

# LABOR LAW and HR Restructuring

in the Turbulent  
Business Environment



23-24 April 2009

@ Centara Hotel at CentralWorld

## KEYNOTE & CASES IN COURT HIGHLIGHTS:

- ▶ Current issues and **recent developments** in **labor** and **employment law** in Thailand  
**Mr. Sathaporn Charupa**, Director of Labor Protection Bureau, Department of Labor Protection and Welfare, **Ministry of Labor**
- ▶ **Year in reviews key cases in court:** Summary judgments, including views from the bench  
**Mr. Roongrote Ruenrerngwong**, Justice, The Supreme Court

## LEGAL ISSUES UPDATES:

- Restructuring the workplace: **Transfer of employment after M&A and corporate reorganization**
- Updated on legal issues on **subcontract employment**
- **Labor disputes resolution:** Getting the most out of employment meditations
- **Termination of employment:** The critical legal issues should be concerned
- **Termination for cause:** Key issues to be concerned
- **Unfair dismissal claims:** Strategy to minimize legal risks and bad publicity
- Strategic for drafting and designing **employment contracts:** Understanding principle risks & core aspects of employment law
- **Tax issues** in **employment and remuneration**

## HEAR FROM HR PROFESSIONALS:

- Guidelines on **managing downsizing of employees**
- **Win-win compensation** and **benefits packages** for effective employee motivation

Most presentations will be in Thai.

## PANEL OF DISTINGUISHED SPEAKERS:

**Ms. Suwanna Ithipark**  
*Senior Associate*  
**Allen & Overy (Thailand)  
Co., Ltd.**

**Mr. Sumit Masrungson**  
*Partner-Labor Law*  
**Chandler & Thong-Ek Law  
Office Ltd.**

**Ms. Lakkana Srisawat**  
*Consultant*  
**DBM (Thailand) Ltd.**

**Mr. Chitipat Sermhirun**  
*Partner*  
**Bangkok Jurist Ltd.**

**Ms. Pimvimol Vipamaneerut**  
*Partner*  
**Tilleke & Gibbins International  
Ltd.**

**Mr. Michael Doyle**  
*Partner*  
**Seri Manop & Doyle Ltd.**

**Mr. Chatphong Wongsuk**  
*HR & Business Development  
Manager*  
**PTT Chemical Public Co., Ltd.**

**Mr. Narit Direkwattanachai**  
*Partner*  
**Narit & Associates**

**Mr. Sayan Atthaworadej**  
*Partner*  
**Baker & McKenzie**

**Mr. Wasantachai Watanavongvisudhi**  
*Senior Associate Attorney*  
**International Legal  
Counsellors Thailand Ltd.**

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## Day 2: CONFERENCE PROGRAM | 08.30-17.00 Hrs, 24-April-2009

### 11.30 Tax issues in employment and remuneration

- ✦ Recent developments of taxation of employment
- ✦ Tax planning issues: expatriate employees vs. overseas Thai employees
- ✦ Employers' common mistakes in payroll taxes
- ✦ Understanding tax liability of a terminated employee
- ✦ Tax saving ideas: How to optimize the tax deductions/allowances and the tax exemptions available to the employees?

**Guest Speaker:** Mr. Narit Direkwattanachai, Principal  
**Narit & Associates**

### Speaker Profile

Mr. Narit Direkwattanachai is the Principal at **NARIT & Associates**, a Bangkok-based international law firm with main areas of practice in Corporate & Commercial, Mergers & Acquisitions, Tax, Real Estate, Construction and Commercial Dispute. Mr. Direkwattanachai earned an LLB (1st class honors) from Chulalongkorn University, an LLM (Chevening Scholar) from the University of Cambridge, UK and an MBA in Finance (GRSP Scholar) from the Georgia Institute of Technology, USA.

Having the right balance between his financial literacy and legal expertise, Mr. Direkwattanachai regularly advises publicly held companies, Thai subsidiaries of multinational corporations and foreign investors across a broad range of matters, including acquisitions of local companies, formation of joint venture companies, investment/divestment, international sales, distributorship, commercial contract tax planning, transfer pricing, cross border tax planning, remittance of profit and tax dispute.

Prior to establishing **NARIT & Associates**, Mr. Direkwattanachai worked with Baker & McKenzie, Bangkok office, Baker & McKenzie, Sydney office, and the Investment Banking Group of DBS Bank, Singapore.

He can be reached at [narit@naritlaw.com](mailto:narit@naritlaw.com)