls	- Ministry of Labour - Ministry of Social Development and Human Security	2562-2563 B.E. (2019-2020)	- Policies and practices are studied for effectiveness in addressing inequalities cross-sectionally - A statistical report is put together based on this study and includes an identification of socio-economic risks	- Report of the Special Rapporteur on contemporary forms of slavery, including its causes and consequence - SDG No. 4, 5, 6, 7, 8
		State enterprises and private businesses should promote an increase in the hiring of indigenous peoples, people with disabilities, elderly, former convicts and others; by ensuring equity, fair wage, fair working hours, and their own choice of employment. In addition, suitable and appropriate facilities must be created for these individuals				
7	Receiving fair wages	Conduct a study on the current situation and wage structure, to improve mechanisms, measures, or policies to adjust wages to be fair, appropriate and in line with the standard of living on an annual basis.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of times a study is conducted or the wage is adjusted	- National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7



		All workers must receive wages in line with the Thai national minimum wage in all businesses throughout the country, with similar wages being provided to all workers in equivalent positions or carrying out similar tasks; and to ensure they meet the expenses of three family members	Ministry of Labour	2562-2564 B.E. (2019-2021)	A comparison study of wages earned by all workers employed in the same sector and with the same level of skill is carried out	- In accordance with ILO standards - Ministerial regulations and applicable wage rules
8	Decent working conditions	Study international standards related to decent working condition and take the information Comply with international standards such as the ILO Conventions that have been ratified, to develop the regulation or rule in appropriate manner to be used as the guideline for businesses in employment	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of studies	- National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7 - ILO Core Conventions
9	Access to social security and healthcare by workers	Ensure measures providing social benefits and services guarantee their availability, accessibility, acceptability and quality; including with relation in functional and structural barriers, language, cultural sensitivity, economic affordability and information availability, without discrimination and irrespective of status.	- Ministry of Labour - Ministry of Social Development and Human Security	2562-2564 B.E. (2019-2021)	- Local and national health care systems meet these criteria - Monitor funds and services to determine if there is discrimination or other barriers	
		Provide social security measures through public systems and institutions, when possible. Ensure that if privatised, social	- Ministry of Labour - Ministry of Social Development and Human Security	2562-2564 B.E. (2019-2021)	- Inclusion of all individuals, particularly those that otherwise face marginalisation	- 2018 Report of the United Nations Special Rapporteur on extreme poverty and human right



		security and social protection is not sacrificed for economic efficiency and gain, with sufficient resources and time dedicated to the determination and provision of these services to all individuals			- Accountability in public welfare system and the privatised welfare provisions	
		Provide access to health services and education to workers, workers’ family members, especially their children and child labour migrants, which includes preventing and controlling diseases, promoting health, health care and rehabilitation. To achieve this, also remove or reduce the requirement for paperwork to access healthcare and education. Ensure that all children (particularly migrant and stateless children) must have access to free basic primary education with well trained and fully qualified teachers	- Ministry of Health - Ministry of Labour - Ministry of Education	2562-2566 B.E. (2019-2023) 2562-2564 B.E. (2019-2021)	- Number of insurers receiving health services - The pilot project on the 15-year free education programme, carried out by the government is assessed on quantitative aspects (number of migrant children enrolled, number of drop outs etc.) and qualitative aspects (root cause for school dropouts and the poor quality of education provided)	- National strategy on developing and building the capacities of human resources - SDG No. 3, 8 - UNGP No. 1, 3, 4, 5, and 7 - Observations of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) on ILO Convention C.182 in Thailand - Articles 13 and 14 of the ICESCR - Concluding observations of the Committee on Economic, Social and Cultural Rights on the combined initial and second periodic reports of Thailand
		Develop health services that are friendly to migrant workers, such as by having migrant workers as public health volunteers to create effective access.	Ministry of Health	2562-2566 B.E. (2019-2023)	Establish a mechanism to provide health services to migrant workers	- National strategy on developing and building the capacities of human resources - National strategy on creating opportunities and social equality - SDG No. 3, 8, 10 - UNGP No. 1, 3, 4, 5, and 7
10	Child care for workers’ children and other support for unpaid care	Address the problems in accessing education for children who accompany workers, by providing basic education that is suitable to their problems and	- Ministry of Labour - Ministry of Education	2562-2566 B.E. (2019-2023)	Number of business receiving support to allocate welfare, besides the ones required by law	- National strategy on developing and building the capacities of human resources - SDG No. 4 and 8 - UNGP No. 1, 3, 4, 5, and 7



work	needs for both formal (public and private) and informal (Non-formation Education) education in the language of their choosing, when possible				
	Children should be educated about the rights they are entitled to, including with respect to education and social protection	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Labour - Ministry of Education 	2562-2563 B.E. (2019-2020)		
	Recognise, reduce and redistribute unpaid care work that impacts the ability to undertake paid work, through transfer of unpaid care work to the State by the provision of public subsidies and quality state social care services; government funded parental leave for primary and secondary caregivers (regardless of gender); the improvement of infrastructure particularly in rural areas to reduce time spent on unpaid care work; and transfer of unpaid care work to other persons in the household by regulations that require paternity and parental leave, shorter work hours etc.	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Labour - Ministry of Justice - National Committee on Gender Equality 	2562-2564 B.E. (2019-2021)	<ul style="list-style-type: none"> - Closing of the employment wage gap, including gender gap, job segregation and access to income - Number of individuals provided assistance specifically those otherwise marginalised based on class, socio-economic status, geographic location, citizenship and type of work - Uniformity in application 	- ILO Convention No. 111
	Promote the provision of childcare by businesses in the workplace, by registering a child care centre with the Ministry of Social Development and Human Security. Businesses will get tax	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Labour 	2562-2566 B.E (2019-2023)	Number of businesses registered as the child care centre in a workplace	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - SDG No. 8 and 11 - UNGP No. 1, 3, 4, 5, and 7



		<p>exemption and the child of the employee/ worker would be provided with care and go through appropriate development</p>				
		<p>Consult with the business sector to develop guidelines for services which take into account children in the business sector, by allocating officers in mobile network companies to manage communication channels, and send information to the public sector if there are children who need help or give advice to children who are bullied in schools</p>	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Digital Economy and Society - Ministry of Education - Royal Thai Police 	<p>2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - Activities/services of business sector that are provided to children - Percentage of success in giving advice and coordinating to the relevant agencies 	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - SDG No. 11 - UNGP No. 1, 3, 4, 5, and 7
11	<p>Human Trafficking, Forced Labour, Child Labour and other forms of exploitative labour practices</p>	<p>Review and provide a flexible definition for exploitation to ensure that it covers all forms of exploitation to address constraints to the forms of exploitation that can be interpreted by the Anti-Trafficking in Persons Act, which law enforcement officials interpret strictly. Such provisions should include other forms of exploitation such as forced labour, debt bondage and withholding of identity documents; while providing clarity to avoid confusing sex workers and victims of trafficking; and migrant workers with those trafficked. Screening processes and contingency plans</p>	<ul style="list-style-type: none"> - Ministry of Justice, the - Ministry of Labour 	<p>2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - A legal basis is provided to identify and investigate cases of individuals that are victims of trafficking and face other forms of exploitation - Effective screening processes, for example using the 8-page template developed by the Human Trafficking Prevention and Suppression Committee - Developed with contributions of affected persons, CSO, ministries/agencies, multi-disciplinary teams (MDTs), labour inspectors, and frontline officers 	



	<p>must be devised to apply these definitions</p>				
	<p>Consider the application of mechanisms currently employed in the fishery industry concerning over the condition of the workforces to apply to other industries, such as agricultural and construction industries that have a number of migrant workers. This can be achieved through the requirement to conduct and report on human rights due diligence</p>	<ul style="list-style-type: none"> - National Police Department - Ministry of Agriculture and Cooperatives - Ministry of Labour - Ministry of Industry 	<p>2562-2566 B.E. (2019-2023)</p>	<p>Number of organisations that are at risk, of being inspected</p>	<ul style="list-style-type: none"> - National strategy on developing and building the capacities of human resources - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
	<p>Protect all workers against violence, intimidation and other forms of gross human rights abuse and exploitation. Draft and implement policy measures that mandate businesses and their supply chain refrains from such rights violations. They should also be instructed to formalize this by putting policy in place policy</p>	<p>Ministry of Labour</p>	<p>2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - To enforce oversight, labour inspectors are given access to employers and employees, in informal and hard to reach places of work. - Reports on their findings are made publicly available and accessible 	
	<p>Enforce national legislations against child labour and its worst forms, including through the dissemination of this information on child protection laws and other rights they are entitled to; implement cross-sectional national action plans to eliminate the worst forms of child labour as a priority; and review to update national lists on hazardous work that is prohibited for children</p>	<ul style="list-style-type: none"> - Ministry of Justice - Ministry of Labour, and The Ministry of Social Development and Human Security 	<p>2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - Periodic review of the implementation to ensure the rights of all children are protected, without exception - Enforcement undertaken following a participative consultation affected communities and social partners, with adequate resources provided to achieve it 	



		with particular attention paid to indigenous and migrant children				
		Adopt strategies to encourage and monitor school enrolment, attendance, retention and reintegration through scholarship and school meal programs to help poor families reduce the costs of education. Also, Create a child-friendly learning environment, in which children are protected from abuse, violence and discrimination	- Ministry of Social Development and Human Security - Ministry of Education	2562-2563 B.E. (2019-2020)	- Strategies adopted based on social conditions - Implemented in schools and other educational institutions throughout Thailand	
		Strengthen the effectiveness of labour inspectors in preventing exploitative working conditions, including their role in identifying trafficked persons in workplaces and worst forms of child labour in businesses and in the supply chain. Inspectors should be involved in multidisciplinary teams that detect trafficking cases and protect other labour rights	- Ministry of Labour - Ministry of Justice	2562-2564 B.E. (2019-2021)	- The number of labour inspectors is 1 to every 15,000 workers - Labour inspectors are assessed to determine their understanding of the law and its implementation	Report of the Special Rapporteur on Contemporary Forms of Slavery, including its causes and consequences
		Develop concrete actions and mechanisms to meet the needs of workers and children that have been engaged in exploitative labour practices such as forced labour, human trafficking and the worst forms of child labour, to support their transition out of it	Ministry of Social Development and Human Security	2562-2563 B.E. (2019-2020)	Periodic oversight and analysis of the effectiveness of these actions to ensure their rehabilitation and reintegration	ILO Convention No. 182



		Address trafficking and other exploitative labour practices with a cross-border component through international and regional cross-border mechanisms, such as the Schengen system in Europe, which allows participating States to exchange information on the movement of individuals	- Ministry of Labour - Ministry of Justice - Ministry of Foreign Affairs	2562-2564 B.E. (2019-2021)	Applied to the local context, when domestically implemented	
12	Protecting workers from the employment of technologies to replace workers	Consider the establishment of an action plan or measures to support, provide remedy, and provide assistance to groups of workers who are laid off, by helping employees according to the criteria required to mitigate grievances	Ministry of Labour	2562-2566 B.E. (2019-2023)	Action plans or measure to support, provide remedy, and provide assistance to groups of workers who are replaced by technology	- National strategy on developing and building the capacities of human resources - National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
13	Protection of workers in the supply chain system	Study and issue measures for the business sector with respect to their supply chain, in order to have a standardised labour management system according to Thai Labor-Standards (TLS 8001).	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of aspects studied	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
14	Protection of Thai workers overseas	Train jobseekers before they travel to work overseas by providing them with knowledge on benefits, according to the laws of the country they are going to work in and the mechanism in protecting the rights of workers in transit countries, which includes providing protection on challenges faced and recommendations on caring for the health of Thai workers while	- Ministry of Labour (Department of Employment) - Ministry of Foreign Affairs (Consular) - Ministry of Public Health	2562-2566 B.E. (2019-2023)	- Number of jobseekers trained, before traveling to work overseas - 90% of problems faced by the Thai workers are addressed - Amount of time taken to give recommendations and information on taking care of the health of Thai workers	- National strategy on developing and building the capacities of human resources - SDG No. 8 and 17 - UNGP No. 1, 3, 4, 5, 7, 10



		overseas				
15	Action taken on business	Promote the implementation of Good Labour Practice (GLP) by businesses in managing their activities.	Ministry of Labour	2562-2566 B.E. (2019-2023)	- 1,000 businesses are promoted per year	- National strategy on creating competitive capabilities - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
		Recognise companies for their efforts on inclusivity and diversity by granting workplace diversity awards or publishing an 'Inclusivity Index' in public media. Also, provide hiring grants and wage subsidies to companies that hire female, post-secondary STEM graduates.	Ministry of Labour	2562-2563 B.E. (2019-2020)	- Companies to hiring more female workers into STEM positions	
		Incentivise enterprises to seek Thai Labour Standards certification, by promoting the physical and mental health and safety of women, LGBTI persons, and minority groups at the workplace	Ministry of Labour	2562-2563 B.E. (2019-2020)	Enterprises meet international standards for labour	- ILO Convention No. 100 - ILO Convention No. 111
		Inspect service that provide venues, business services and employment companies by emphasising on the checking of licenses of the businesses, employment contracts, employment conditions and work permits (for migrant workers); to ensure protection of workers rights	- The Royal Thai Police - Ministry of Labour - Ministry of Interior	2562-2566 B.E. (2019-2023)	- Number of licensed employment companies investigated - Number of businesses and migrant workers investigated	- National strategy on security - SDG No. 8 - UNGP No. 1, 3, 4, 5, and 7
		Regulate and determine monitor large-scale business sector, other	- Ministry of Industry - Securities and	2562-2566 B.E. (2019-2023)	Publication of Human Rights Due Diligence and	- National strategy on creating competitive capabilities



		businesses enterprises (OBEs) and transnational corporations (TNCs) that are registered in the Stock Exchange of Thailand that employ migrant workers as the main manpower for their production to conduct Human Rights Due Diligence and Gender Impact Assessment to serve as a measure in preventing illegal exploitation of workers. The report produced has to be made public to raise awareness and for it to be easily monitored. This is also to give importance to transparency and traceability based on Corporate Governance principles.	Exchange Commission - Ministry of Justice		Gender Impact Assessment report by businesses	- SDG No. 8 and 12 - UNGP No. 1, 3, 4, 5, 7, 17, 18, 19
16	Informal Workers	Ensure the formalisation of the informal economy and protection of informal workers through effective enforcement and monitoring mechanisms, including with respect to their labour rights and social welfare or protections guaranteed through the provision of a minimum wage, overtime payment, decent working conditions, occupational safety, social security benefits (healthcare, universal education), maternity benefits and maternity leave in the case of women, as well as extending greater resources and access of opportunities to them.	- Ministry of Labour	2562-2566 B.E. (2019-2023)	- Measures to redress violations provided - Extended to all sectors, particularly to agricultural and domestic workers	- Article 7 of ICESCR - Article 5 of CERD - Article 11 of CEDAW - Article 33 of CRC - Article 27 of the CRPD - Article 25 of CMW - ILO Convention No. 187 - ILO COntention 183 - ILO Recommendation No. 204 - UNGA RES 31/15 - CESCR General Comment No. 9 - ASEAN Guidelines for Occupational Safety and Health - 2016 Report of the United Nations Special Rapporteur on the Right to Freedom of Peaceful Assembly and Association - 2015 Recommendations made by the Committee on Economic, Social and Cultural Rights



						- 2017 Recommendation of the Committee on the Elimination of Discrimination Against Women
17	Detention of migrant workers and victims of trafficking	Immigration detention should be based on individual circumstances that are reasonable, necessary and proportionate, and cases should be reassessed over time. There should also be effective access to judicial review, and provision of communication channels for contact with their embassies, counsels and family members	The Ministry of Justice, The Ministry of Interior	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - Steps are taken to rectify failure to comply with these provisions on the conditions of the detention centre, and with respect to individual detentions. - Independent oversight mechanisms are present, including regular visits without prior notice, individual interviews of detainees and submission of qualitative data on detentions 	<ul style="list-style-type: none"> - Recommendations of the Committee for Civil and Political Rights - Recommendations of the Committee for Economic, Social and Cultural Rights.
		During detention, migrant workers should be protected against torture, ill-treatment, abuse, violence, incommunicado detention and enforced disappearance.				
		Detention centres should provide living conditions that are adequate and are not excessively crowded. Those detained must have access to sufficient nutrition and reliable healthcare.				



Pillar II: Corporate responsibility to respect (Respect)

No.	Issue	Activity	Responsible agencies	Timeframe	Indicator	Compliance with National strategy, SDGs and UNGPs, and business-oriented standards and guidelines
1	Adherence to legislations and standards of human rights and labour rights	Businesses must address adverse human rights impacts they are directly or indirectly involved in, through the development of policy and practices for all workers that guarantees protection of their labour and non-labour rights through human rights priorities, as particular to the sector, industry and area of operation; and these must be in compliance with national laws and international standards.	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - Existing policy and modes of implementation mapped for coverage and to determine gaps - Regular review of policy and consultation with internal and external stakeholders 	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework
		Businesses must be held responsible for the human rights impact of their supply chain and refrain from contributing to exploitative labour practices, through an inspection of supply chain recruitment, outsourcing and subcontracting for practices that yield an adverse impact on human rights. Supply chain recruitment, outsourcing and subcontracting must be inspected for practices that yield an undesirable impact. Businesses should especially be held accountable for human rights impacts of their supply chain in the case of vulnerable	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - Due diligence mechanism identify, prevent, mitigate and account for actual and potential adverse impacts. - These mechanisms include contributions from workers, civil society, individuals and communities affected. 	



		groups such as migrant workers.				<ul style="list-style-type: none"> - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
		Businesses must provide workers with a good working environment that is safe, includes a fair and realistic minimum wage, reasonable working hours, social security and recognition of both formal and informal workers' rights, and with particular attention to migrant workers. Businesses must refrain from using tactics that force employees to terminate their employment contracts early, by intentionally adopting policies and practices to traumatize, exhaust their workers or take any other step that would be a violation of their fundamental human rights. Prior multi-stakeholder consultations on rights, practices and obligations must be undertaken, with publication of the results in an accessible format.	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - Analysis of working environment - Analysis of concomitant acceptable standards based on the right that was violated - Pattern and practice studies carried out, to strengthen monitoring of work conditions. 	
		Ensure diversity, gender equality, and inclusion within leadership or management roles in business enterprises. Also, hire more female workers in Science, Technology, Engineering and Management (STEM) positions, to promote gender equality within STEM.	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - A diverse workplace, with women represented in leadership roles and in STEM positions 	



		All businesses must remove limitations imposed on the full enjoyment of the right to freedom of assembly for workers	Businesses	2562-2563 B.E. (2019-2020)	No action limiting workers and placing them under the control of businesses, the government or other actors	
		Businesses should use Human Rights Due Diligence (HRDD) and Gender Impact Assessment to identify, prevent, and mitigate human rights violations in regard to working conditions, especially working conditions that are exploitative. This can be done by effective monitoring of employees working hours through timesheets, keeping accurate records of holiday pay, and regularly interviewing of workers to ensure their rights are being respected. HRDD should address the rights of migrant workers and produce reports based on information obtained, with conclusions incorporated into business practices of the company. They must also commit to a supplier code of conduct expecting suppliers to act with transparency and respect fundamental human rights for all people: to treat their employees and workers with fairness, respect and dignity, and to follow practices that protect the environment, as well as the health and safety measures for	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - An effective human rights due diligence and gender impact assessment process - Inclusion of contributions from workers, civil society, individuals and all communities affected - Incorporation of HRDD into business practices. - Separate due diligence mechanisms and gender impact assessments must be carried out with respect to general employees and migrant workers and the two must be compared to identify gaps. It must be carried out with the participation of all stakeholders and must address current and future rights violations. 	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights



		the people working in their facilities.				Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
		Align national initiatives that set up codes of conduct and ethics on business engagement, such as frameworks provided by the Code of Conduct of the Federation of Thai Industries and the Code of Ethics of the Thai Chamber of Commerce to ensure they are in harmony with international labour and human rights standards. The frameworks provided by different mechanisms or coalitions, such as the IFC must be harmonized, in line with international labour and human rights standards particularly with respect to forced labour, modern slavery and human trafficking	<ul style="list-style-type: none"> - The Federation of Thai Industries - Thai Chamber of Commerce - Business coalitions - Multi-stakeholder initiatives or platforms 	2562 B.E. (2019)	Businesses are held accountable for violations	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB)



						- 12th National Economic and Social Development Plan of Thailand (2017-2021)
		<p>Contribute to the accessibility of health care services in accordance with the elements of availability, accessibility, acceptability and quality. This can be done through</p> <ol style="list-style-type: none"> 1) Setting up health facilities or services within the workplace, to increase accessibility by workers; 2) Offering in-house health programs to offset sub-standard public health care services; 3) Establishing procedures to care for a migrant worker in the event of a medical emergency that cannot be handled by the health care system available to them; 4) Providing robust, appropriate, and accessible counselling programs in the workplace that include peer-to-peer counselling, and through ensuring that information and materials on health and safety training, and services are provided in linguistically and culturally appropriate ways. 	Businesses	2562-2563 B.E. (2019-2020)	Analysis of the utilisation and the reach of these, by studying the qualitative data maintained in health care facilities or with regard to services	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and



						Social Development Plan of Thailand (2017-2021)
2	Raising awareness and empowerment to access human rights and labour rights	Educate workers on their rights and remedies to violation of their rights. This includes human rights and labour rights, under domestic and international legislations and policies. They must also be made aware of practices that amount to exploitative labour practices, processes and policies on grievance redressal, including compensation they are entitled to. Extending this to workers, as well workers associations, trade unions, department heads, and other employees working in the company and subsidiaries to educate them on the rights and protections that migrant workers are entitled to, and the contribution of compliance to supply chain sustainability in the long term. This should be done through the organisation of trainings on human rights, labour laws, and social security guarantees, with specific examples to address the local situation, and the context of the sector, irrespective of the size of the business enterprise, and the resultant rights violations that the workers may be subjected to, based on these aspects. Further, educate employees and those	Businesses	2562-2563 B.E. (2019-2020)	<ul style="list-style-type: none"> - Engagement of workers and individuals with their rights - Number of trainings and workshops organised to impart knowledge. - Number of follow up sessions to ensure that the information is synthesized, understood and can be utilised. - Additional trainings may be provided on legal, policy and contextual developments. - Workers specifically informed about processes and compensation available to them. 	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of



		working in the management of the company on the long-term benefits of a supply chain that respects law, policy and good practice on the rights and protections of migrant workers.				Thailand (2017-2021)
		Adopt a bottom up approach to empower those at the base of the supply chain and the organisational structure of the business and its subsidiaries. To achieve this, structural change must address power imbalance to ensure those whose rights are likely to be violated are in a position to amplify their voices, to raise concerns with respect to the violation of their rights and for solutions to the same.	Businesses	2562-2564 B.E. (2019-2021)	- Formalisation of this structural change through company policy that addresses internal structure, and places this as a condition for continued association on subsidiaries and those in the supply chain	
		Educate departments and sectors within the company on the importance of supply chain sustainability; by dedicating time to educating those working in the management of the company on the long-term benefits of a supply chain that respects law, policy and good practice on decent working conditions of workers.	Businesses	2562-2564 B.E. (2019-2021)	Bolstered with the corporations and amongst subsidiaries.	
3	Mechanisms for Monitoring and Regulation	A team of professionals should be responsible for ensuring sustainability in supply chains, by monitoring standards of work adopted by businesses and individuals. Investment should be	Businesses	2562-2564 B.E. (2019-2021)	Maintenance of decent working standards by existing businesses and individuals as well as future entrants in the supply chain	- UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO



		set aside to specifically target responsible sourcing from suppliers who maintain decent working conditions and standards of employment that workers are entitled to.				<p>Fundamental Principles and Rights at Work</p> <ul style="list-style-type: none"> - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact
		<p>Create a platform for data sharing or automated data systems that monitors and tracks supplier information, such as through blockchain technology. While monitoring, special attention should be paid to labour migration and workers' rights.</p> <p>These platforms or systems should be designed to streamline the determination of where issues manifest and what the root causes of those issues are. Sharing these at the national or regional level will enhance tracking of the violation of rights, while reducing the resources that have to be dedicated to it.</p>	Businesses	2562-2564 B.E. (2019-2021)	<ul style="list-style-type: none"> - More transparency of the supplier base and the violations that occur - Analysis of results to identify and predict patterns of social risks in a future business relationship. 	<ul style="list-style-type: none"> - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB)
		Establish monitoring mechanisms within the company to ensure effective implementation of labour legislations. Effective oversight must be put in place by establishing independent mechanisms to study working conditions and access to social security, through aggregated data.	Businesses	2562 B.E. (2019)	Annual reports with information and improvements made with respect to it, published on the company website and made publicly accessible.	<ul style="list-style-type: none"> - 12th National Economic and Social Development Plan of Thailand (2017-2021)



<p>4</p>	<p>Addressing the economic loss caused by unpaid care work</p>	<p>Provide solutions that recognize and reduce the economic loss caused by unpaid care work, by innovating and implementing work practices that are care-friendly. Provide in house, high quality and user-friendly care services at businesses to address this.</p>	<p>Businesses</p>		<p>Practices and provisions recognise the gender and class dimension to this issue</p>	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
----------	---	--	-------------------	--	--	---



5	General Provisions to Protect against Discrimination	Adopt policies and regulations that ensure respect for human rights by businesses, such as provisions that should be applied across all aspects of business operations, including protection against discrimination of anyone and on any grounds.	Businesses	2562-2563 B.E. (2019-2020)	Policies and regulations include a procedure for enforcement and on access to remedies for violations	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs
		Adopt and implement voluntary guidelines by Thai Ministries in business operations to improve the quality of life of workers, to lift long term competitiveness and sustainability of companies, through the implementation of Thai Labour Standard 8001-2010 (TLS) along with independent audit partners.	Businesses	2562 B.E. (2019)	Incentivisation of the adoption of such measures is counterbalanced with grievance redressal and punishment for violations.	<ul style="list-style-type: none"> - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people
		Actively address discriminatory practices as they occur through effective HR practices, in which discrimination in the workplace is dealt with swiftly and effectively, through stringent company policies in which discrimination in any form is not tolerated.	Businesses	2562-2564 B.E. (2019-2021)	The significant and legitimate consequences of discriminatory practices are covered.	<ul style="list-style-type: none"> - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards
		Promote the principles of equal opportunity and take affirmative action measures, through policies that prevent discrimination in employment, recruitment, advertisements of employment, compensation, termination, upgrading, promotion, and other conditions of employment for an employee or job applicant on the	Businesses	2562-2563 B.E. (2019-2020)	In particular, PLHIVs, LGBTI individuals, PWDs, sex workers, migrant workers, indigenous peoples and elderly persons do not face any kind of discrimination.	<ul style="list-style-type: none"> - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)



		bases of race, creed, colour, national origin, sex, sexual orientation and gender identity, age, and health status.				
		Formulate policy that guarantees the right to access social services by all, without discrimination, including access to health insurance regardless of gender, ethnicity, sex, age or any other determining feature.	Businesses	2562-2563 B.E. (2019-2020)	- Provisions are easily accessible and include the duty of businesses to ensure access of social services by people.	
		Extend access and use of services of businesses to marginalised and excluded communities, such as migrant workers, indigenous peoples, LGBTI, elderly, PLHIV and women. This should remove any impediments to access and provide positive measures to promote access by these categories of individuals. This must particularly cover services of financial businesses and institutions. The policy must outline implementation practices and put in place specific punishments for violators.	Businesses	2562-2563 B.E. (2019-2020)	This practice adopts a human rights lens.	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder
		Conduct human rights due diligence and gender impact assessment, to address situations, cases and patterns of discrimination. For example, it must be determined if discrimination is a company-wide issue, or if it is as a result few individuals.	Businesses	2562-2563 B.E. (2019-2020)	Continuous monitoring of the human rights situation and impacts within and caused by the business is undertaken, and the report is published and accessible.	



						<ul style="list-style-type: none"> Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
6	Protection of Persons living with HIV/AIDS (PLHIVs) against Discrimination	Prevent discrimination of PLHIVs in the workplace by: 1. Supporting PLHIVs in their efforts to advocate to the government on issues impacting public health, 2. Not imposing compulsory HIV testing on prospective or current employees, 3. Not terminating employment of PLHIVs based on health status – all of this must be communicated with the government, supported by businesses owing to their positive obligations.	Businesses	2562 B.E. (2019)	Access to remedies should be provided in case of discrimination.	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM)
		Provide support to PLHIV employees, particularly with respect to PLHIVs in need of treatment.	Businesses	2562-2563 B.E. (2019-2020)	Access to social services including health benefits, and health insurance is provided to achieve this.	<ul style="list-style-type: none"> - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES)



						<ul style="list-style-type: none"> - International Finance Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
7	Protection of Persons with Disabilities (PWDs) against Discrimination	Comply with current legislations governing the employment of persons with disabilities, by hiring disabled people instead of opting to pay contributions into the ‘Fund for Promotion and Development of Life Quality of Disabled Persons’.	Businesses	2562-2563 B.E. (2019-2020)	Other provisions of the Persons with Disabilities Empowerment Act are complied with.	<ul style="list-style-type: none"> - UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work - SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance
		Provide ability appropriate careers for PWDs determined through an assessment. Businesses should continue to provide professional development support as well.	Businesses	2562-2563 B.E. (2019-2020)	Inclusion of careers and systems based on education, vocational or technical expertise.	
		All workplaces must have appropriate facilities to aid persons with differing abilities including provisions such as documents in braille, ramps in the offices, to name a few.	Businesses	2562 B.E. (2019)	Input of PWDs is obtained on the effectiveness of existing facilities, and the need for specific mechanisms.	
		Resolve deficiencies in the employment of PWDs, particularly women and children. Provide opportunities for training to gain access to employment for PWDs, also provide access to	Businesses	2562-2563 B.E. (2019-2020)	Trainings are evaluated for effectiveness, by researching on the understanding of issues addressed, and the utilization of the	



		reasonable accommodation and healthcare as required.			knowledge imparted.	Corporation (IFC) Performance Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
8	Protection of LGBTI Individuals against Discrimination	Eradicate gender discrimination in the workplace including in employment, by ensuring that the businesses employment policy excludes any gender biases.	Businesses	2562 B.E. (2019)	All actions are in strict compliance with the Gender Equality Act.	- UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work
		Develop policy to prevent sexual harassment and discrimination in the workplace, which outlines enforcement mechanisms, including with respect to reporting and redressal. It must list practices that could be punishable.	Businesses	2562-2563 B.E. (2019-2020)	The policies are clear and provide effective deterrents for violations.	- SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM)
		Report on gender equality in the workplace by publishing a report every year on gender equality, including relevant information on gender discrimination.	Businesses	2562 B.E. (2019)	The reports are publicly available and easily accessible.	- The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people - Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance



						Standards - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
9	Abstain from policies and actions that violate human rights	Protect workers from unfair dismissal, with company policy formulated so that dismissal does not take place without advance notice and following communication of the reason for dismissal.	Businesses	2562 B.E. (2019)	Violation of this right is protected by remedies and compensation.	- UNGPs Pillar II - ILO Conventions - ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy that includes the ILO Fundamental Principles and Rights at Work
		Provision of official work contracts with employers that are fair and that ensure the protection of workers, written in a language that is understood or must be accompanied by a professional translation. The terms of the contract must be clear, easy to understand, not contain exploitative provisions, and include labour protections.	Businesses	2562 B.E. (2019)	The contract is enforced and provide penalties for violation. Migrant workers must be provided a copy of the contract.	- SDGs - OECD Guidelines for Multinational Enterprises - 10 Principles of the UN Global Compact - The Global Compact on Safe, Regular, and Orderly Migration (GCM) - The Dhaka Principles for Migration with Dignity - OHCHR Standards of Conduct for Tackling Discrimination against LGBTI people
		Refrain from violating migrant workers' rights to freedom of movement and from increasing the risk of arrest, without discrimination to all migrant workers, whether documented, undocumented or stateless. To do so, no step should be taken to restrict this right of migrant employees, through measures such as confiscation of worker's	Businesses	2562 B.E. (2019)	A regular migrant survey is conducted to determine if they have their identification or travel documents, or if they have been retained by their employer, supervisor or recruiter.	- Ethical Trading Initiative (ETI) and their Code of Labour Practice - Guidelines for Social Responsibility (ISO 26000) - The AA1000 Stakeholder Engagement Standard (SES) - International Finance Corporation (IFC) Performance Standards



	<p>passports, work permits or other identification documents. Workers must have access to these documents at all time, with provisions such as safe storage in employer provided housing, and migrant workers should also not be prevented from changing employers.</p>				<ul style="list-style-type: none"> - UNGPs Reporting Framework - Corporate Human Rights Benchmark (CHRB) - 12th National Economic and Social Development Plan of Thailand (2017-2021)
	<p>Migration must be gender-responsive, by recognizing and addressing the specific vulnerabilities of women migrants. Businesses must refrain from any action that amounts to discrimination, sexual abuse, isolation, withholding of payment and documents, and debt bondage in any form.</p>	Businesses	2562 B.E. (2019)	Internal oversight mechanisms specifically monitor such occurrences, at every level of operation.	

Pillar III: Access to Remedy (Remedy)

No.	Issue	Activity	Responsible agencies	Timeframe	Indicator	Compliance with National strategy, SDGs and UNGPs
1	Petition/ Complaint Mechanisms and other grievance redressal mechanisms, including collective bargaining	Establish accessible and effective complaints mechanisms (in both government and private sectors) for workers and individuals affected, to raise concerns regarding their rights. The mechanisms must be independent and fair and available at the provincial level, and should be in a language that is understood. Build the capacity	<ul style="list-style-type: none"> - Office of the Attorney General - Ministry of Interior - Ministry of Justice - Ministry of Labour - Ministry of Foreign Affairs (Consular) - Businesses 	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Have a complaint system for people to make complaints conveniently - Mechanism take steps to remedy any present or future violations, with worker participation. - Extension to workers employed in all establishments, including at the provincial level 	<ul style="list-style-type: none"> - National strategy on balancing and improving the public administration system - SDG No. 8 and 11 - UNGP No. 27, 28, 29, and 31 - General Recommendation No. 30 of the Committee on the Elimination of Racial Discrimination - Concluding Observation on the first and third periodic reports of



	<p>of government officials and those within the private sector to handle complaints effectively; store confidential information; and open channels for complaints that are convenient and can be followed up for results through the usage of technologies, such as hotlines, websites, making complaints via mobile phone applications. Those receiving such complaints must have decision-making powers and the ability to act in order to remedy violations identified.</p>			<ul style="list-style-type: none"> - It must be independent, fair and free from influence of organisations of employers and employers themselves - Clear timeframe must be provided. - Interpreters are provided for such access by migrant workers and victims of trafficking at key entry points and amnesty is granted to stay temporarily to access the complaints and grievance redressal mechanisms. 	<p>Thailand</p>
	<p>Increase the effectiveness of complaint mechanisms according to the Gender Equality Act B.E. 2558 (2015), by making sure that women are protected, all groups with varying sexual orientation and gender identity can access the complaints mechanism without discrimination on grounds of nationality, ethnicity and membership to indigenous groups. In addition, stakeholders such as those with diverse sexual orientation and gender identity must also be represented in the Committee for Consideration of Unfair Gender Discrimination (Wor Lor Por); the Committee must be sensitised on gender issues; and they must have sovereign immunity from</p>	<ul style="list-style-type: none"> - Ministry of Social Development and Human Security - Ministry of Justice 	<p>2562-2566 B.E. (2019-2023) 2562-2563 B.E. (2019-2020)</p>	<ul style="list-style-type: none"> - Have competent officials in every province according to the Act - There are corrections to the complaints mechanism to ensure that people of all sexual orientations and gender identities have access to it without discrimination on the grounds of nationality, ethnicity and membership to indigenous groups. - There is at least one representative from each community with a different sexual orientation and gender identity, as part of the Committee when it is constituted next 	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 and 11 - UNGP No. 27, 28, 29, and 31



		lawsuits that arise as a result of hearings. Access by all people must be guaranteed through the provision of a complaints center in every province or by providing an online system with easy access. During the complaints process, there should be a system in place to ensure continuous communication with the petitioner on the progress of the complaint, which must be resolved within 1 month. It must also provide for the establishment of a remedy fund, in accordance with the Act.				
		Review and improve complaint mechanisms to ensure access to existing protection and effective remedy, such as a mechanism to submit petitions, or Kor Ror 7, in order for the workers to have access to protection and effective remedy without discrimination, and without consideration to nationality, sexual orientation, gender identity, ethnicity, or inclusion in other groups that face marginalisation.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of complaint channels that have been improved	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 and 10 - UNGP No. 27, 28, 29, and 31
		The effectiveness and operation of the complaints mechanisms under government agencies should be periodically assessed to ensure that migrant workers, indigenous peoples and other affected individuals are able to access these in a convenient and	<ul style="list-style-type: none"> - Ministry of Interior - Ministry of Justice - Ministry of Labour 	2562-2566 B.E. (2019-2023)	<ul style="list-style-type: none"> - Number of times being assessed - Number of times assessment showed failure to ensure effective and convenient access 	<ul style="list-style-type: none"> - National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 and 10 - UNGP No. 27, 28, 29, and 31



	effective manner.				
	Disseminate complaint channels and hotline in the language that migrant workers, <i>indigenous peoples and other ethnic groups</i> can understand	- Ministry of Interior - Ministry of Justice - Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of complaint channels and hotlines in a language that migrant workers, <i>indigenous peoples and other ethnic groups</i> can understand	- National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 and 10 - UNGP No. 27, 28, 29, and 31
	Extend complaint mechanisms to include those under the Persons with Disabilities Empowerment Act B.E.	Ministry of Social Development and Human Security	2562-2564 B.E. (2019-2021)	Number of persons who access the complaints mechanisms under this Act	- National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8 and 10 - UNGP No. 27, 28, 29, and 31
	Provide workplace grievance redress mechanisms that are effective, inclusive and transparent including by addressing violations such as harassment; sexual, psychological and physical violence; and abuse. Hold perpetrators accountable for violation of rights and labour standards, through adequate investigation, prosecution, effective remedy, and guarantee of non-repetition while providing support through legal assistance and psychosocial support	Businesses	2562-2563 B.E. (2019-2020)	- Mechanisms that take into account the needs and requests of individuals when addressing violations	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
	Protect workers from potential retaliation during the unionisation process, by making it confidential and having in built	Ministry of Labour	2562-2564 B.E. (2019-2021)	- Number of workers that are a part of trade unions - Number of workers able to access protective	- National strategy on balancing and improving the public administration system - SDG No. 8



		safeguards			measures	- UNGP No. 25, 26, 27, 28, 29, 31
		Civil servants and other State employees must be allowed to bargain collectively, by allowing them to form and register unions as opposed to associations through which they cannot collectively bargain	Ministry of Labour	2562-2564 B.E. (2019-2021)	Number of state employees that are a part of trade unions	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
		Support the formation of trade unions for marginalised and excluded communities, such as migrant workers, women as well as informal workers. Address the specific issues faced by migrant workers including their right only to become members and not directors of a union; language barriers; lack of understanding of their rights; frequent changes in employment; restrictive union regulations; and segregation from Thai workers.	Ministry of Labour	2562-2564 B.E. (2019-2021)	- Number of individuals from marginalised communities that are able to bargain collectively - Number of migrant workers serving as directors of trade unions	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
2	Access to Employee Welfare Fund	Employees have the rights to Employee Welfare Fund that is written in the Labour Protection Act B.E. 2541 and the principles that are determined, regardless of legal status and profession. Simplify process for accessing the fund by all eligible workers both documented and undocumented.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of employees receiving services of the fund	- National strategy on developing and building the capacities of human resources - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, and 31
		Conduct a feasibility study in establishing the Establish a government fund to support and	- Ministry of Labour - Ministry of Social Development and	2562-2566 B.E. (2019-2023)	- Result of the study - Number of victims that are investigated by a	- National strategy on creating opportunities and social equality - SDG No. 5 and 8



		provide remedy to the victims of discrimination or sexual harassment at the workplace	Human Security - Ministry of Justice		committee to rule on cases of discrimination based on gender and want to receive remedy	- UNGP No. 25, 26, 27, 28, 29 and 31
3	Providing justice	Develop criteria to allow and select migrant workers of three nationalities (Cambodia, Laos, and Myanmar) to be language coordinators, to assist workers who access the judicial process	Ministry of Labour	2562-2566 B.E. (2019-2023)	Criteria in selecting workers as coordinators are improved	- National strategy on creating opportunities and social equality - National strategy on balancing and improving the public administration system - SDG No. 8, 10, 16 - UNGP No. 25, 26, 27, 28, 29 and 31
		Provide measures through law or policy that guarantee the protection of workers in legal disputes with their employers, particularly from retaliation or termination	Ministry of Justice		- Number of safeguards in place - Level of protection provided	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
		Businesses must refrain from directing workers to seek remedy from social security legislations with its smaller benefits. They must instead be directed towards compensatory funds that the company provides, so that they are adequately compensated.	Businesses		Compensations obtained must be sufficient and effective	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
4	Settling disputes	Build the capacity of implementing officials to resolve labour disputes in an effective manner	Ministry of Labour (Department of Labour Relations)	2562-2566 B.E. (2019-2023)	Number of operational officials working to solve labour disputes have their knowledge enhanced and the techniques in solving labour disputes improved	- National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
		Provide effective access to remedies for workers. that	- The Ministry of Justice	2562-2563 B.E. (2019 - 2020)	- The process is studied for ease of access and provides	National strategy on balancing



		address human rights abuses against them. Barriers to access should be resolved by providing lawyers and interpreters to workers, at no extra cost. Specific policy limitations such as difficulties in being able to use the Workmen’s compensation fund must be addressed, along with providing adequate funding for legal aid and to guarantee its access to workers, irrespective of their status.	- The Ministry of Labour - The National Human Rights Commission of Thailand		effective compensation or other remedial measures. - Ensure access to all persons including women, particularly rural and indigenous women	and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
5	Litigation	Expand and strengthen labour courts up to the district levels, as needed in areas with large number of labour rights or standards related complaints, including with specific desks and trained personnel to handle cases related to gender or other discrimination and sexual harassment in the workplace	Ministry of Justice	2562-2563 B.E. (2019-2020)	- Number of labour courts - Number of professionals trained	National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
		Strengthen and simplify the judicial process for victims of trafficking and forced labour, and ensure it is gender responsive. Provide effective and accessible information and complaints mechanisms with respect to judicial processes for victims of exploitative labour practices, such as the provision of telephone hotlines with operators speaking multiple languages.	The Ministry of Justice	2562-2564 B.E. (2019-2021)	- These information and complaints mechanisms, including justice systems and processes must be women and child friendly. - Access to assistance must be applied to all persons, without discrimination. - Inspection and monitoring mechanisms should document court cases.	Report of the Special Rapporteur for trafficking in persons, especially women and children



	<p>Provide victims of exploitative labour practices and their families with adequate and unconditional assistance through the legal process to ensure their protection, rehabilitation and reintegration, and through measures such as providing funding to NGOs working with access to justice for labour violations. Disincentives from the legal process for victims should be removed, including the need for trafficking victims to stay in the country in shelters while the trial is ongoing. Introduce measures that allow victims to participate in the legal process without having to be victimised further, for example, by ensuring legislations that permit video testimony, so victims can participate from their home country are implemented.</p>	Ministry of Justice	2562-2564 B.E. (2019-2021)	<ul style="list-style-type: none"> - Victims of exploitative labour practices and their families are provided with sufficient assistance - Disincentives for victims to access justice are removed 	<p>National strategy on balancing and improving the public administration system</p> <ul style="list-style-type: none"> - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
	<p>Businesses should provide legal support to individuals whose rights have been violated. They must provide monetary and logistic support, to these individuals in order for them to access remedies without any attempt to influence the decision. They must also refrain from filing defamation suits against victims of rights violations, without a legal basis.</p>	Businesses	2562 B.E. (2019)	<ul style="list-style-type: none"> - Number of workers who are denied access to remedies is determined, based on their legal status - Document of this information 	<p>National strategy on balancing and improving the public administration system</p> <ul style="list-style-type: none"> - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31



		Provide protection for victims from further harassment and threats during the legal proceedings or trial. This can be done by denying bail for defendants in trafficking cases, effectively monitoring defendants and others who are involved/ associated, and working to stamp out corruption from law enforcement who may be collaborating with traffickers, workers who bring a complaint against businesses and those representing them.	Ministry of Justice	2562 B.E. (2019)	Workers who participate in legal proceedings are not coerced, bullied or manipulated by those involved in or accused of trafficking.	National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
6	Remedy Provision of compensation	Review and update Workmen’s Compensation Act of B.E. 2537 (1994) and the compensation fund system to be more updated, transparent, and just in line with international principles.	Ministry of Labour	2562-2566 B.E. (2019-2023)	Number of benefits or criteria that have been reviewed or updated	- National strategy on balancing and improving the public administration system - SDG No. 8, 16 - UNGP No. 25, 26, 27, 28, 29, 31
		Ensure the establishment of judicial and non judicial grievance redressal mechanisms for remedy by the public sector and private sector, at the local level. The remedy should be in line with the needs of the populations and affected communities.	- Ministry of Interior (Department of Local Administration) - Ministry of Justice	2562-2566 B.E. (2019-2023)	Mechanism and measures to provide remedy to the victims who are negatively affected and their rights violated due to the adverse impact of business activities.	- National strategy on balancing and improving the public administration system - SDG No. 8, 16 - UNGP No. 25, 26, 27, 28, 29, 31
		Compensation to remedy violations must be provided for the actual loss, the loss caused by unintended deficiencies and the cost incurred as a result of legal proceedings. Businesses must make contributions to a	- Ministry of Justice - Businesses	2562-2563 B.E. (2019-2020)	- Provision of compensation that is full and adequate - Compensation that covers the loss of occupation and livelihood, during the pendency of	National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31



		compensation fund that can be used in the case of rights violations.			legal proceedings - Compensations may be monetary or resource based, and rehabilitative or restitutive in nature.	
		There is a need to review, revise and revoke any limitations on providing compensation that is found to discriminate against workers, depriving them of the right to have access to damages, compensation and expenses for criminal cases filed. An example of a limitation is the lack of provision of compensation under the Damages for Injured Persons, Compensation and Expense for Defendants in Criminal Cases Act B.E. 2554 to workers who have entered Thailand illegally, which must be corrected. Institutional mechanisms like the Compensation Committee should avoid giving decisions that create or reiterate these limitations.	- Ministry of Justice - Businesses	2562 B.E. (2019)	Compensation is effective and does not discriminate against workers, in its provisions	National strategy on balancing and improving the public administration system - SDG No. 8 - UNGP No. 25, 26, 27, 28, 29, 31
7	Protection of the rights of Thai workers overseas	Provide Thai workers, who work overseas with information and assist them in getting access to mechanisms to protect their rights	- Ministry of Foreign Affairs - Ministry of Labour	2562-2566 B.E. (2019-2023)	Percentage of those who work overseas that have undergone training before going to work have their knowledge increased on the rights at the countries of destination - Thai consular, embassy, and consulate-general overseas continuously provide information on the protection mechanism	- National strategy on balancing and improving the public administration system - SDG No. 8, 17 - UNGP No. 1, 8, 25, 26, 27, 28, 29, 31



					<p>and the rights of Thai workers overseas, such as through publications, website, telephone, Line application, etc.</p> <ul style="list-style-type: none">- Thai workers working overseas have access to right protection mechanism, as well as assistance in negotiating with employers or government agencies of such country for cases that do not receive justice or are violated of their rights.	
--	--	--	--	--	---	--



MANUSHYA

Empowering Communities | Advancing Social Justice

Founded in 2017, Manushya Foundation serves as a bridge to engage, mobilise, and empower agents of change by: connecting humans through inclusive coalition building and; by developing strategies focused at placing local communities' voices in the centre of human rights advocacy and domestic implementation of international human rights obligations and standards.

Manushya Foundation strengthens the solidarity and capacity of communities and grassroots to ensure they can constructively raise their own concerns and provide solutions in order to improve their livelihoods and the human rights situation on the ground.