

CHAPTER 12

Termination due to Advanced Technology

With further advances in the technology, artificial intelligence (“AI”), robots, chatbots, and automation, one should expect manual workers will be gradually replaced with machines or robots. Under this kind of replacement, factories aim to improve their productivity by producing goods in a more efficient way, namely increasing the speed at a reduced price. This creative destruction leaves saving that is eventually passed over to consumers who now can buy more affordable goods or services. And the world becomes even a better place because of this process. So, actually there is nothing wrong with replacing the workers with the machine, robots or chatbots. However here in Thailand, the Labor Protection Act does not perceive such replacement kindly amid the backlash that large-scale automation will put many workers unemployed, even as the economy continues to grow.

Special Procedure for Replacing Workers with Machine

The Labor Protection Act does not treat this creative destruction nicely because capitalism encourages the use of advanced technology and automation which can result in termination of many workers.