

CHAPTER 7

Welfare in Operating Premises

The Ministerial Regulation Re Provision of Welfare in Operating Premises, B.E. 2548 (2005) (the “Welfare Ministerial Regulation”) issued by virtue of Section 95 of the Labor Protection Act requires an employer to offer certain types of mandatory welfare to employees. This is to ensure that the employers provide sufficient, comfortable, clean and safe working conditions for the well-being of their employees. Any violating employer shall be subject to imprisonment not exceeding 6 months or a criminal fee not exceeding Baht 100,000 or both in accordance with Section 95 along with Section 144(3) of the Labor Protection Act.

In addition to offering, certain types of mandatory welfare to employees, the employer is also required by Section 99 of the Labor Protection Act to post a notice detailing the arrangement of such welfare.

This chapter details the mandatory basic welfare facilities as prescribed by the Welfare Ministerial Regulation. The employer of course, is encouraged to add more in order to keep a mentally and physically healthy workforce.