

**An Explanation of an Order of the Head of the National Council for Peace and Order  
No 21/2017 dated 4 April 2017  
re: Law Revision for the Ease of Doing Business**

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According to an Order of the Head of the National Council for Peace and Order No 21/2017, has published in the Gazette and effective since 4 April 2017. To raise awareness of legislative intent, especially canceling submission of work rules for an employer, an employee and people and to promote them to follow the law correctly, the Department of Labour Protection and Welfare has set up an explanation as follows;

1. An employer who has 10 or more employees shall determine work rules containing details prescribed by the law and announce within 15 days, publicize and post at the workplace in order to notify an employee including keeping its copy at the workplace without submission such copy to the Director – General of the Department of Labour Protection and Welfare or a person entrusted by the Director – General. (Section 108 of the Labour Protection Act of 1998)

2. In case of revised work rules, an employer shall announce within 7 days, publicize and post work rules at the workplace including keeping its copy at the workplace. (Section 110 of the Labour Protection Act of 1998)

- An employer who fails to comply with section 108 shall be penalized with a fine not exceeding 20,000 baht.

- An employer who fails to comply with section 110 shall be penalized with a fine not exceeding 10,000 baht.

3. This amendment law does not diminished an employee’s benefits, an employer has his/ her duties to comply with the law. If an employer violates or fails to comply with the law, a labour inspector has powers to enforce the law and issues an order to the employer to comply with the law.

4. If an employer, an employee and people have any questions or need more information, please do not hesitate to contact us at Bangkok Area Office of Labour Protection and Welfare or Provincial Office of Labour Protection and Welfare or Hotline 1546.

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