
Sancroft

NHS Supply Chain Country Profile: Thailand

May 2016

Thailand– Labour Standards and Ethical Trade Profile



Population	67,976,405 ¹
Main Religion	Buddhist (official) 93.6%, Muslim 4.9%, Christian 1.2%, other 0.2%, none 0.1% ²
Minimum working age	15 years old ³
Minimum wage (per hour per month)	Ranges from 300 Thai baht per day upwards, depending on the cost of living in various provinces; set by provincial tripartite wage committees (sometimes include only employer representatives)/ Change in minimum wage structure anticipated however. 37.5 Thai Baht Per Hour US\$1.05 Per Hour 7200 Thai Baht Per Month US\$201.72
Maximum working hours	8 hours per day, 48 hours per week Overtime is limited at 36 hours per week ⁴
Working week	Monday to Saturday (Saturday is often a half day) ⁵
Main exports	Machinery and electronics (44.1%), manufactured goods (30.6%), chemicals (14.7%), food (9.9%) ⁶

* Employment for those under 18 is regulated, i.e. they are not permitted to participate in hazardous work

Context

Politics

Thailand is the only country in South East Asia to have escaped colonial rule. Its society and politics have been predominantly shaped by Buddhist religion, the monarchy and the military⁷. Throughout the 20th and 21st Century Thailand's political history has been turbulent, underpinned by a continued tension between the government and the army. Military rule has dominated since 1947, save for a few interludes by a democratically elected government. From 2001 Thai politics have been characterised by the irreconcilable split between supporters and detractors of Thaksin Shinawatra, a former prime minister ousted by the military in 2006. Thaksin's sister Yingluck was elected in 2011, however was herself deposed by a military coup in May 2014 in which martial law was declared and General Prayuth Chan-ocha was named as prime minister. Having been banned from politics and impeached, Yingluck is currently under trial by the military government for dereliction of duty in failing to stop the extent of graft involved in a multibillion-dollar subsidy programme for rice farmers⁸.

As a country that has experienced more coups d'état than any other nation in contemporary history⁹ this new status quo is not historically unique for the country. However, this period of instability has been exacerbated by weakening economic performance and an increasingly authoritarian crackdown by the military government. Particularly contentious has been their drafting of a new constitution, and there are rumours that the Shinawatras will try to reclaim power once more in elections anticipated sometime in 2017.

Economics

Thailand became an upper-middle income economy in 2011 having experienced remarkable progress in the previous four decades in terms of social and economic development¹⁰. Thailand has thus become a widely cited development success story. Thailand's economy grew at an average annual rate of 7.5 percent in the late 1980s and early 1990s, driven by industrialisation and high rates of export which created millions of jobs and pulled millions of people out of poverty. Despite these being reflected in multiple welfare gains, increasing inequality in Thailand is a growing problem. Significant and growing disparities in household income and consumption can be seen across and within regions of Thailand, with pockets of poverty remaining in rural areas predominantly in the Northeast, North, and Deep South. Moreover, faltering economic growth, falling agricultural prices, and ongoing droughts are threatening to push more vulnerable swathes of the population back into poverty.

The Thai economy is presently facing headwinds; growth indicators have become far more modest with GDP growth averaging around 2% in 2014 and 2015, and a similar outlook forecast for 2016. This is partly on the basis of government consumption and investment, and declining imports and exports reflecting muted domestic and external demand. Disbursement of allocated budgets by governments is historically low in Thailand, an inefficiency rooted in both systemic lethargy and fear of reprisals among bureaucrats who sign off on outlays that are often probed or cancelled after a change in government¹¹.

Demographic

Thailand's demographic profile is changing; projections for 2030 reveal an aging population. Thailand is more akin to China and Japan than its neighbours in terms of its advanced stage of demographic transition. Thailand's total fertility rate fell from 6.3 children per woman in 1967 to 1.5 in 2013, and around 0.8¹² in 2015. This constitutes the fastest decline in fertility rates in the Asia-Pacific and government policy has now shifted to preventing a further drop.

Thailand's working age population is projected to decrease by 18% between 2010-2050, meanwhile young people currently make up less than a third of the population¹³. At the same time, the number of elderly people is growing substantially. This is likely to result in a very high dependency ratio, and the

resultant increased pressure on social welfare could potentially serve to inhibit economic growth into the future.

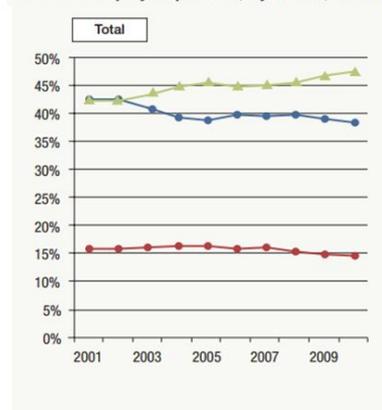
Labour Market Profile

Thailand's current labour force is estimated to be approximately 40,055,849.¹⁴ The country has surpassed its maximum share and number of working-age population which means its labour force is now declining. For instance, its share of working-age people peaked in 2010 at 68 percent, by 2050, the share is predicted to fall to 50 percent.

Unemployment remains very low at 1% and there are shortages of skilled labour in some sector.¹⁵

Thailand has one of the lowest gender gaps in Asia, with relatively equal labour force participation rates by males and females.¹⁶ However, there is a difference in the sectors men and women are employed in. The adjacent graph indicates how employment by sector has shifted over the past decade.

Share of employed persons, by sector, 2001–10



Source: NSO, Labour Force Surveys, 2001–10

—●— agriculture —●— Industry —▲— Services

Industry Summary:

Labour Force Occupation (2014) ¹⁷	
Agriculture	32.2%
Industry	16.7%
Services	51.1%

Compared to agriculture, industry represents a smaller share of the labour force by occupation, despite accounting for a greater share of GDP (37.7% versus 10.4%). Services contribute the most to the economy, 51.9% GDP.

Thailand underwent rapid industrialisation in the late twentieth century and its economic growth was largely driven by high rates of export. It has a diverse range of industries which include; tourism, textiles and garments, agricultural processing and products (rice, sugar), fishing, food and beverages, tobacco, cement, light manufacturing (electric appliances, computers and parts, integrated circuits, automobiles and automotive parts, agricultural machinery, air conditioning and refrigeration) metals (Thailand is world's second-largest tungsten producer and third-largest tin producer), chemicals (including petro-chemicals) petroleum refining, pharmaceuticals, pulp and paper, rubber and fishing¹⁸.

In the face of the military government's ambitious 3.5 percent gross domestic product growth target, there is however evidence to suggest that Thailand is de-industrializing; total factory utilization for example, fell below 63 percent in December 2015. Moreover Thailand's electronics sector, which has historically accounted for around one-third of total exports, is stuck producing products considered obsolete in the cloud computing era. Others note crucial chemical exports are poised to evaporate as reserves in the Gulf of Thailand are depleted and global competition heats up for neighbouring Myanmar's off-shore resources¹⁹.

Medical Technology

Exports of medical equipment and supplies as a proportion of Thailand's manufacturing has been growing year on year since 2005²⁰, generating US\$973 million in 2008²¹. Surgical gloves are the biggest category of exports, equating to 36% of outbound shipments of consumables. Thailand has however, tended to lag behind in the production of high- tech medical devices.

The Thai medical supplies industry has previously faced some scrutiny over poor working conditions and labour standards, particularly in manufacturing facilities producing medical gloves and gowns for European buyers^{22,23}. This is not a situation exclusive to Thailand, nor the medical supplies industry.

Key Risk Areas

Any company sourcing from Thailand will need to be aware that there is a risk of labour rights abuse within their supply chain. No global supply chain will be categorically free of issue and buyers have a responsibility to ensure that they are doing all they can to mitigate the risk of occurrence within their realm of business and, where an issue is discovered, take steps towards remediation. The below outlines the key risk areas pertinent to Thailand and the areas in which a company sourcing from Thailand may want to be particularly vigilant.

Fundamental freedoms and rights

The ILO has observed that the respect of fundamental freedoms and rights, particularly with regards to freedom of expression, is grossly curtailed in Thailand. This is a growing area of concern under the current military government and their increasing authoritarian rule²⁴. This impingement also raises the question of how far labour rights are respected, and the ability of the Thai labour force to champion labour rights and challenge violations.

Prior to the coup, the constitution provided for the right of freedom of association and the right to bargain collectively for some workers. The interim constitution lacks such provisions²⁵. Moreover, Thailand has not ratified Conventions 87 (Freedom of Association) and 98 (Collective Bargaining). Therefore, how to ensure representation and worker voice remains a key challenge.

Informal economy

A substantial proportion, estimated at 42 percent²⁶, of workers participate in Thailand's informal economy. Informal economies pose a risk to worker rights and ethical employment conditions through the lack of formal and regulatory worker protection they offer. Employment under an informal economy runs a higher risk of providing unsafe working conditions as the employer is often not subject to regulatory checks. Additionally, workers employed in the informal sector are less able to access the entitled remediation processes to deal with abuses if and where they do occur, and workers are much less likely to be given social benefits such as pensions, sick pay or health insurance²⁷. Moreover, the ILO has found that one-quarter of migrant workers in the Thai shrimp industry are irregular, thus exemplifying the disproportionate risks unregistered workers face.²⁸

Human Trafficking

Sex trafficking of Thai and migrant children remains a significant problem in Thailand. Thailand is a transit country for sex trafficking victims from North Korea, China, Vietnam, Pakistan, and Myanmar destined for exploitation in countries including Malaysia, Indonesia, Singapore, Russia, the Republic of Korea, the US, and many in Western Europe²⁹. Prostitution is classified as a form of enslavement and it is estimated that some 400,000 children in Thailand under the age of 16 are involved in the trade³⁰. There is also a racial element to this form of enslavement. Many of the girls and women are recruited from indigenous groups in rural areas, often the lowest status members in Thai society³¹.

While Thailand has not ratified the Palermo Protocol³², it is a member of the COMMIT Process (Coordinated Mekong Ministerial Initiative Against Human Trafficking), a six-country anti-trafficking framework for cooperation between the Mekong governments of Cambodia, China, Lao PDR, Myanmar, Thailand, and Vietnam. Whilst this indicates that the Thai government is aware of forced labour and human trafficking, these issues still remain a significant risk to ensuring good ethical standards in suppliers operating across the country.

In 2014, the US State Department's Trafficking In Persons report downgraded Thailand to a Tier 3 country, the lowest ranking, where the country has since remained. Thailand is looked upon as a country whose government does not fully comply with the Trafficking Victims Protection Act's (TVPA) minimum standard, nor makes sufficient effort to do so. As well as being a transit country, Thailand is also a source and destination country for victims of human trafficking. Many economic migrants willingly pay a fee to be brought into Thailand by networks of traffickers, often abetted by corrupt officials. These migrants then become entrapped in forced or bonded labour and it is common for brokers and employers to confiscate official documents such as ID papers and passports³³.

In April 2015 the government reaffirmed its "zero tolerance" policy for human trafficking and re-emphasized combating trafficking in persons as a national priority. The government established a new prime minister-led national committee to combat human trafficking, forced labour, child labour, illegal migration, and illegal fishing to address problems in a more integrated manner. Activists claim however, that slavery, trafficking, murder and corruption at all levels of government still pervade Thailand's billion-dollar fishing industry in spite of these claims for a crackdown³⁴.

Forced and Enslaved Labour

According to the 2014 Global Slavery Index, Thailand has the tenth greatest number of people implicated in Modern Slavery globally, an estimated 480,000³⁵. It is estimated that 2 million Burmese migrants contribute to Thailand's economy³⁶. It is also claimed that up to half of these workers are trafficked into the country illegally. Migrants from Myanmar, China, Russia, Uzbekistan and Fiji have been found to be coerced, forced or defrauded into labour, or found in transit of trafficking, in Thailand³⁷.

In June 2014, the Thai seafood industry received mass media attention for harbouring slave labour in the fishmeal area of its prawn supply chain³⁸ and as a result, has been subjected to intense international scrutiny. Thailand currently ships 500,000 tonnes of prawns every year, 10% of which is destined for retailers in the US and EU³⁹. Many large global retailers like Tesco, Carrefour and Walmart have released statements of concern around this newly emerging issue and some companies are already stating that they will no longer source from certain suppliers revealed to be using migrant slave labour. NGOs and anti-slavery organisations however have stated that this is an endemic issue prevalent not simply in the prawn industry, but the broader fishing industry in Thailand for some time. Supported by corrupt and under-regulated ship licensing, the issue of slave labourers on 'ghost ships'⁴⁰ has escalated. In April 2015, the EU issued a "yellow card" against the Thai fishing industry, threatening to ban imports unless Thailand took action against labour abuses and illegal fishing.⁴¹

Child Labour

The Social Security Office under the Ministry of Labour reported 49,263 children aged 15 to 17 were formally working and registered in the social security system in 2014. The total number of child labourers, legal and illegal, is undoubtedly far greater. Whilst nationwide information on child labour from the Thai government is unavailable, the ILO has conducted studies which pertain to certain geographic areas and industries where child labour is known to be prevalent, for instance the shrimp industry^{42,43}. The study that children in Thailand continue to engage in child labour in agriculture, including in the shrimp and seafood processing sector, and in the worst forms of child labour, including in commercial sexual exploitation. Thailand remains weak in its enforcement efforts, particularly in the fishing, agriculture, manufacturing, and home-based business sectors, as well as in the informal sector.

According to the US State Department of Labour's annual report on the Worst Forms of Child Labour, in 2014 Thailand made significant advancement in efforts to eliminate this issue in spite of political unrest⁴⁴. Thailand made changes to its legal framework to raise the minimum age for agricultural work from 13 to 15 years, and for work on sea fishing vessels from 16 to 18 years. It also created a national policy committee, including several subcommittees and task forces, to improve policy formulation, inter-agency coordination, and implementation regarding migrant workers and human trafficking problems.

A case study: Agency workers in the Thai electronics industry⁴⁵

The electrical and electronics industry is one of Thailand's largest manufacturing sectors. Over half of the approximately 500,000 workers in the Thai electronics industry are agency or outsourced workers and 90% of employees working in the electronic factories are women. According to an IndustriALL report⁴⁶, agency workers typically receive a lower wage than directly hired employees. They also lack the safety and protection of other workers and are excluded from numerous benefits.

Although the physical risks associated with the electronics industry are less severe than working in agriculture, the health risks are manifold due to the use of toxic chemicals and often inappropriate personal protective equipment. Moreover, in 2011, two natural disasters hugely disrupted the industry, affecting the significant number of workers relying on the industry for their livelihoods. In March 2011, Japan was hit by a tsunami that brought the delivery of components almost to a standstill and heavy rains in October 2011 caused severe flooding in Thailand, hampering the production of key components. Many of the agency or outsourced workers did not receive the compensation payments of 75% of their wages that full-time employed workers are entitled to receive during suspension of production⁴⁷. The Electrical and Electronics Institute in Thailand estimated a drop in the export value of electronics components in the final quarter of 2011 of \$3-4 billion.

This case study exemplifies the labour standard risks associated with high levels of agency workers. Companies sourcing from Thailand should be aware that worker rights may not be as stringently upheld with agency workers and should ensure that any monitoring or measurement of labour standards in these suppliers takes this increased vulnerability into consideration.

Governance

National Legislation

There has been an increasing encroachment on the rights of civilians and workers under the military junta. As just one example, prior to the coup the constitution provided for the right of freedom of association and the right to bargain collectively for some workers, the interim constitution however, lacks such provisions⁴⁸.

A number of key labour laws however, including the Labour Relations Act, at least in a formal sense, remain in effect.

Section 5 of the Thai Labour Protection Act defines an employee as "a person who agrees to do work for an employer in return for a wage, regardless of the name given to describe his status". This covers all manner of employee, whether full or part-time, seasonal, casual, domestic, occasional or contract. The most important Acts and regulations in terms of labour issues are as follows⁴⁹:

- Alien Employment Act B.E. 2521 (1978) (Department Of Employment)
- Skill Development Promotion Act B.E. 2545 (2002) (Department Of Skill Development)
- Labour Relations Act B.E. 2518 (1975) (Department Of Labour Protection And Welfare)

- Labour Protection Act B.E. 2541 (1998) (Department Of Labour Protection And Welfare)
- Social Security Act B.E. 2533 (1980) (Social Security Office)
- Workmen’s Compensation Act B.E. 2537 (1994) (Social Security Office)

A revision to the country’s minimum wage is also anticipated⁵⁰. The Permanent Secretary of the Labour Ministry announced in early June 2015 that Thailand’s nationally set daily minimum wage, 300 Baht (approximately US \$9) in 2013, would cease at the end of 2015. Actual change in wages is not anticipated until the second half of 2016 however. The announcement follows a resolution of the Wage Committee in December 2014 to revert to the former system where minimum wages across Thailand were set depending on the cost of living and economy of each province⁵¹. When the current uniform national wage was implemented in 2013 it drew substantial criticism from the business community as it was seen to reduce Thailand’s competitiveness; it amounted to a 100% wage increase for workers in some provinces who previously had low minimum wages.

International Trade Union Confederation (ITUC) Rights Index

The ITUC rights index uses a methodology that considers the standards of fundamental rights at work, in particular the right to freedom of association, the right to collective bargaining and the right to strike. Using this methodology countries are ranked on a scale of 1-5, with a high score suggesting a government is failing to guarantee these rights. Thailand received a rank of 4, commensurate with a systematic violation of rights⁵².

International Standards

Thailand is one of the founding members of the ILO. An ILO liaison office in Thailand was opened in 1961 and in 1966 the ILO Regional Office for Asia and the Pacific was transferred from Colombo to Bangkok. ILO’s work in Thailand, a middle-income country, has for many years been oriented more towards rights issues (in particular, freedom of association and collective bargaining, discrimination, child labour and trafficking, the rights of migrant workers) than to broader employment and development issues⁵³. The ILO has highlighted the below as key areas for concern:

- **Inequality:** Social protection and equal rights are two major themes. There is a huge divide with regard to access and coverage of provisions and governance of social security. This is problematic for all workers but especially the more vulnerable groups such as migrant workers and those in the informal economy.
- **Labour inspection:** The ILO in Thailand is currently looking into how to increase the government's capacity to ensure decent working conditions (including worker health and safety) and legal protection for workers where there are no clearly defined employment relationships.
- **Child Labour:** Thailand currently needs to develop a robust system for collecting data specifically on child labour. Companies sourcing from Thailand should ensure that robust evidence is provided when addressing compliance to child labour clauses in labour standard policies.

Thailand has ratified 5 of the 8 Fundamental Conventions from the ILO; the Forced Labour Convention (No. 29), Equal Remuneration Convention (No. 100), Abolition of Forced Labour Convention (No. 105), Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182). It has yet to ratify; Freedom of Association and Protection of the Right to Organise Convention (No. 87), Right to Organise and Collective Bargaining Convention (No. 98) and Discrimination (Employment and Occupation) Convention (No. 111).

Other Useful Resources

Further information is available on the following websites:

- ILO Labour Law Database -
http://www.ilo.org/dyn/natlex/natlex4.countrySubjects?p_lang=en&p_country=TH
A
- Transparency International Corruptions Perception Index -
<http://www.transparency.org/country/#THA>
- US State Department Database on Forced and Child Labour per product -
<http://www.dol.gov/ilab/reports/child-labour/list-of-goods/>

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- ¹ <https://www.cia.gov/library/publications/the-world-factbook/geos/id.html>
 - ² <https://www.cia.gov/library/publications/the-world-factbook/geos/id.html>
 - ³ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁴ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁵ https://en.wikipedia.org/wiki/Workweek_and_weekend#Thailand
 - ⁶ <http://country.eiu.com/article.aspx?articleid=1644171548&Country=Thailand&topic=Summary&subtopic=Fact+sheet>
 - ⁷ <http://www.bbc.co.uk/news/world-asia-15581957>
 - ⁸ <http://www.bangkokpost.com/news/politics/971817/yingluck-owes-taxpayers-b287bn>
 - ⁹ <http://www.washingtonpost.com/blogs/worldviews/wp/2013/12/03/thailand-has-had-more-coups-than-any-other-country-this-is-why/>
 - ¹⁰ <http://www.worldbank.org/en/country/thailand/overview>
 - ¹¹ <http://thediplomat.com/2016/03/can-thailands-junta-reverse-its-economic-decline/>
 - ¹² <http://www.asia-pacific.undp.org/content/dam/rbap/docs/RHDR2016/RHDR2016-full-report-final-version1.pdf>
 - ¹³ <http://www.asia-pacific.undp.org/content/dam/rbap/docs/RHDR2016/RHDR2016-full-report-final-version1.pdf>
 - ¹⁴ <http://data.worldbank.org/indicator/SL.TLF.TOTL.IN>
 - ¹⁵ <https://www.gov.uk/government/publications/overseas-business-risk-thailand/overseas-business-risk-thailand>
 - ¹⁶ <http://www.asia-pacific.undp.org/content/dam/rbap/docs/RHDR2016/RHDR2016-full-report-final-version1.pdf>
 - ¹⁷ <https://www.cia.gov/library/publications/the-world-factbook/geos/th.html>
 - ¹⁸ <https://www.cia.gov/library/publications/the-world-factbook/geos/th.html>
 - ¹⁹ <http://thediplomat.com/2016/03/can-thailands-junta-reverse-its-economic-decline/>
 - ²⁰ http://www.business-in-asia.com/medical_tour/thailand_hospital_equipment.html
 - ²¹ <http://www.thaimedicaexpo.com/?ref=infact>
 - ²² http://yle.fi/uutiset/finnwatch_sweatshop_conditions_in_thai_medical_glove_plant/7163588;
<http://finnwatch.org/fi/uutiset/158-glove-factory-siam-sempermed-suspected-of-labour-rights-violations>
 - ²³ <http://www.cleanclothes.org/ua/2012/cases/molnlycke>
 - ²⁴ <http://www.reuters.com/article/us-thailand-rights-idUSKBN0TZ15C20151216>
 - ²⁵ <http://www.state.gov/j/drl/rls/hrrpt/2015/eap/252803.htm>
 - ²⁶ <http://www.asia-pacific.undp.org/content/dam/rbap/docs/RHDR2016/RHDR2016-full-report-final-version1.pdf>
 - ²⁷ <http://www.ilo.int/global/topics/employment-promotion/informal-economy/lang--en/index.htm>
 - ²⁸ http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_402971.pdf
 - ²⁹ <https://www.cia.gov/library/publications/the-world-factbook/geos/th.html>
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 - ³¹ <http://ireport.cnn.com/docs/DOC-1071954>
 - ³² http://www.uncjin.org/Documents/Conventions/dcatoc/final_documents_2/convention_%20traff_eng.pdf
 - ³³ <http://www.state.gov/documents/organization/245365.pdf>
 - ³⁴ <http://www.theguardian.com/global-development/2016/feb/25/slavery-trafficking-thai-fishing-industry-environmental-justice-foundation>
 - ³⁵ <http://www.globallslaveryindex.org/findings/>
 - ³⁶ <http://www.internationalreporting.org/shrimp/2010/10/27/labour/#sthash.zmnuIvN8.dpuf>
 - ³⁷ http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_205099.pdf
 - ³⁸ <http://www.theguardian.com/global-development/series/modern-day-slavery-in-focus>
 - ³⁹ <http://www.theguardian.com/global-development/2014/jun/10/sp-migrant-workers-new-life-enslaved-thai-fishing>
 - ⁴⁰ <http://www.theguardian.com/global-development/2014/jun/10/supermarket-prawns-thailand-produced-slave-labour>
 - ⁴¹ <http://www.theguardian.com/global-development/2016/feb/25/slavery-trafficking-thai-fishing-industry-environmental-justice-foundation>
 - ⁴² http://www.ilo.org/asia/info/public/pr/WCMS_402371/lang--en/index.htm
 - ⁴³ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁴⁴ <https://www.dol.gov/sites/default/files/documents/ilab/reports/child-labour/findings/2014TDA/thailand.pdf>
 - ⁴⁵ <http://goodelectronics.org/news-en/labour-issues-in-the-thai-electronics-industry>
 - ⁴⁶ http://www.industrial-union.org/sites/default/files/uploads/documents/Triangular_Trap/agency_work_final.pdf
 - ⁴⁷ <http://goodelectronics.org/news-en/labour-issues-in-the-thai-electronics-industry>
 - ⁴⁸ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁴⁹ http://www.bangkokbase.com/newsletter/Bangkokbase_Newsletter_May_13.pdf
 - ⁵⁰ <http://hsfnotes.com/employment/2015/07/21/thailand-minimum-wage-rate-set-to-change-for-2016/>
 - ⁵¹ <http://hsfnotes.com/employment/2015/07/21/thailand-minimum-wage-rate-set-to-change-for-2016/>
 - ⁵² www.ituc-csi.org/ituc-global-rights-index-2015
 - ⁵³ <http://ilo.org/asia/countries/thailand/lang--en/index.htm>