THE ROLE OF EMPLOYERS IN IMPLEMENTING MEASURES TO SUPPORT WOMEN MIGRANT WORKERS IN THE CONSTRUCTION SECTOR

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AGENDA

• Migrant Labour in Thailand
• Possible issues on Women Migrant workers in Construction Sector
• The root causes
• Thai Labour Protection Laws
• Implementation to ensure Safe & Fair
Migrant Labour in Thailand

• Reported by MOL as of September 2019
  – Documented migrant workers 3,090,825 persons
  – Construction Sector 578,376 persons
    • Male 369,886 persons (64%)
    • Female 208,490 persons (36%)

• Undocumented migrant workers in the Construction Sector as a researched report conducted by ILO:
  Male 45%  Female 57%
Possible issues

- No contract and clear job descriptions
- Don’t understand the laws and culture
- No opportunity on development
- Working days/hours
- Underpaid of wages
- No appropriated Personal Protection Equipment
- No Maternity Leave
- Violence and Harassment
- Dare not to complain
What’s the root causes?

- Undocumented
- To follow the family
- Lack of knowledge about related laws
- No clear employment contract
- No appropriated skills
- No appropriated housing accommodations
- No clear policy and procedures
RELATED THAI LABOUR LAWS

• Equality on employment and wages
• No harassment in workplace
• Not allow a woman worker to do height work
• Maximum carry weight by a woman
• Works and working hours of a pregnant worker
• No termination caused by pregnant
• Maternity Leave
• Occupational Health and Safety
• Social Protection
IMPLEMENTATION TO ENSURE SAFE & FAIR

• As EO, ECOT gives consultations and education to the Construction Companies to:
  – Comply with the laws
  – Hire the documented migrant workers
  – Clear employment contract
  – Conduct Pre-departure and Post-arrival training
  – Conduct safety training
  – Conduct skill development including the on job training
  – Assign the appropriated job to WM workers
IMPLEMENTATION TO ENSURE SAFE & FAIR (continue)

– Have a clear policy including violence and harassment in workplace and housing accommodation areas
– Provide the appropriated housing accommodation with clear separated areas for men, women, and family including the bathrooms and restrooms.
– Provide the claim and grievance management and communicate to migrant workers.
– Conduct self assessment to ensure compliance
– Conduct assessment to outsourced company to ensure compliance (supply chain)
THANK YOU FOR YOUR ATTENTION