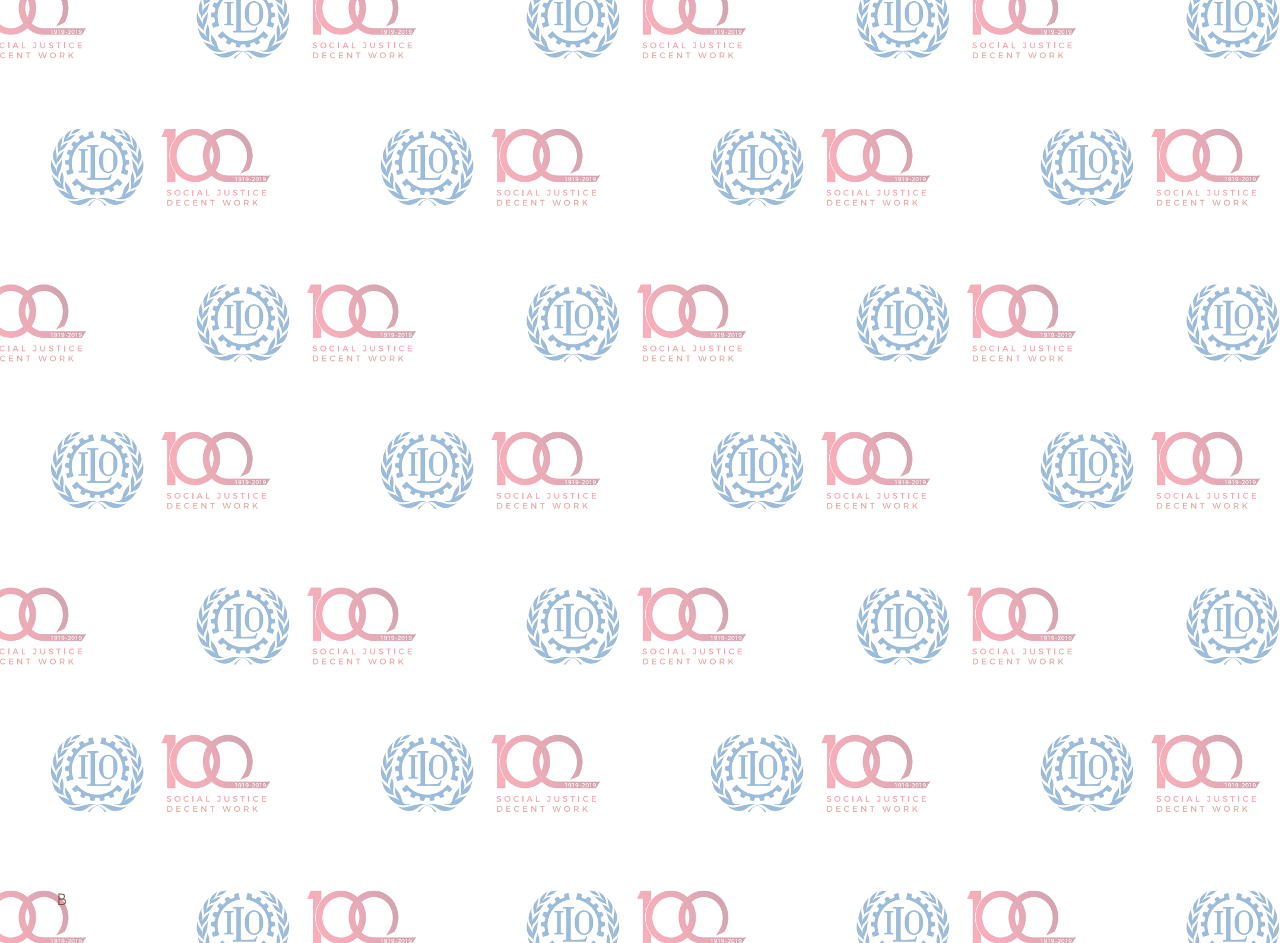
100 Years

International Labour Organization

Advancing Social Justice, Promoting Decent Work

(1919 – 2019)


1919-2019
SOCIAL JUSTICE
DECENT WORK

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ILO

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Printed in Thailand

100th Anniversary of the ILO
Partnerships for Decent work

Forword

The International Labour Organisation (ILO) was created in 1919, as part of the Treaty of Versailles that ended World War I. In 1946 it became the first specialized agency of the United Nations and in 1969 it received the Nobel Peace Prize. The ILO's mandate is to promote social justice through the Decent Work Agenda based on four strategic objectives: rights at work, decent employment opportunities, social protection and social dialogue. Today the ILO is a tripartite organization that brings together governments, employers' and workers' representatives from 187 member States. It is recognized as the world's foremost authority on the world of work, offering 100 years of knowledge, experience and achievements.

As a founding member of the ILO, Thailand is celebrating 100 years of membership. An ILO liaison office in Thailand was opened in 1961, and the ILO Regional Office was transferred to Bangkok in 1966. Currently, Bangkok is also home to the ILO Regional office for Asia and the Pacific, the Decent Work Technical Support Team covering the sub region of East and South East Asia and the Pacific and the Country Office for Thailand, Cambodia and Lao People's Democratic Republic.

To commemorate the auspicious occasion of the ILO Centenary and Thailand's 100th year of ILO membership in 2019, the ILO Country Office for Thailand, Cambodia and Lao People's Democratic Republic, together with the tripartite constituents in Thailand, produced this historical photo book, entitled "100 Years - International Labour Organization: Advancing Social Justice, Promoting Decent Work (1919 – 2019)". A set of stamps to celebrate the occasions was also produced.

This book chronicles the major global and national events that have shaped the world of work over the past century, illustrating how the ILO and Thailand have responded in light of these changing and challenging times. The book outlines the origins of the ILO and why it came into being and through a series of chapters takes us up to the present day and the challenges of promoting decent work in a globalized era, characterized as Industry 4.0. The book is published to celebrate the Centenary but it is also an opportunity to highlight the depth and breadth of the challenges facing Thailand and the ILO as we move into the ILO's second century. In this regard, towards the end of the book, we see the messages from the Ministry of Labour, workers' and employers' organizations and reference is made to the first Thailand Decent Work Country Programme (2019-2021). It is fitting that this embodiment of social dialogue and tripartism, which articulates a decent work agenda for Thailand, is produced

for the first time in the Centenary year. We are so privileged and honoured to witness the century of collaboration, partnerships and friendships and look forward with great enthusiasm to the next century of ever closer collaboration and mutual successes.

The ILO would like to extend our appreciation to the tripartite constituents in Thailand, Mr Sakdina Chatrakul na Ayudhya and Mr Kritsada Theerakosonphong, the main contributors to this historical book.

Graeme Buckley

Director

Country Office for Thailand, Cambodia and

Lao Peoples' Democratic Republic

ILO Country Office for Thailand, Cambodia and Lao People's Democratic Republic

Graeme Buckley

Director

Jittima Srisuknam

Programme Officer for Thailand and Lao PDR

Chadapim Udomsorayuth

Senior Secretary

ลำดับเหตุการณ์สำคัญ

1919
- การก่อตั้งไอแอลโอ
- การประชุมสมัยที่ 1
- ผู้อำนวยการใหญ่คนแรก
- ผู้แทนสยามเข้าร่วมประชุมครั้งแรก

1944
คำประกาศแห่งฟิลาเดลเฟีย

1951
ผู้แทนไทยเข้าร่วมการประชุมใหญ่แรงงานระหว่างประเทศ ครบ 3 ฝ่ายเป็นครั้งแรก

1961
ตั้งสำนักงาน ILO ในไทย

1971
พระบาทสมเด็จพระปรมินทรมหาภูมิพลอดุลยเดช บรมนาถบพิตร พระราชทานพระบรมราชวโรกาสให้ นายคลาเรนซ์ วิลเฟรด เจงส์ ผู้อำนวยการองค์การกรรมกระหว่างประเทศ เข้าทูลละอองธุลีพระบาทในโอกาสเดินทางมาเยือนประเทศไทย

1976
ก่อตั้งสภาองค์กรนายจ้าง

1980
วิชิต แสงทอง ประธานคณะประศาสน์การ

2002
ตั้งกระทรวงแรงงาน

2009
ศาสตราจารย์กิตติคุณวิทิต มันตาภรณ์ คนไทยคนแรกที่ได้รับตำแหน่งเป็นหนึ่งในคณะกรรมการผู้เชี่ยวชาญด้านการปฏิบัติตามอนุสัญญาและข้อแนะขององค์การแรงงานระหว่างประเทศ ตั้งแต่ปี ค.ศ. 2009 - ปัจจุบัน

2017
ประเทศไทยให้สัตยาบันอนุสัญญาฉบับที่ 111 ไทยได้รับเลือกให้เป็นสมาชิกประจำของคณะประศาสน์การ

1932
กำเนิดองค์กรลูกจ้างครั้งแรกในประเทศไทย (สมาคมลูกจ้างกรรมกรแห่งสยาม)

1946
- ILO เป็นองค์กรชำนัญการพิเศษของสหประชาชาติ
- ธรรมนูญของ ILOฉบับแก้ไข และเพิ่มเติม คำประกาศแห่งฟิลาเดลเฟียในภาคผนวก
- การจัดรูปขบวนฉลองวันกรรมกรสากลอย่างเปิดเผยเป็นครั้งแรกในไทย

1956
กฎหมายแรงงานฉบับแรก

1969
ได้รับรางวัลโนเบล สาขาสันติภาพ

1975
กฎหมายแรงงานสัมพันธ์

1978
ก่อตั้งสภาองค์กรนายจ้าง

1993
- การพิพิธภัณฑ์
- กระทรวงแรงงานและสวัสดิการ

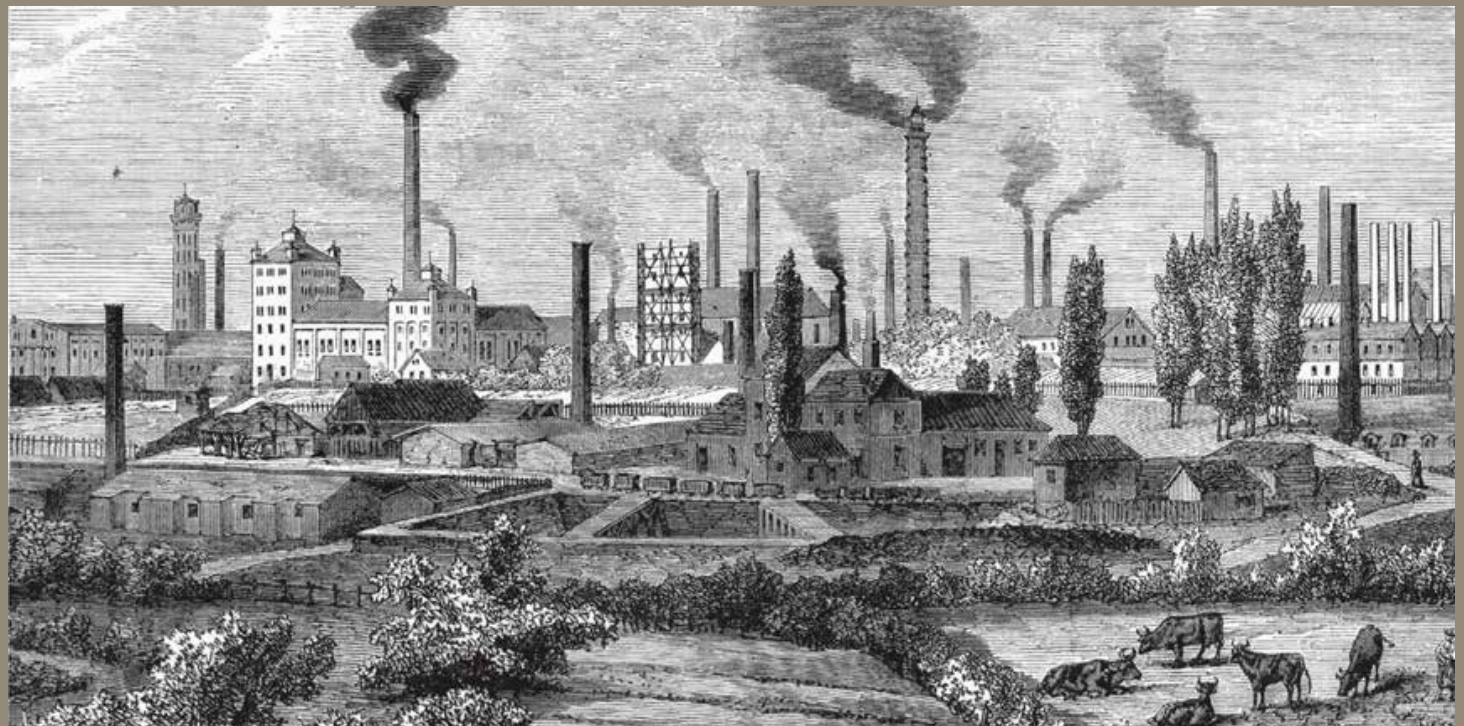
2008
พระบาทสมเด็จพระปรมินทรมหาภูมิพลอดุลยเดช บรมนาถบพิตร พระราชทานพระบรมราชวโรกาสให้ หม่อมอุไรรรณ เทียมทอง รัฐมนตรีว่าการกระทรวงแรงงาน นำ นายชวน ไชมาเงีย ผู้อำนวยการใหญ่องค์การแรงงานระหว่างประเทศ เข้าทูลละอองธุลีพระบาท ในโอกาสเดินทางมาเยือนประเทศไทย

2014
สิริวัน รัมฉัตรทอง เป็นผู้แทนฝ่ายนายจ้างคนแรกขององค์การแรงงานระหว่างประเทศไทยในคณะประศาสน์การของ ILO

2019
- ประเทศไทยให้สัตยาบันอนุสัญญาฉบับที่ 188
- แผนงานระดับชาติว่าด้วยงานที่มีคุณค่าของประเทศไทย พ.ศ. 2562 - 2564
- การฉลอง 100 ปีองค์การแรงงานระหว่างประเทศ

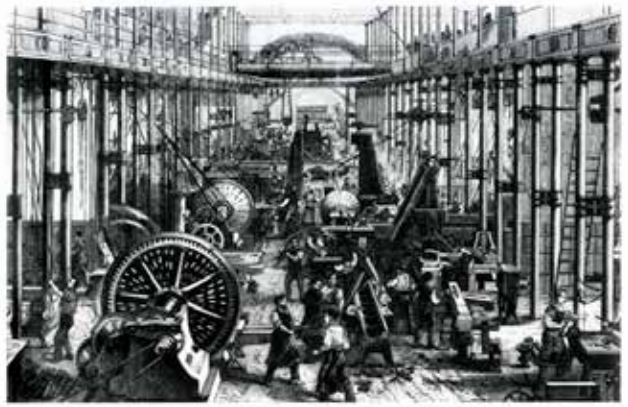
1 The First Industrial Revolution: The World and Labour Before the ILO

The first Industrial Revolution began in England in the eighteenth century and then spread to other European countries, America and eventually to the rest of the world. It represented a process of change that had a major global impact as the power of engines and machinery replaced the power of human labour in the production of goods. Previously production had largely occured within households. This began to change as traders or early capitalists began buying raw materials, distributing these to households, collecting finished products, and then selling the goods in markets. Workers labouring in households began to rely on wages for their livlihood. In pre-industrial times, people relied on their own labour or that of animals or sometimes power provided by nature. Tools were simple. The Industrial Revolution produced major changes as the use of machinery became more important. Simple machines gave way to the use of more complex machinery which had tremendous productive capacity. The factory system evolved and gradually household production became less important. People from the countryside began to migrate into the cities in search of work in newly created industries. This represented a change of major significance.

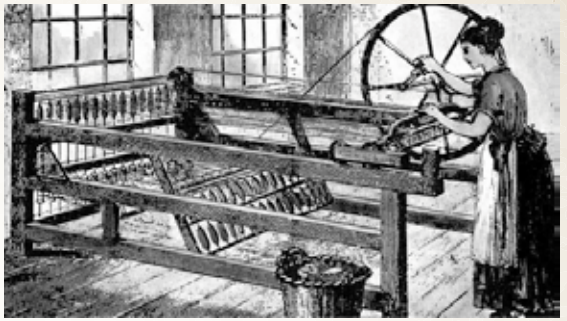


1712 The steam engine and its first uses

The invention and use of steam engines in manufacturing marked the beginning of the Industrial Revolution which began in England before spreading to Europe, America and others places. This single innovation produced unprecedented changes in the world of work and in society more generally.



1769 The steam engine used in spinning

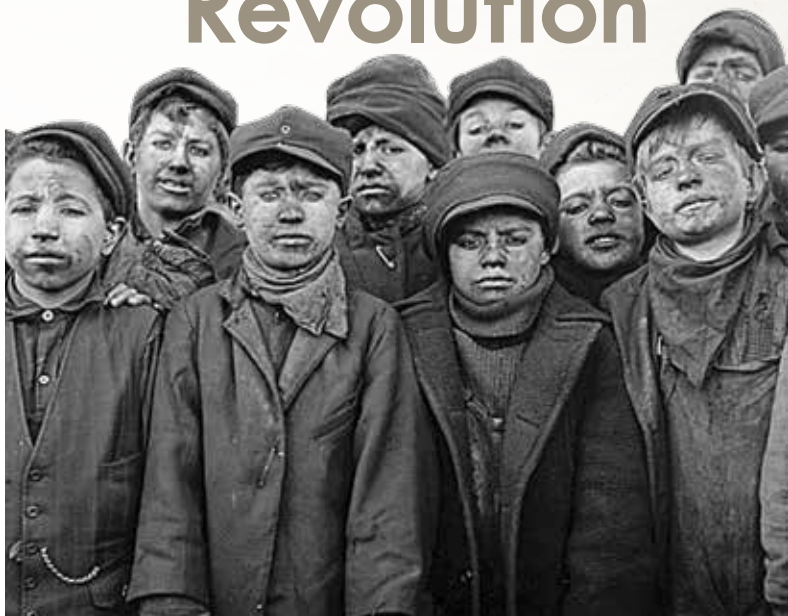


The invention of the spinning jenny and the use of steam as a source of power dramaticaly enhanced the speed of producing cloth. Subsequent inventions further increased productivity. Importantly, the increased use of many machines located closely together and using a common power source formed the foundation for the development of the factory system which led to major improvements in the quality of manufactured goods. In turn, this sustained a system of mass production geared to meet the demands of growing markets.

Seven evils of the Industrial Revolution

The Industrial Revolution led to many far reaching progressive changes. However, it also had negative impacts on many people, such as:

1. Factories which maintained hellish and often dangerous conditions for workers.
2. Workers who laboured very long hours.
3. Brutal use of child workers.
4. Exploitation of women workers.
5. Payment of very low wages.
6. Workers and their families forced to live in slums.
7. Unemployment.



1810s

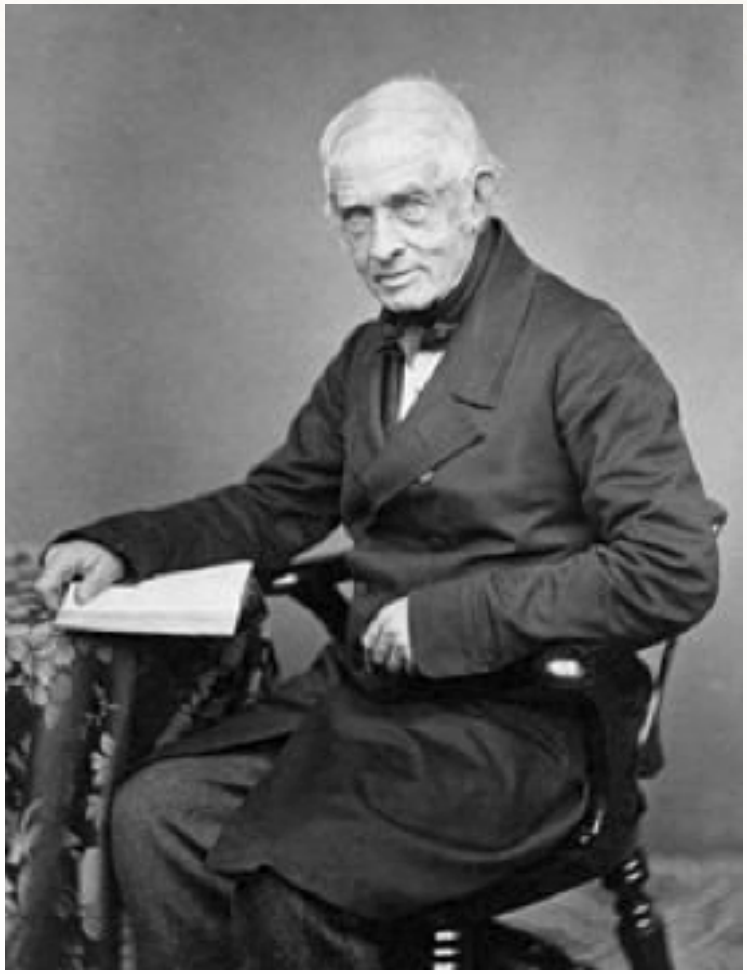
The birth of trade unions

Employment under early capitalism was not covered by any protective labour legislation. This led to the widespread exploitation of workers. In the nineteenth century workers began to form organizations called 'trade unions' which they used to negotiate and bargain with employers over wages and working conditions. The first trade unions were established in England. Initially, they were illegal organizations as they were not recognized by the state.

1822

‘Siam’ in the diaries of English Ambassador Sir John Bowring

While Europe was experiencing the rise of capitalist industrialization, the sakdina system still existed in Siam. Labour was not free. Sir John Bowring wrote in his diary that ‘...according to the law, the peoples of Siam are organized as phrai or slaves or servants of the state. They are obliged to contribute their labour, through various forms, to the state for a period of three months each year. If they cannot contribute labour, they must either pay money or provide some other kind of good or produce. This may all be understood as a form of onerous taxation...’.



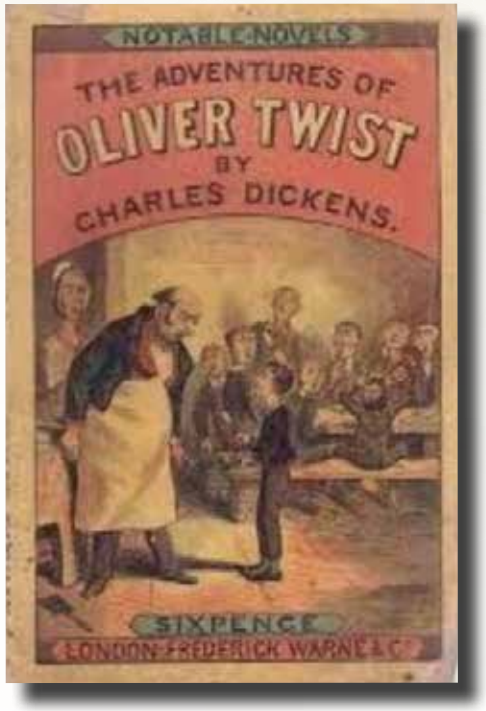
1832

Testimony of children given to a Committee of the English State

William Cooper began work at the age of 10 in a textile factory in Manchester. His elder sister also worked at the factory. William gave evidence to a Committee that had been established to investigate working conditions. His testimony offers a clear insight into the daily working lives of children employed at that time.

- 05.00 is the time work began. He and his sister had to wake at 4 or 4.30 a.m. so as to arrive at work on time. They had to eat breakfast while working.
- 12.00 children were given 40 minutes to stop work and eat lunch. It was the only break they were given during the day.
- 15.00 most children were tired and sleepy but were closely watched by their foreman. Some children were beaten to ensure they did not sneak off to sleep.

- 18.00 chidren were fed but they had to keep working, so there was no break from 12.40 p.m. until 9 p.m. Children could not stop work without permission.
- 21.00 William finished work after a 14-hour working day.
- 23.00 William's sister finished work, two hours after William had finished. William and his sister then returned to their accommodation. They had little rest before they had to wake in the dark and begin work again at 5 a.m.

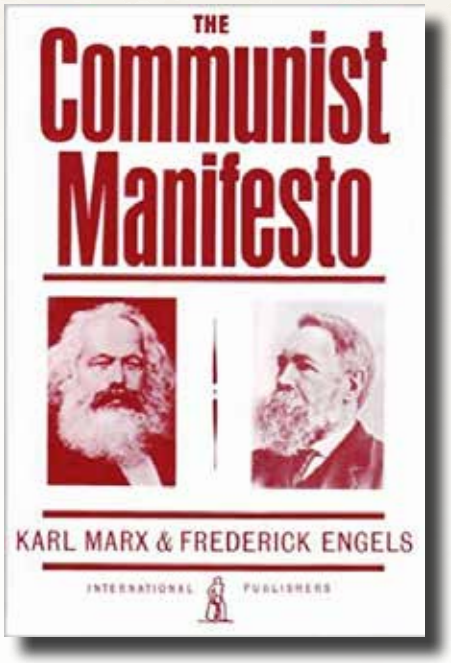


1838 OLIVER TWIST

Charles Dickens' book shed light on social problems created by the Industrial Revolution in nineteenth century England. Life was tough, work was hard and laws had not been developed to protect workers.

1840 The Birth of thinking about international rules with respect to labour

Industrialists and philanthropist like Robert Owen and Daniel Legrand were among the first to campaign for laws and working conditions that would help improve the lives of working people. Ultimately, this thinking would pave the way for the establishment – many years later – of the International Labour Organizataion.

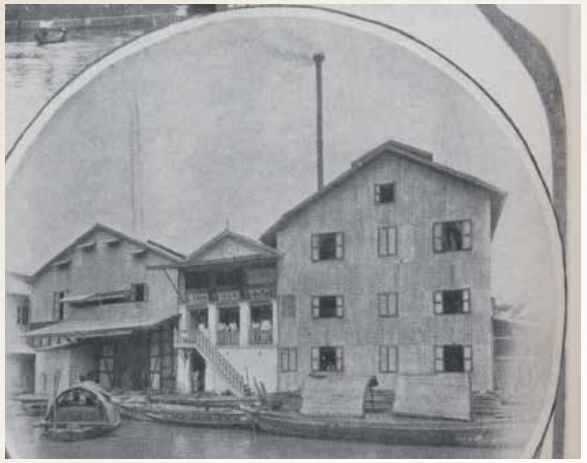


1848
The Communist Manifesto

The Communist Manifesto was written by Karl Marx and Friedrich Engels. Their book focused on exploitation and class struggles that had emerged as a result of past developments in human history. They argued that, under the capitalist mode of production, the capitalist exploited labour and this formed the main basis of struggle and conflict between the two classes. They called upon the workers of the world to organize themselves. This had a major influence on the future development of workers' organizations

1855
The Bowring Treaty: Opening the Door to Free Trade and Wage Labour

While industrial capitalism was developing in Europe, America and elsewhere, the sakdina system still dominated in Siam. There was limited production for the market. The idea of open and free trade was still new. Siam's signing of the Bowring Treaty in 1855 should be considered as a important turning point in the development of the Thai economy. The Bowring Treaty led to a rapid expansion in production, trade and investment. It also led to a growing demand for waged labour.



1858 The establishment of modern industry requiring more labour

After the opening of the country, production for trade began to expand. This is most clearly seen in the production and trade of rice. After Siam became involved in producing rice for export, rice mills were established and these required growing numbers of workers. The first modern mill using steam engines and requiring many workers was the Thai-American Rice Mill which was established in 1858. After this, other rice mills were established as were many industrial establishments which employed waged workers.

1860

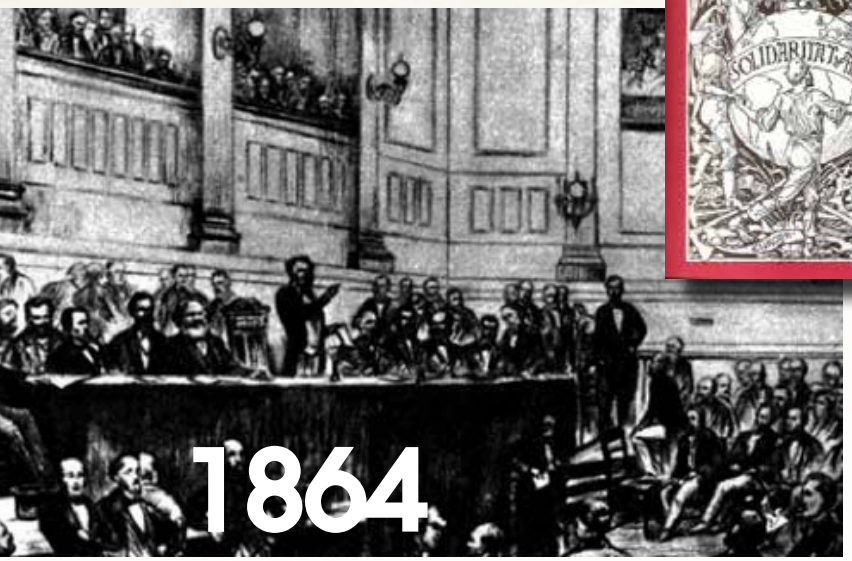
Chinese coolies: First groups of waged labour

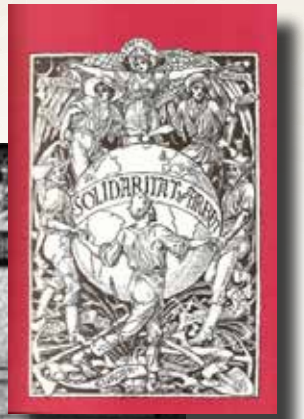
After the capitalist system first began to emerge in Siam, the Siamese population were not free as they were still bound to the sakdina system. Chinese workers were brought into the country. They were not subject to bonded labour but were subject to a tax known as as a 'head' or 'poll' tax. Chinese coolies were thus the first group of free waged workers in Siam. Chinese workers were employed in many different activities. They were industrious, tough and prepared to work. The British Ambassador Sir John Bowring wrote '... Chinese immigrants represented the most valuable commodity (in Siam) at the time'.

Immigration of Chinese labour

The majority of Chinese migrants to Siam came from the provinces of Fujian, Guangdong and Hainan which are located in China's southern seaboard area. They were transported in trading junks.

The Chinese who came to labour in Siam faced tough and difficult conditions. The boat journey was long and arrival was uncertain as the trip relied on the idiosyncracies of the north - easterly monsoon winds which generally blew from January through to April. The return trip relied on the south-westerly monsoon which only blew between June and July. The junks that brought the coolies also had their holds loaded with trading goods. The decks of the junks were thus tightly crammed with as many as 1,200 workers on each boat. The coolies had to endure sun, wind and rain as they had no protective covering on the decks. Food and water was limited. Many Chinese workers did not survive the journey.





1864

The establishment of the First International Workingmen's Association

The first International Workingmen's Association, know as the 'First International' was established in London on 28 September 1864. It was established through the cooperation of workers from numerous countries and had as its slogan 'Proletarians of all countries, unite!'. The First International lasted until 1872 before dissolving. Nonetheless, the idea that workers should cooperate on an international level so as to protect their interests became firmly implanted.

1887

Rickshaws or 'Lower-Class Chinese' Vehicles

Rickshaws emerged as Bangkok became a 'civilised' capital city at the end of the 1880s during the reign of King Rama 5. They became an important form of transportation for the city's residents. Rickshaws and rickshaw pullers occupy an important historical place in Bangkok's history. Nonetheless, rickshaw coolies have been viewed as occupying the lowest echelons of labour in the city. Rickshaw pulling was viewed as a transitory occupation by newly arrived Chinese workers who had no option to earn a living prior to finding other work. It thus formed work of 'last resort' and was seen as a lower type of labour than could be had elsewhere. There exists two contrasting images of rickshaw pullers - one of young newly arrived able - bodied youth and the other of weaker and spent older men. The first image depicts the start of a working life while the other describes the last stages of of an unsuccesful endeavour to secure an alternative livlihood in the capital city.

1897

Chinese Workers and the Establishment of Collective Organizations

Given that the Chinese mainatined close ties within their group, and demonstrated a willingness to form organizations along such lines, most Chinese coolies joined various 'secret societies'. Although 'secret societies' were not 'labour organizations' as conventionally understood, Chinese workers did rely on these types of collective organization to protect their interests. It is possible to argue that 'secret societies' can be understood as the earliest forms of labour organization in Thailand. In 1897 the Thai government issued a 'Law on Secret Societies' which specified that all types of organizations had to apply to be officially registered.

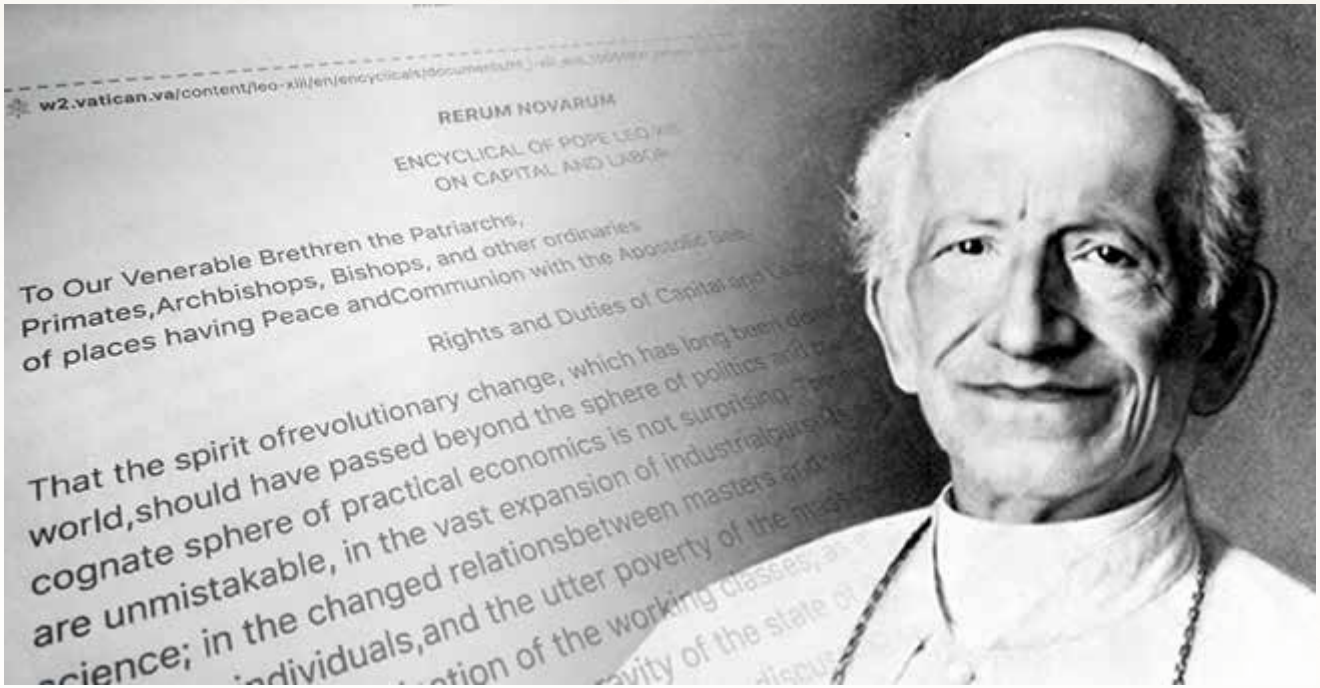
1883

Social insurance laws issued first in Germany

The first system of social welfare for working people bases on social insurance was established in Germany during the Chancellorship of Otto von Bismark. The scheme represented a model which was later exported to other European countries and America. The scheme also had an influence on the later activities of the ILO.

1890 International Meeting in Berlin on Labour Issues

Governments from 15 European countries met for the first time to discuss matters related to establishing labour standards, including regulating the use of child labour.



1891 Pope Leo XIII encyclical on atrocious working conditions

The encyclical marked the Catholic Church's first official statement on poor working condtions. The encyclical referred to the rights and duties of capital, labour and the state and supported the establishment of trade unions.

1894

The establishment of the first bank in Thailand

On 4 October 1894 the first financial institution in Thailand called the 'Book Club' was established. Its public face was a library but behind the scenes it operated as a commerical banking enterprise by accecpting money deposits. As its activities became successful it became a fully fledged bank. Under Royal patronage it was renamed as the 'Siamese Commercial Bank Company Limited'. Today it is known as the 'Siam Commercial Bank'.

2

The Second Industrial Revolution and Birth of the ILO

What can be called the Second Industrial Revolution began in the 1870s as steam power was replaced by electric power. However, larger changes occured at the beginning of the twentieth century with the introduction of new systems of production. Oil became the world's major energy source. The assembly line was introduced which enabled the mass production of commodities. The quality of manufactured products also improved. Most importantly, mass produced goods became cheaper and more affordable for consumers. Consumerism spread throughout the globe. Many workers were employed in large factories. Urbanization increased as millions of people migrated to big cities in search of work. Trade unions which first appeared in England earlier in the century began to emerge on a much larger scale. They were legalised in England in 1872.

1900 The International Association for Labour Legslation (IALL) was established in Basel, Switzerland

The International Association for Labour Legislation (IALL) was the first organization that aimed to establish international labour regulations prior to the formation of the ILO. It met for the first time on 27-28 September 1901. Initially, it attempted to have various governments introduce measures to restrict night work for women. It also sought to ban the use of white phosphorous, a harmful chemical which was used in factories that produced matches.

1901 Establishment of the International Secretariat of National Trade Union Centres (ISNTUC)

The International Secretariat of Trade Union Centres (ISNTUC) was the first international labour council to be established. It was the brainchild of Jens Jensen a labour leader from Denmark. In 1913 it was renamed the International Federation of Trade Unions (IFTU) and played an influential role in the establishment of the ILO. It was dissolved in 1945 and was replaced by the World Federation of Trade Unions (WFTU).

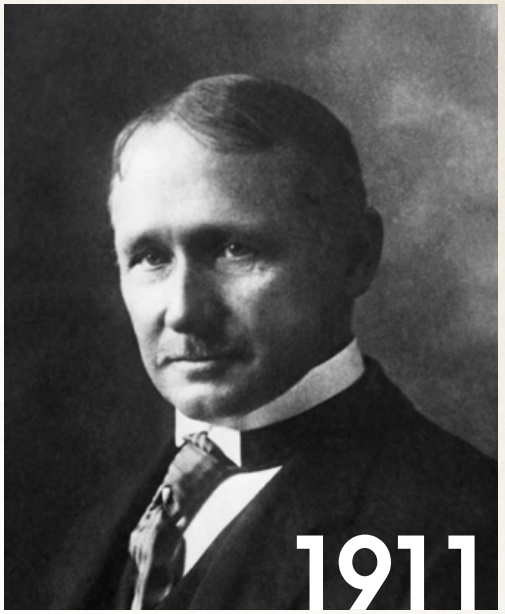
1905 The end of conscripted labour in Siam

Conscipted, or bonded labour, had deep roots in Siam's past. Many countries had already abandonded similiar systems of labour control. However, ending the system was not an easy task. In some cases it had been a cause of civil war. In Siam, subaltern classes had sought to end the system and there were many cases of 'phrai' revolts. During his reign, King Rama 5 (1868-1910) introduced a series of slow and gradual changes that eventually brought an end to the system. The introduction of legislation on military conscription in 1905 formally ended the 'phrai - thaat' system. This meant that 8.13 million Siamese people - comprised of 1 million nobles, 5.78 million phrai and 1.35 million that - now enjoyed, in theory at least, equal status.

1908

Henry Ford: Inventor of the Assembly Line

The Model T Ford was produced using a new form of technology known as the assembly line. This allowed for 18,000 motor cars to be produced annually. Factories grew in size and employed large workforces. The assembly line became a model that was subsequently used in modern factories around the globe producing many kinds of commodities.



Frederick Taylor and the Theory of Scientific Management.

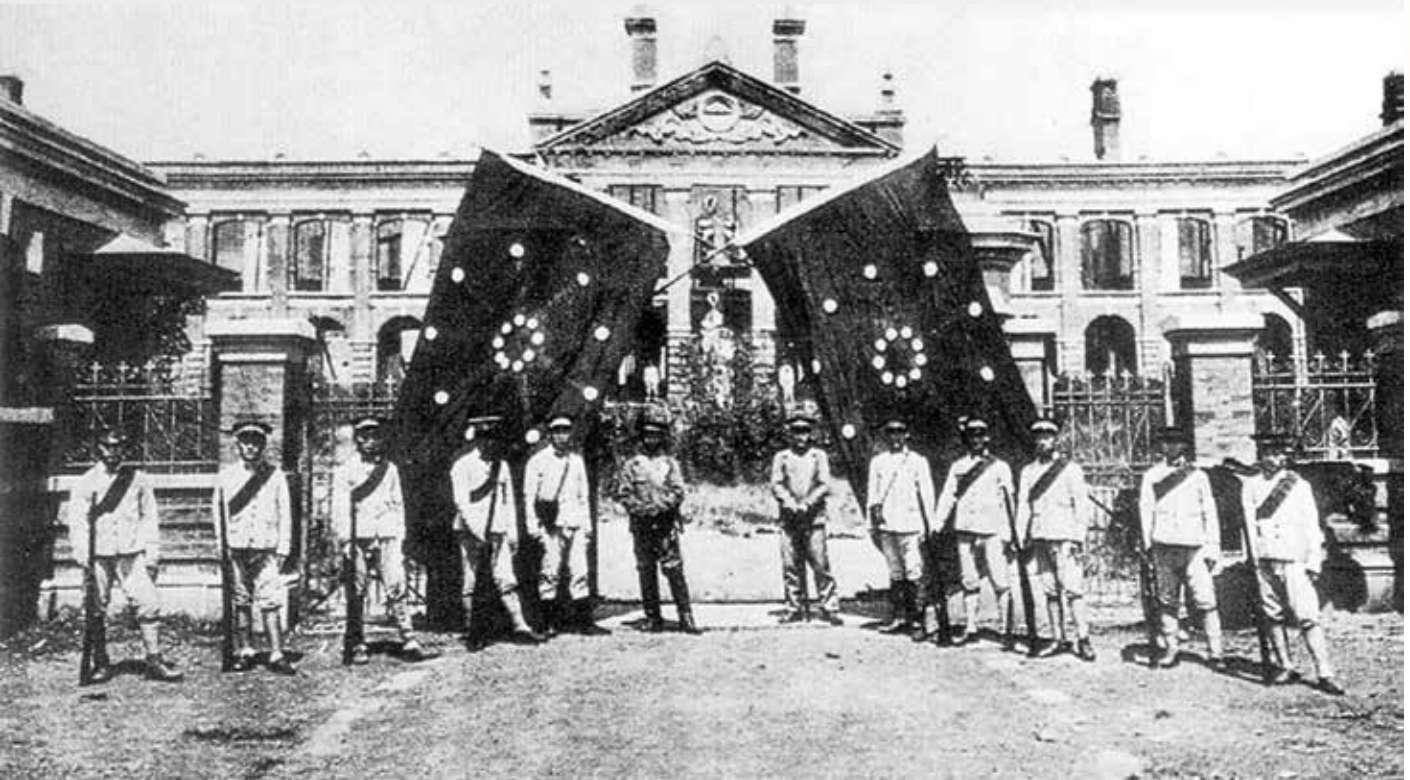
Frederick Taylor's theory of scientific management know as 'Taylorism' had a global influence. It sought to improve the productivity of labour. It provided a model for the production process by aiming to simplify tasks and so remove reliance on workers' skills. Workers were to be easily replaceable in each different phase of production. This became know as 'deskilling' and Taylor was criticized for dehumanizing workers.

1911 The Triangle Shirtwaist factory fire

On 25 March 1911 a fire broke out in a New York clothing factory killing 146 workers. The tragic event sent shock waves around the world. Many of those killed were young women migrant workers. The fire brought increased global attention to the importance of decent working conditions and the problems of occupational safety and health.

1911 The Xinhai Rebellion

The Xinhai Revolution, also known as the Chinese Revolution, brought an end to the Imperial Qing dynasty. It was led by Dr Sun Yat Sen and produced a change in government from absolute monarchy toward democracy and the establishment of the Chinese Republic. In Thailand, the revolution led the authorities to focus closer attention on local Chinese activism as there was a fear Chinese revolutionary political ideas would spread to the Thai population.



1911 Phraya Suriyanuwat : Thai pioneer economist

Phraya Suriyanuwat wrote a book titled 'Saphasaat' which is considered the first economic texbook written in Thai. The book carefully examined the problems of exploitation and the conflict that existed between capital and labour under capitalism. It suggested that the establishment of 'worker associations' that would be free of government harrassment and have the power to bargain with employers was one way to solve the problem and conflicts.

First World War

This catastrophic war emerged out of a struggle for power between contending European imperialist nations. The war had a dramatic and unprecedented impact on million of lives. Workers were forced to labour under dire conditions as labour laws were disregarded. Workers sought compensation for losses sustained due to the war. A meeting of trade unions in Leeds, England, in 1916 called for the establishment of an international labour organization.

1914–1918

1917 The Bolshevik Revolution in Russia

Also know as the October Revolution, this event ended Tzarism in Russia and led to the establishment of the Soviet Union in 1922. The Bolshevik Party believed in the international revolution of the proletariat and the overthrow of capitalism. Such views frightened reformist politicians, trade unions and especially capitalists. There were increased calls for capitalism to reform itself so as to reduce conflict.

1917 Siam enters First World War

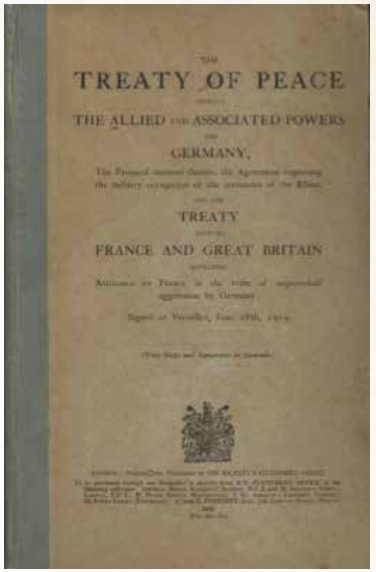
At the beginning of the First World War Siam adopted a neutral position. However, Rama VI (r. 1910-1925) determined that Siam should join with the allied forces for, if the allies proved victorious, the country would be in a better position to demand certain rights such as the revision of unjust treaties that had been signed with various European countries. As a result, Siam declared war on Germany, Austria and Hungary on 22 July 1917.

1919

Birth of the League of Nations

The League of Nations was an international organization established in 1919 as a result of the Paris Peace Conference. The forces that had been victorious in the First World War, of which Siam was a part, wanted to prevent future wars and other conflicts. They wanted to establish mechanisms through which conflicts could be dealt with through negotiation and diplomacy. At the same time, they wanted to improve the lot of humanity by addressing problems such as labour rights, slavery, illegal drugs, and the trade in weapons. The ILO was established together with the League of Nations as a tripartite organization that would be responsible for labour issues.

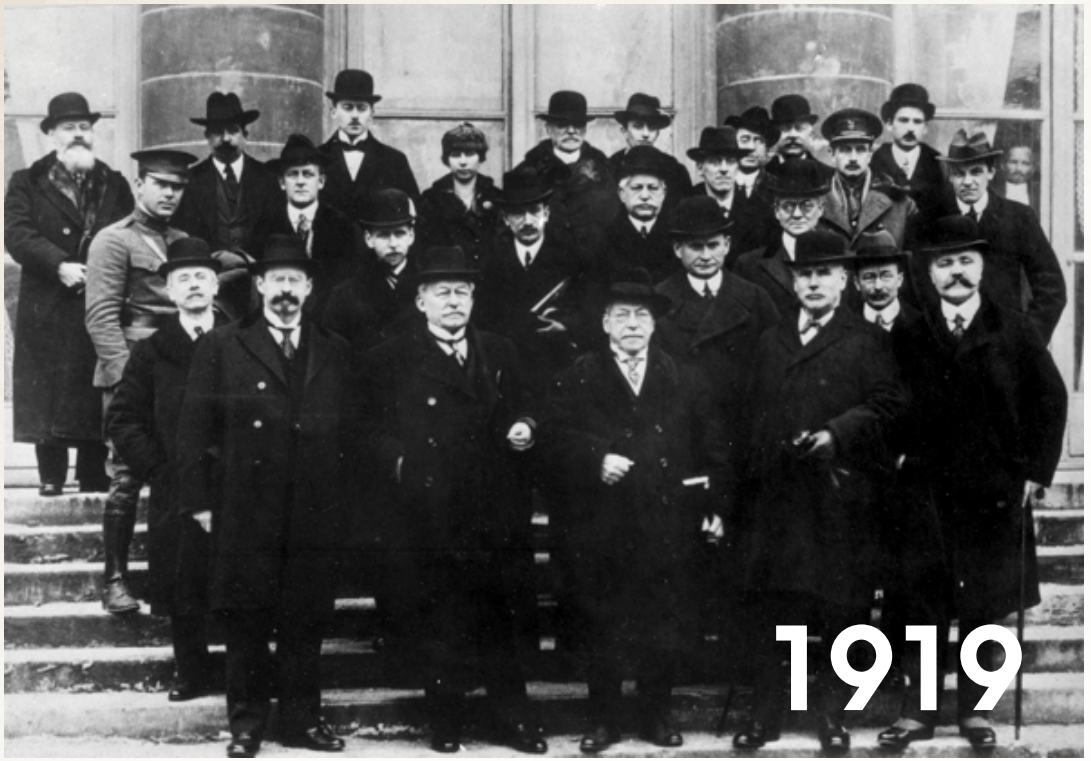
HIS MAJESTY THE KING OF SIAM, by:
His Highness Prince CHAROON, Envoy Extraordinary and Minister Plenipotentiary of H. M. the King of Siam at Paris;
His Serene Highness Prince Traidos PRABANDHU, Under Secretary of State for Foreign Affairs;



1919

Siam signs the Treaty of Versailles

Prince Charoonsak Kridakorn and Prince Traidos Prabandhu, represented Siam at the signing of the Treaty of Versailles.



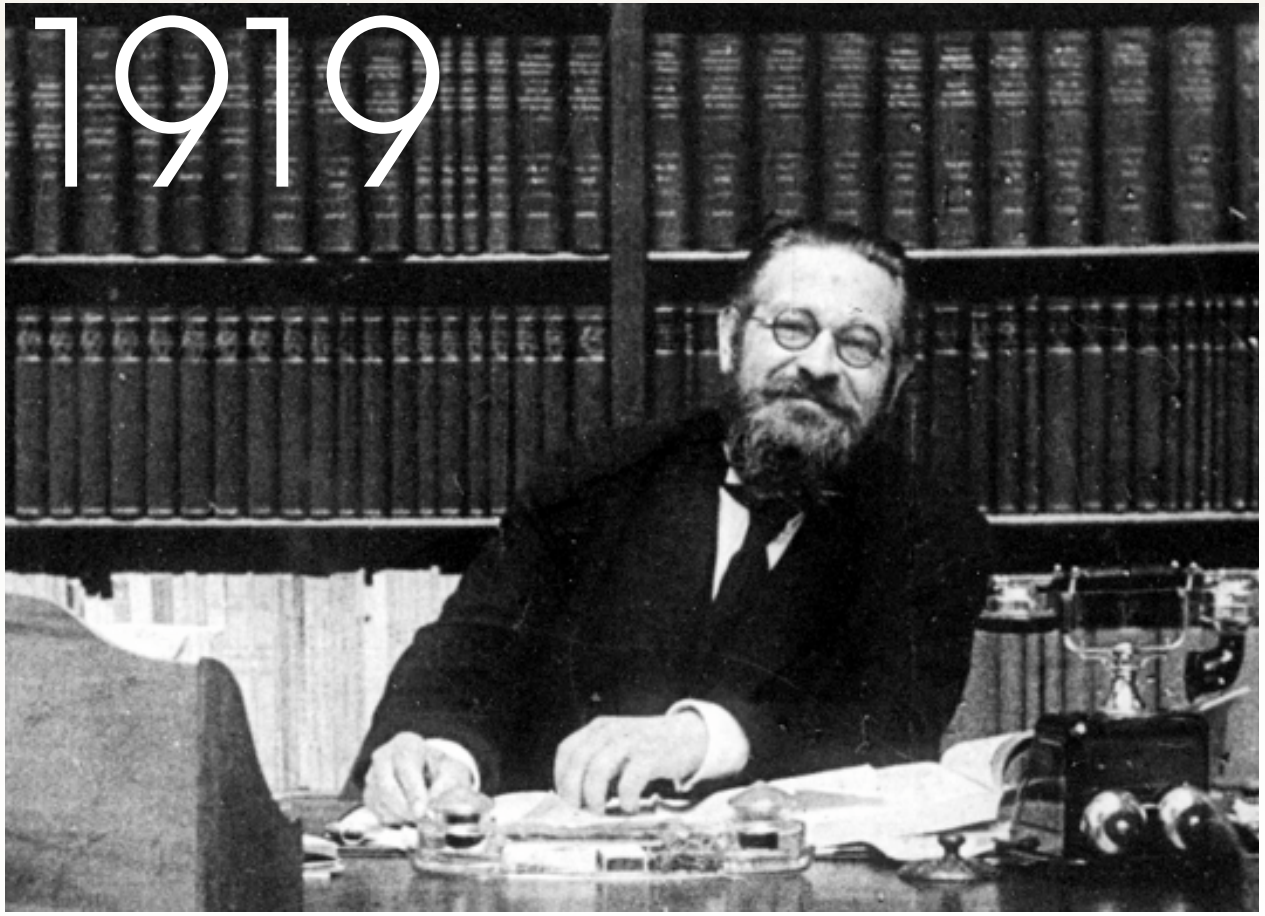
Estabishment of the ILO Labour Standards Committee

The Commission on International Labour Legislation was charged with overseeing the clauses on labour contained in the Treaty of Versailles. The Commission was also responsible for drafting the Constitution of the ILO. The drafting process was conducted between January and April 1919, and the ILO was formally inaugurated on 28 June 1919. Siam was one of 44 countries that were founding members of this very important organization.

Representatives from Siam attend the 1st meeting of the ILO

As a founding member, Siam sent Phraya Praphakornwong (pictured) , Envoy Extraordinary and Minister Plenipotentiary and Phraya Chanitphakdi, Secretary of the Legation of Siam at Washington D.C. as its representatives to the inaugural meeting of the ILO. Siam sent official representatives to subsequent meeting but lack of employers and worker representatives.

1919



Albert Thomas
the first Director-General of the ILO

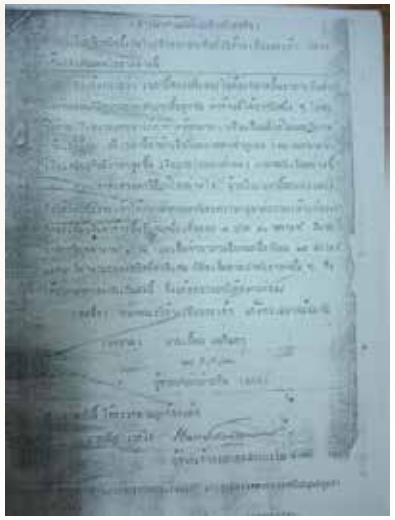
Following the establishment of the ILO, Albert Thomas, a French socialist, was appointed as the Organization's first Director-General. Mr. Thomas occupied the position fron 1919 until his death in 1932.

1919
1st Session of the Governing Body of the ILO

At the first session of the Governing Body of the ILO held between 29 October and 29 November 1919, six conventions were written each addressing especially pressing labour problems. These six conventions covered hours of work, unemployment, protection of women and young workers, night work, pregnant workers, and minimum ages for certain types of work. The conventions aimed to protect labour and ensure employers treated their workers justly, and respected their dignity and rights as human beings.

1919 Activism to establish Chinese Labour Organizations

Chinese workers in Thailand made efforts to establish their own organizations. For example the 'Siam Khana Yai' played an important role in the Chinese community. Chinese workers also established many underground organizations such as the 'Siamese Workers Association'. They also established the 'Saw Mill Workers Group' and, in 1927, the 'Siamese Association of Red Workers' whose membership was drawn from match factory workers. The Siamese Labourers Association also emerged around this time and was thought to have over 1,000 members. These various organizations assisted workers in the struggle for their interests.



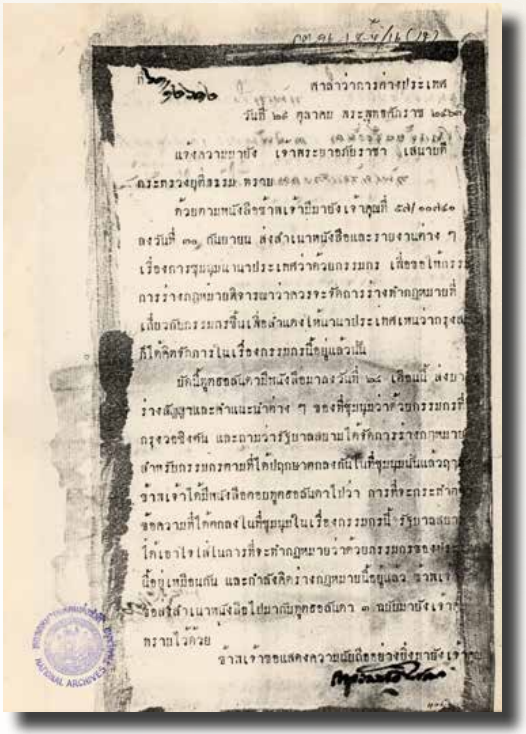
The 1920s

Depression and the first wave of labour migration

After the signing of the Bowring Treaty in 1855, Siam became a major rice exporter. The state promoted rice cultivation by issuing land rights to attract capital investment. Canals and irrigation systems were also constructed to promote rice production and facilitate transportation. The majority of the Thai population remained tied to agriculture. However, a global depression, combined with a period of drought followed by flooding, had a major impact on rice crops. This prompted the migration of people from farms to cities to find work and, as a result, led to an expansion in the wage - labour market.

The 1920s Early Labour Problems in Siam

The First World War was followed by a period of depressed global economic activity and high unemployment. Labour problems were on the rise. In Siam, for example, the mining industry employed more than 10,000 workers and began to experience a rise in labour disputes. During this period, the number of strikes increased. In 1922 tramway workers were on stike for over two months. In 1925, Chinese dock workers abandoned their work, and in 1930, textile workers employed in a number of Bangkok factories went on strike. These strikes occured largely spontaneously and were not coordinated. Workers would take their particular grievances to the police or to the newspapers. There were no sustained demonstrations or meetings. The exception was Chinese workers who maintained secret organizations



The 1920s

Siam and the ILO in the early years

After its establishment, the ILO called on member States to promulgate protective labour laws. As a founding members, the Siamese government came under pressure to develop new laws. However, the majority of workers were Chinese and the government was worried about the national security implications of issuing any new laws that would give them rights to organize. The government thus tried to avoid the issue by arguing ' Siam is an agricultural country and has few labourers, costs of living are low, workers enjoy extensive freedoms and, as such, there are few labour problems. Therefore we have not yet reached the stage where labour laws are required'.

The Geneva Offices of the ILO

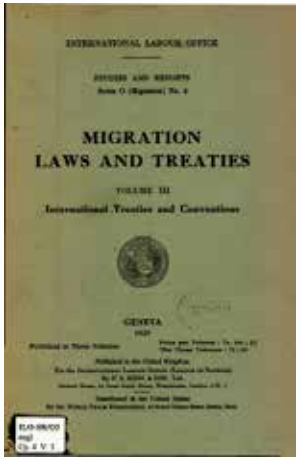
On 19 July 1920, the ILO moved its offices from London to a building opposite to the Palais des Nations in Geneva. On 12 November 1974, the ILO moved to its present location in Grand Saconnex, Geneva.

INTERNATIONAL LABOUR REVIEW.

The International Labour Organisation.
Its Origin, Development and Future.

1921 The first issue of the International Labour Review

The 'International Labour Review' the ILO's major in-house journal issued its first volume in 1921 and has remained in publication ever since. The first essay published in the review was written by Albert Thomas and titled 'The International Labour Organisation: Its Organs, Development and Future'.


INTERNATIONAL LABOUR OFFICE

MIGRATION LAWS AND TREATIES

VOLUME III

International Treaties and Conventions

GENEVA

1920-1927 Dealing with migration in Europe

The general meeting or Governing Body of the ILO held in 1922 addressed the important problem of migration. The First World War had been followed by large movements of people across Europe. Not all migration was related to the search for work but was also caused by people looking for safety. Many nations did not have the capacity to address the problem of migration so the ILO developed a series of guidelines and reports which were published in 1922.

1922 The Labour Newspaper

A group of Thai intellectuals led by Thawat Rittidet, Wat Sunthoracam and Sun Kitcamnong established a group called the 'Labour Group'. The group published the 'Labour Newspaper' which was the first publication to deal particularly with labour problems in Siam.

Stalin seizes power in Russia

Following Lenin's death in 1924, Russia fell under the control of Stalin. Socialist Russia was transformed into an authoritarian state and Stalin was later to assume a major role in the Second World War. Stalin sought to transform the Russian economy through a series of five year plans and build a modern industrial society. During the Second World War, Stalin forged alliances with the allied powers. In the post Second World War period, he exercised a major influence over many East European countries.

1924

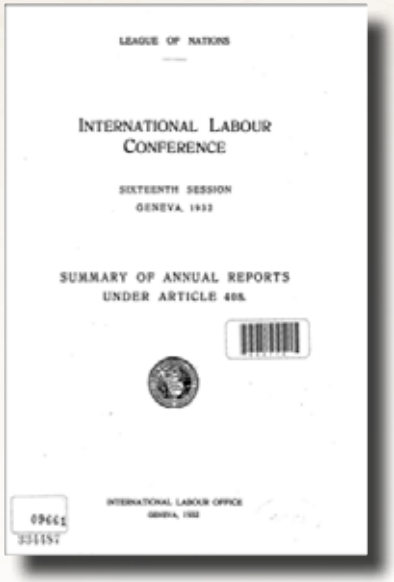
1926

The League of Nations endorses the International Convention on Slavery

The early history of this international Convention dates back to late nineteenth century efforts to abolish slavery and the slave trade. It provided clear definitions of 'slavery' and the 'slave trade'. Signatories to the Convention were obliged to bring an end to all forms of slavery, and to develop measures that penalised those involved in the slave trade.

1926 New Offices Opened in Geneva

On the 6 June 1926, a ceremony was held that formally opened the new ILO headquarters in Geneva. Construction had taken three years. Set into the entrance gates to the new office were three keys which symbolized the ideals of tripartism. Today, the office houses the World Trade Organization.



1926 Establishment of the Committee of Experts on the Application of Conventions and Recommendations

The number of ILO conventions increased over time. It was necessary therefore to establish a system or mechanism through which signed conventions could be monitored and assessed. In 1926, the ILO established the Committee of Experts on the Application of Conventions and Recommendations which would fulfill this task. At its inaugural meeting in 1927, the Committee decided to meet each year in November and December. This woud give workers the opportunity to air their grievances and ideas to the ILO in those cases where governments or employers had ignored or not followed their international treaty obligations.

1927 Establishment of the International Social Security Association

The ILO established the International Social Security Association (ISSA) in Belgium on 4 October 1927. Its objective was to promote the development of national systems of social security using measures set by the ILO as guiding principles. In 1927, Conventions Nos 24 and 25 were adopted which dealt with the problem of illnesses related to work in agriculture and industry.

1927 Siam responds to the ILO in developing industry and labour laws

The ILO continued to press the Siamese government to develop its labour laws. Eventually King Rama VII (1925-1935) established a committee comprising the Minister of Foreign Affairs, Interior Minister, Justice Minister, and Minister for Commerce and Communications. The Committee met on numerous occasions and in 1927 finally produced a draft Industry and Labour Act which focused mainly on matters of workplace safety.

1928 Convention on setting minimum wages

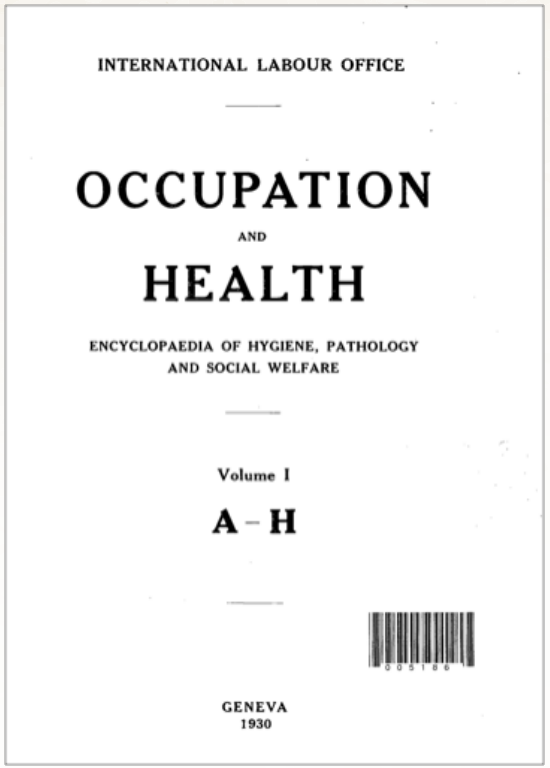
The Minimum Wage-Fixing Machinery Convention (No. 26) was adopted in 1928. It established measures for employers to pay workers legally stipulated minimum wages and to treat workers equally. Employers were not permitted to pay wages below set minimums. However, in practice, women workers continued to face problems. In Japan, for example, many worked in households working 10 to 14 hours per day and received low wages. At the same time, in India agricultural workers relied on a single meal per day.

1929 Global Economic Crisis

The Great Depression began in the United States in 1929 and spread throughout the globe. Siam was also affected and this eventually produced major political change in 1932 as levels of unemployment rose to very high levels.

ILO Convention on forced labour

After the League of Nations had issued its convention outlawing slavery, the ILO followed suit through its Forced Labour Convention, 1930 (No. 29). ILO members were asked to ratify the Convention which banned all forms of forced labour and recognised workers right to freely volunteer their labour.



1930 ILO Encyclopaedia on Occupational Health and Safety

The ILO had addressed problems of workplace health and safety since 1925. It had adopted Conventions Nos 17 and 18 which dealt with compensation for workers for work-related accidents and illnesses. In 1930, it produced an encyclopaedia on occupation and health. The volume was wrtten by 95 experts from 16 countries.

1930 Communism and the struggle to organize workers in Siam

Prior to the change of government in 1932, two groups had been involved in efforts to establish a communist party in Siam. The first group comprised Chinese workers who had emigrated to the country following the signing of the Bowring Treaty in 1855. The second group was made up of Vietnamese nationals who had escaped to Siam and who were involved in the fight to free their country from French colonialism. A leading figure in the latter group was Ai Kwok, better know as Ho Chi Minh. He forged cooperation between Chinese and Vietnamese communists to establish a communist party. The objective of the party was to foster revolution in Siam and establish a Siamese communist state. These activists met on 20 April 1930 at the Tun Kii school, located near Hua Lamphong railway station.

1932 Harold Butler ILO's second Director-General

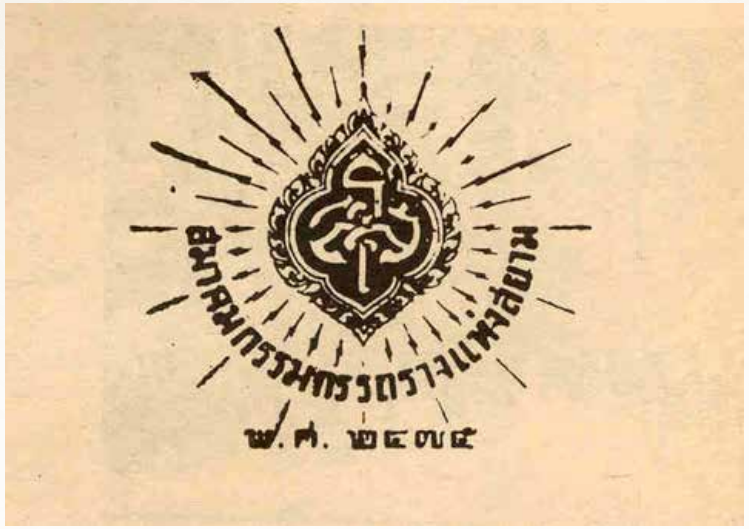
Following the death of Albert Thomas, Mr Harold Butler became the second Director-General of the ILO. He occupied the position from 1932 to 1938.

Change of Government in Siam

On 24 June 1932, Siam's absolute monarchy was replaced with a democratic form of government. The change was led by a group called the 'People's Party'. The new government made clear its major objectives '...to protect the happiness and economic well being of the people, the government would find work for everyone by pursuing a national economic plan that would provide potection for all'. Following the change, the new government paid increased attention to workers.

1932 Rickshaw workers strike

In August 1932, rickshaw pullers went on strike and called on the government to have rickshaw owners reduce the costs of renting a rickshaw from 75 to 60 satang per day. The strike was successful and was the first strike to occur following the change in government.



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คนที่ 2 แถวนั่งนับจากขวาคือ นายหนู ดาวอุดม นายกกรรมการฯ
ภาพจาก หนังสือพิมพ์ประชาชาติ 5 มิถุนายน 2476 (ปีที่ 1 ฉบับที่ 199)

1932 The Siamese Tramwaymen's Association

While Siam had laws governing the formation of associations and clubs since 1897, no organization of workers had ever been registered by government. After the change in government, labours' right to organize was recognized and a number of worker associations were established. The Siamese Tramwaymen's Association was the first to be offically registered in October 1932.

ใบปลิวใบหนึ่งของนายนรินทร์ ภาษิต

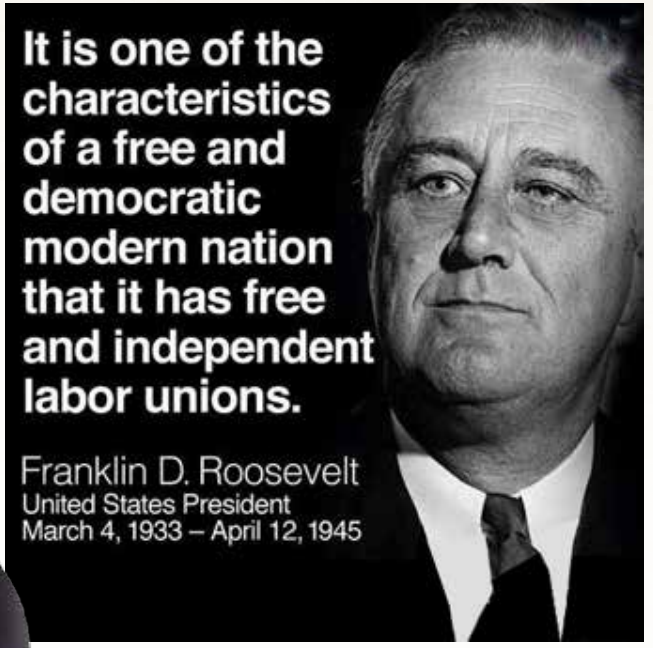
1932 Narin Phasit: Hunger strike to end the poll tax

Even though the period of absolute monarchy had ended, the collection of a poll tax, and forced labour for those who could not pay, remained in place. Narin Phasit, one of the first civil society activists in Thailand, engaged in a campaign to end the tax. He was imprisoned for his activism. While in prison, he began a hunger strike to force the government to finally end the collection of the poll tax. Eventually the government did abandon the tax.

1932 Law on Empoyment Offices

After the change in government, the new administration faced major economic and unemployment problems. In response, the government promulgated a law in August 1932 that established special employment offices. Later that year, another law was issued that established employment offices in rural areas. Employment offices were first established in Bangkok and Thonburi. These helped people find work free of charge.

1933-1936



The New Deal: Solving economic crisis in America

After Franklin D.Roosevelt was elected U.S. President he addressed himself to solving America's worst ever economic crisis, known as the Great Depression. He developed the New Deal a collection of policies that aimed to create jobs, reform the financial system, tackle unemployment, and build a social security system. He attached great importance to the role of trade unions.

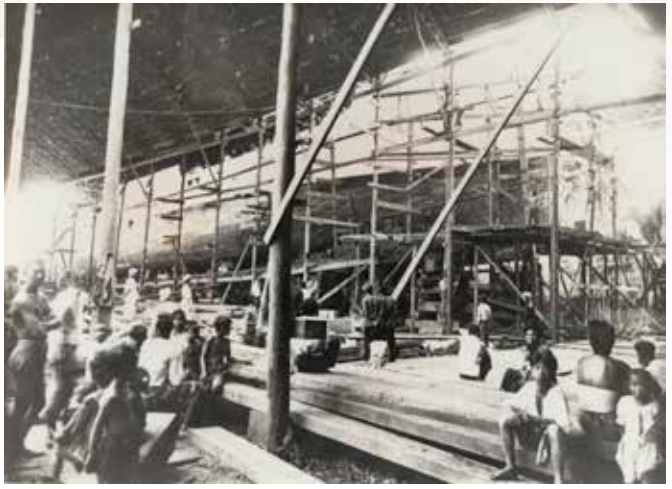
1933

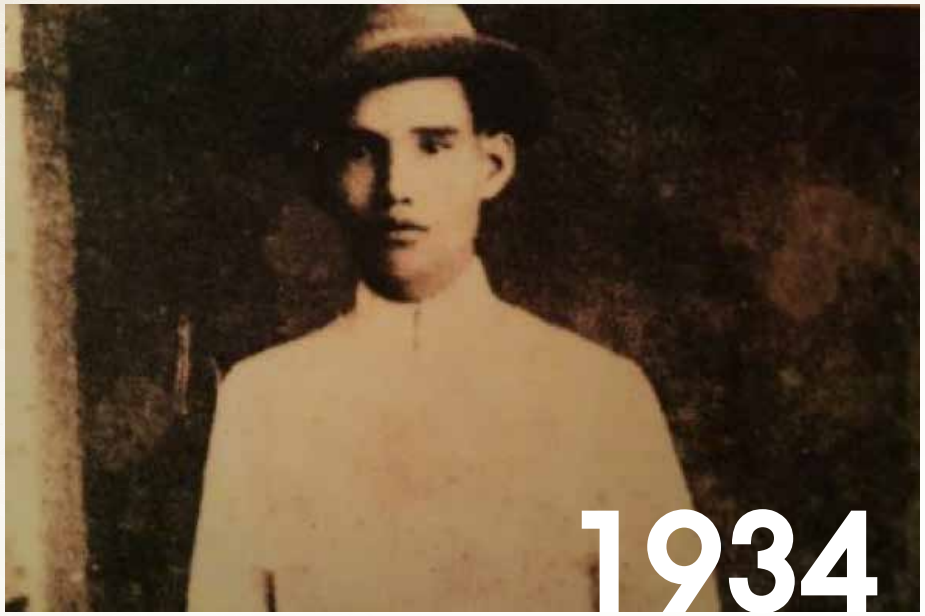
Birth of the Thai Chamber of Commerce

On 8 March 1933, a group of traders and Thai businessmen established a Chamber of Commerce. Its objective was to promote trade, protect the national interest, and secure the kinds of progress enjoyed by other nations. Phraya Phromphakdi was the Chamber's first president.

1933 The Unemployment Plan

On 23 May 1933, the Siamese government developed an unemployment plan which was first overseen by the Ministry of Interior. Later, responsibility for the plan was transferred to the Economic Ministry. The plan cordinated the operations of private employment offices and the central employment office.





The first Labour Council established in Thailand

After coming to government, the People's Party issued laws to promote and also control labour organizing. Thawat Rittidet, a labour intellectual and spokesperson, played a key role in organising and establishing various labour associations. After the change in government, he was active in establishing the Labour Support Association which was Thailand's first national level labour organization.

1934 Franklin D. Roosevelt leads America into the ILO

America had not become a member of the ILO when it was first established in 1919. However, in 1934 Franklin D. Roosevelt decided that the U.S. should join in the belief that labour standards were vital for social stability, would help address problems of unemployment, and conform to the general aims of his New Deal.

The Soviet Union joins the ILO

Albert Thomas had invited the Soviets to join the ILO believing that different political regimes should all offer labour protections. However, the Soviets believed that if they joined, they would, among other issues, be pressured to halt the use of forced labour as had other colonial powers. The Soviets did eventually join the League of Nations in 1934 as part of their effort to limit the spreading influence of Nazism. As a result, they automatically became a member of the ILO. However, the Soviets withdrew from the ILO in 1940.

1935 Germany leaves the ILO

Germany withdrew from its membership of the League of Nations in 1933, and subsequently as a member of the ILO in 1935. It did so to ensure that it would not have to cast a vote at ILO meetings as well as confront criticism from workers in relation to restrictions placed by the Nazi Party on rights to organize and other discriminatory practices then being carried out in Germany.

1935 Establishment of a Labour Affairs Division

The post-1932 government recognised the importance of labour issues and so upgraded relevant bureaucratic offices from section to divisional status. The new Division of Labour was attached to the Commerce Department located in the Economic Ministry. Nen Tanlalak, previous Employment Office chief, became head of the new division. He divided the division's work into three sections - registration, employment, and labour relief.

1935

The People's Party government developed plans to survey labour conditions as well as promulgate new laws to protect workers and improve their lives.

1929-1935

Conventions adressing issues of social stability

The ILO adopted nine conventions on matters of social stability. Albert Thomas recognized the significance of the Great Depression, and in 1930 sent Harold Butler to the U.S. to study conditions there as a first step in developing plans for a social security system. The ILO, as an international organization, became an important promoter of social policy together with developing economies through the provision of various technical assistance programmes.

1935 Modern Times

Modern Times, a film by Charlie Chaplin, illustated well the experiences of workers during periods of economic crisis, unemployment, and the requirement to labour for long hours on assembly lines.

1936

First meeting in the Americas

After the U.S became a member of the ILO, the first regional meeting of the Americas was held in Santiago, Chile in 1936. Harold Butler (fifth from right) attended the meeting. A major agenda item was that of social insurance that included discussion of developments that had occured in different countries and the exchange of other information. The meeting reflected the role then being played by the U.S in the ILO as well as the extension of ILO activities to non-European regions of the world.

1937 Italy leaves the ILO

The repression of rights to organize under Benito Mussolini's authoritarian regime was continually criticized at meetings of the ILO. To avoid further censure, Italy's fascist government withdrew its membership of the ILO in 1937.

1938 Japan leaves the ILO

The war between China and Japan in Manchuria led Japan to withdraw its membership of the League of Nations in 1933 and subsequently from the ILO in 1938. The ILO's Tokyo Office was closed in 1939 by its Director Iwao Ayusawa (seated in photo). In 1947, at a meeting of the Asian Regional Conference, Japan was invited to rejoin the ILO which it did in 1951.

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The resignation of Harold B. Butler

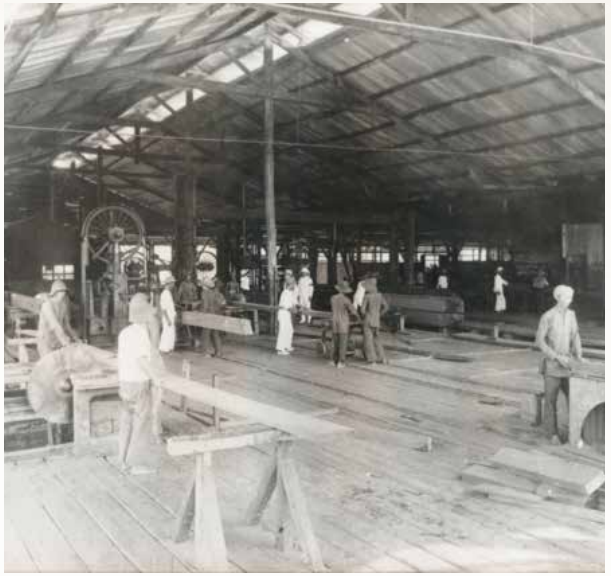
Director of the International Labour Office 1932-38

A few years ago, when still Secretary of the ILO Archives Committee, I became interested in the reason behind Harold B. Butler's decision to resign in 1938 as Director of the ILO, but had no time for studying the subject in detail. Having since retired I have undertaken some additional research which has brought to light a number of important documents. While the present article is based mainly on material in the ILO Historical Archives', I nevertheless doubt that other sources will modify the overall panorama of events. I am indebt for permission to reproduce material from the ILO Archives collection and for kind assistance given by the archivist, Mr. Remo Becci. An abridged version of this paper without detailed references and addendum of notes has been prepared for publication in Letter to Former Officials, issue No. 28. I hope that this small contribution to the history of the ILO will be of interest to the readers.

Ivan M.C.S. Elzmark

Harold Butler resigns as Director-General of the ILO

Harold Butler resigned from the ILO in 1938. To this day, the cause of his resignation is subject to dispute.



1938 In Siam, the Labour Division downgraded to Section status

Arguing that problems of unemployment had decreased, the population enjoyed good lives and, as a result, the work of the labour division had lessened, the government decided to downgrade the labour division to section status. The new section was attached to the Commerce Department in the Economic Ministry. Luang Thanat Phatcanamat headed the section.

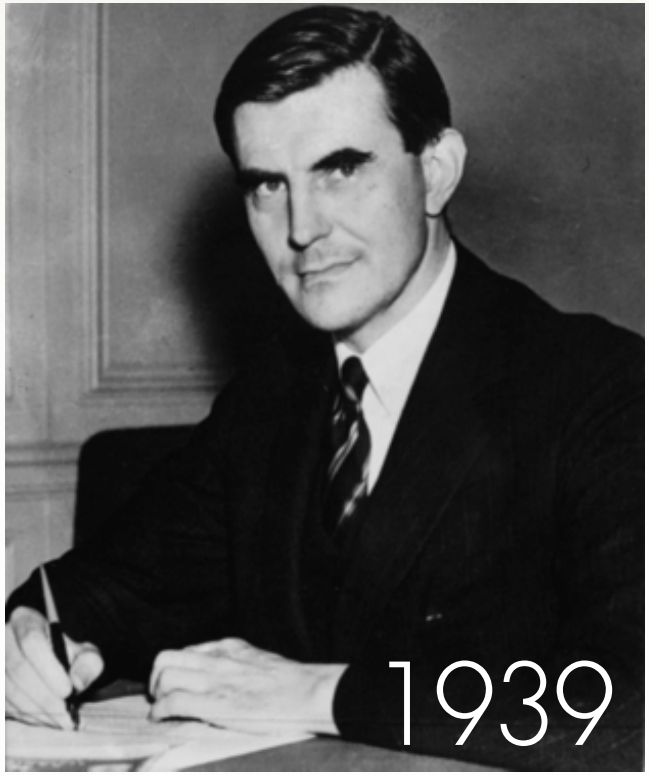
Second World War

Lasting from 1939-1945, the Second World War involved two opposing forces - the Allies and the Axis powers. The war was unprecedented in its geographical scope and involved more than 100 million soldiers from over 30 countries. For those directly involved, it was a 'war to the end' as competing countries devoted all their economic, industrial and scientific resources so as to secure victory. It is estimated that the war cost US$1 trillion, and 50 to 85 million lives were lost.

1939-1945

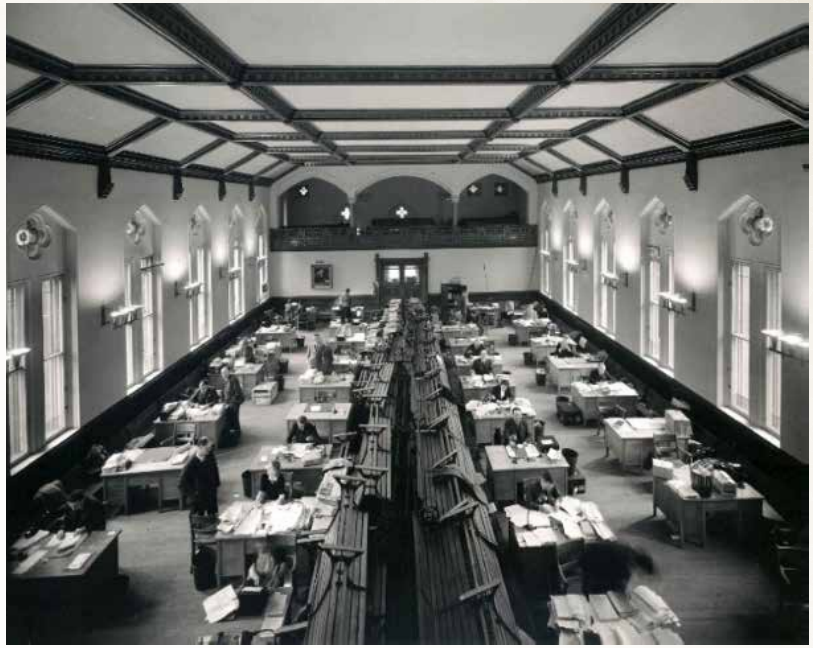
1939-1945 Thai labour during the Second World War

Thailand's early involvement in the Second World War coincided with massive flooding which resulted in a period of high inflation and a shortage of consumer goods. The government responded by investing in new industries such as paper, clothing and gunny bags. In turn, the demand for wage-labour increased sparking further country-city migration. Japan's use of Thailand as a base of operation from which it could attack the colonial powers also led to a growing demand for wage-labour. Japan pressured the Thai government to institute tight labour controls by issuing legislation to control wages. The Thai government refused arguing that such a measure undermined labour rights. However, the government did undertake to survey minimum wage-levels and costs of living of workers. It was the first time such a survey had been conducted.



John G. Winant: The third Director-General

John G. Winant was President of the American Social Security Board. In 1935, Winant resigned from that position and in the following year he began work at the ILO. He was elected Director General of the ILO in 1939 and remained in that position until 1941.

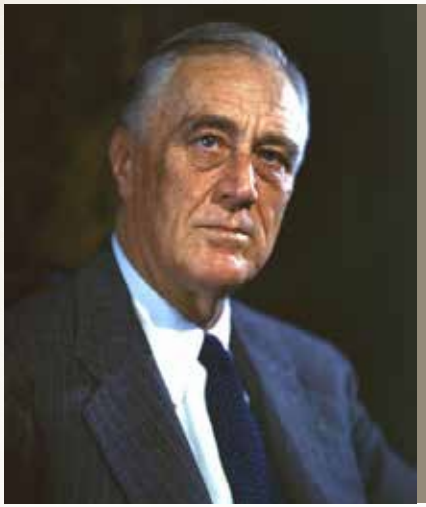


1940
Temporary offices move to Montreal

The Nazi invasion of various European countries prevented the ILO from conducting business as normal. Not wishing to become a tool of authoritarianism, a decision was made to move the ILO offices from Geneva to Montreal in Canada. The Canadian government helped support the move, and space was provided at McGill University where the ILO operated until 1948.

1940 Establishment of the Department of Public Welfare

The Por Phibun Songkhram government paid increased attention to the security and welfare of the Thai population. It established a new Department of Public Welfare which was attached to the Office of the Prime Minister. The new department was charged with the task of promoting people's welfare by improving occupational opportunities. The labour section, previously attached to the Economic Ministry, came under the juristiction of the new department.



1941 **The Four Freedoms: Fransklin D. Roosevelt**

In January 1941 U.S.President Franklin D.Roosevelt gave a speech titled the 'Four Freedoms' which identified those freedoms that all human beings should enjoy - freedom of speech, freedom of worship, freedom from want, and freedom from fear. These four freedoms form the foundation of international human rights, and are articulated in the charter of the United Nations.

1941 Edward Phelan, Director-General

John Winant left the ILO in 1941 and went to London after being appointed U.S Ambassador to Great Britain. Edward Phelan was appointed as interim ILO Director-General. He was offically appointed as permament Director-General in 1946 and remained in the position until 1948. This was a difficult preiod in the ILO's history because of the impact of the Second World War and the forced move of its head office to Canada.

Special Session of the ILO Conference in 1941

The Second World War meant that the annual meeting of the ILO usually held each June had to be suspended. A special meeting was held in 1941 at Columbia University in New York and at the White House in Washington D.C. President Roosevelt made the White House avaliable for the meeting which was held between 7 October and 6 November. Given the global circumstances, further meetings were suspended during 1942 and 1943.

1942 Building the Death Railway

Japan wanted to build a railway line from Thailand to Burma to be used for strategic purposes. Forced labour, including prisoners of war, was used in the construction. There were thousands of injuries and deaths and subsequently the railway became widely known as the 'Death Railway'.

Establishment of the Thai Communist Party

The Communist Party of Thailand (CPT) offically announced its formation on 1 December 1942. The party adhered to the ideas of Marx, Lenin and Mao Tse Tung. The CPT saw Thailand as a semi-feudal society. The Party held that the struggle between classes could not be reconciled. The CPT exerted influence over labour organizations and some labour leaders.

1942 First Regional Conference of the Americas in Santiago

The first ILO regional conference of the Americas, held in Santiago, Chile, in 1942, gave participating Latin American countries new opportunities. Chile placed problems of social security on the agenda and there was support to improve the collection of labour statistics in Argentina, Bolivia and Brazil. However, the latter effort was not realized, although there was agreement to cooperate on matters of social insurance. The meeting did foster diplomatic relations and allowed countries in the region to join together to develop social policy.

The Declaration of Philadelphia

The ILO prepared and adopted the Declaration of Philadelphia at the 26th Session of the International Labour Conference. The Declaration was signed at the White House on 10 May 1944. Key points included:

1. Labour is not a commodity.
2. Freedom of expression and association are essential to sustained progress.
3. Poverty anywhere represents a danger to prosperity everywhere.
4. All human beings irrespective of race, creed or sex have the right to material well-being and spiritual development under conditions of freedom, dignity, economic security and equality.

The Yalta Conference

The main allied powers met at Yalta in February 1945 to discuss plans for rebuilding Europe after the defeat of Germany. Churchill, Roosevelt and Stalin discussed and found agreement on a range of matters. One major decision taken was to split Germany into four regions. This decision provided the foundation for the world being divided into two main camps: one under Soviet influence and the other under United States influence. The decision presaged the development of the Cold War which was to have a major global impact over the following decades.

Establishment of the United Nations

Established in 1945, the United Nations aims to forge cooperation between countries in relation to treaties and other laws, international security, economic development, social movements, human rights and global peace. The United Nations replaced the League of Nations and seeks to prevents wars between countries and serve as a forum for discussion and negotiation.

INDUSTRIAL COMMITTEES

To enable the International Labour Organisation to give closer attention to the problems which arise in particular industries, the Governing Body of the International Labour Office decided in January 1945 to set up international committees for seven major industries: inland transport, textiles, coal mining, iron and steel production, the metal trades, petroleum production and refining, and building, civil engineering and public works. Committees for other industries may be established later. This new machinery was set in motion in December 1945, when the first meeting of the Coal Mines Committee took place, followed by that of the Inland Transport Committee.

As was pointed out in an article in the Review describing the origins and structure of the new system[1], the development of these committees is likely in the course of time to have far-reaching effects upon the great international industries, and upon conditions in industry generally. It has therefore been deemed appropriate to open a new section of the Review, under the above heading, devoted to articles connected with the work of these committees. In this issue an account is given of the first meetings of the Coal Mines and Inland Transport Committees.

First Session of the I.L.O. Coal Mines Committee

The first session of the Coal Mines Committee was held in London from 3 to 11 December 1945, in premises that the Government of the United Kingdom had been good enough to place at the disposal of the International Labour Organisation.

OFFICERS AND COMPOSITION OF THE COMMITTEE

The session was presided over by Mr. Léon Eli Troclet, Minister of Labour and Social Welfare of Belgium, in accordance with the appointment made by the Governing Body at its 97th Session

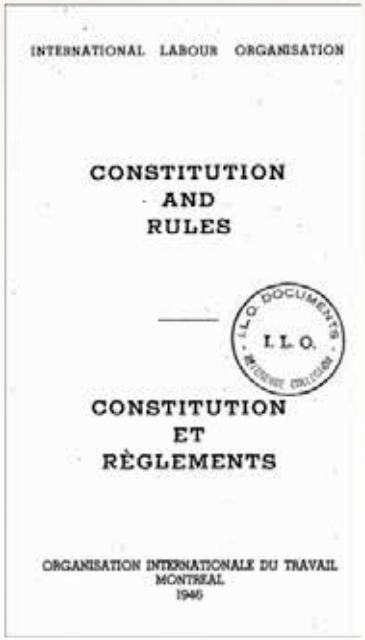
[1] Cf. *International Labour Review*, Vol. LII, Nos. 1-2, Aug.-Sept. 1945, pp. 130-131: "The Industrial Committees of the International Labour Organisation".

1945 Establishment of Industrial Committees

At a meeting of the 97th Session of the ILO Govenrming Body in London held between 25-31 January1945, there was agreement to establish international industrial committees which would deal with seven major industries - mining; textiles; petroleum and refining; building, engineering and public works; iron and steel production; and transport.The Committees would develop mechanisms through which employers and workers could cooperate to settle disputes in relation to working conditions, hours of work, holidays, wage levels, secure employment, occupational health and safety as well as industrial relations.

1946 ILO, the first specialized agency of the United Nations

The United Nations drafted an agreement between it and the ILO which ILO Director Edward Phelan signed with Trygve Halvdan Lie (U.N. Secretary-General). The ILO became the first expert body to be attached to the United Nations Economic and Social Council. The agreement was made under Section 57 of the U.N. charter and came into force on 14 December 1946.



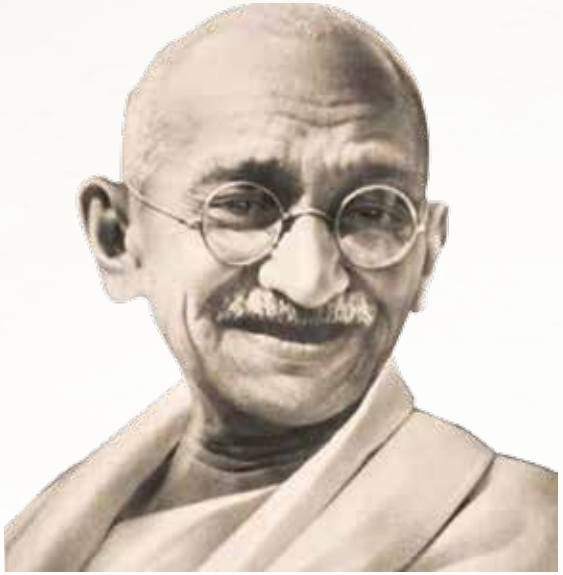
1946 Revised ILO Constitution and inclusion of additions to the Declaration of Philadelphia

The ILO revised parts of its Constitution and established a supervisory system for international labour standards. The revisions were presented at the annual Conference held in 1946 and came into effect on 20 April 1948. A revised version of the Declaration of Philadelphia was also included as an Annex to the Constitution which broadened the objectives of the ILO.

1946 The first open celebration of International Labour Day in Thailand

Prior to 1946, the celebration of international Labour Day in Thailand had to be held secretly. Following the end of the Second World War, democratization began to develop and Thais began to enjoy enjoy greater freedoms. The Association of United Workers of Thailand, an organization that was formed during the war years, played a leading role in organizing the public celebration of international Labour Day on 1 May 1946. The following year, labour day celebrations were held at Sanam Luang and attracted over a 100,000 people.

1947



Independence Movements

After the Second World War, vigorous nationalist movements calling for independence emerged in former Western colonial territories. In India, Mahatma Ghandi led the struggle for independence. The ILO began to take an interest in labour problems within the newly emerging sovereign nations.

The first Asian Regional Conference

Jawaharlal Nehru gave the opening address at the ILO's first Asian Regional Conference which was held in New Delhi, India between 27 October and 8 November 1947. ILO support for programmes of regional cooperation was a factor which contributed to the end of colonialism. The idea of establishing regional conventions was raised at the conference but was unsuccessful as the ILO was committed to labour standards that would be international in their scope.

1947 Special cooperative programmes within the UN

From 1947 onwards, the ILO began to cooperate with other United Nations bodies in relation to matters of shared interest. For example, agreement between the ILO and the Food and Agricultural Organization (FAO) was signed on 15 December 1947 where the FAO would examine various factors associated with agricultural food production while the ILO would survey labour and social conditions. On the same day, the ILO and the United Nations, Education, Scientific and Cultural Organization (UNESCO) agreed to cooperate on education and training programmes so as to address longer term labour force planning problems. A memorandum strengthening cooperation between the two organizations was signed on 14 October 1954. On 10 July 1948, the ILO and the World Health Organization (WHO) also agreed to cooperate but only with those organizations that conformed to the United Nations charter.

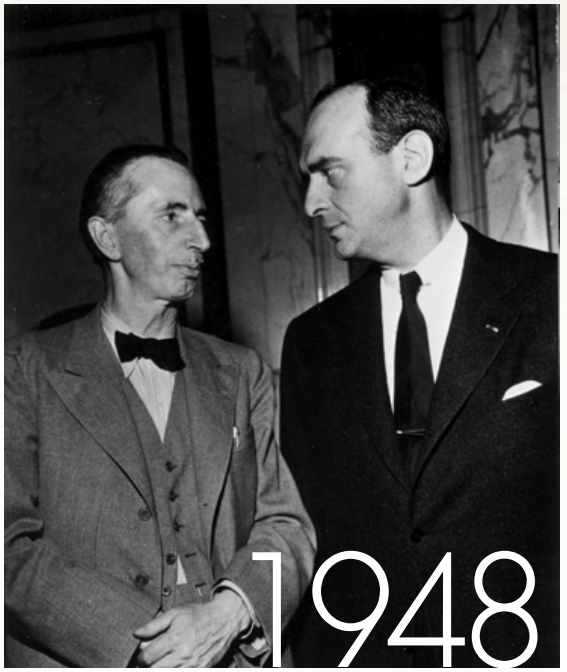
1947

The November 1947 Coup

On 8 November 1947, a faction in the Thai army together with a group of retired soldiers led by General Phin Choonhavan seized power from the government led by Admiral Thawan Thamrongnawasawat. Once again, the country fell under authoritarian dictatorship.

1948 Universal Declaration of Human Rights

The Universal Declaration of Human Rights was adopted by the United Nations General Assembly at its third session on 10 December 1948. It specifies the fundamental principles pertaining to human rights and freedoms for men and women around the world. It recognises equal rights for all without exception. The Declaration was conceived as forming a contract between governments and their peoples. All states endorsed the Declaration and accepted that it applies to all human beings including those groups whose rights might be at risk, including workers.



David Morse
ILO's fifth Director-General

David Morse was the second American to be ILO Director-General. He held the position for 22 years from 1948 to 1970. He had expertise in workforce planning and statistics. He attached great importance to skills development and promoting work. One of his major successes was developing the World Employment Programme which led to the ILO being awarded the Noble Peace Prize in 1969.

The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

The 31st Session of the International Labour Conference held in San Francisco in 1948 adopted ILO Convention No. 87 which dealt with freedom of association and the right to organize. The Convention specified that workers had the right to organize regardless of physical difference, choice of representatives, and without any interference by government. Equally importantly, workers also possessed the right to cooperatively organize and/or join labour federations that operated at an international scale.

1949 The Communist Party seizes power in China

Mao Tse Tung, one of the founders of the Chinese Communist Party in 1921, led the Chinese revolution by relying on the rural poulation as a revolutionary base. The countryside was used to surround and eventually seize the cities. The Long March of over 6,000 miles was eventually successful in 1949. Mao became Chinese leader under a Communist system of government.

The Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

The 32nd Session of the International Labour Conference held in Geneva in 1949 adopted ILO Convention No. 98 which dealt with matters of collective bargaining. Trade unions and employer councils were to be protected, and freed from any outside interference. Legal mechanisms were to be established that restricted employer practices such as dismissing workers involved in trade union activities. Provisions contained in Convention No. 98 supported and strengthened Convention No. 87. Without that support, workers would be free to organize but would not have the power to bargain collectively. Rights would not be protected and this would be unjust.

1949 Labour Force Technical Assistance Programme

The ILO began a Technical Assistance Programme in 1949 focused on labour force planning, employment creation, occupational training, and migration. These were seen to be problems faced by all regions. The ILO sought to cooperate with the United Nations to acknowledge that the issue of labour force development was a particularly important issue to be addressed at the annual meeting held in November 1948. The expertise and cooperation of other organizations was also required. Without this ILO programme, labour standards would not adequately protect labour rights and ensure their extension to regions beyond Europe.

1949 Government raises labour section to division status

The Thai government once again focused attention on labour issues and established a new and independent bureaucratic office that held divisional status. Officials who had worked in the previous labour section of the Thai bureaucracy worked in the new division. One of the important responsibilities of the new office was to monitor relations with the ILO, and investigate labour conditions and employment. The division was attached to the Department of Public Welfare.

Preliminary Migration Conference

The Preliminary Migration Conference was held in Geneva from 25 April to 9 May 1950. The purpose of the conference was to deal with European migration and to establish plans for foreign labour so as to promote economic development. The ILO viewed migration as involving workers' families as well as setting of international labour standards. Ideas and information was exchanged in relation to developing assistance programmes that would regulate the employment of migrant labour, provide training and secure the participation of experts who would help developing countries.

1951 ILO Equal Remuneration Convention, 1951 (No. 100)

The ILO Convention on Equal Remuneration holds that remuneration for work, whether in the form of money or not, or whether it is a minimum wage or a monthly salary, must be paid at an equitable rate for both men and women doing the same kind of work. There is no discrimination to be made on the basis of sex. The ILO has attached importance to women's work for a century. The ILO recognises that women workers are often subject to different forms of discrimination at work and this reflects inequities between the sexes and inequalities that exist within social situations.

1951 Thailand sends a tripartite delegation to the International Labour Conference for the first time

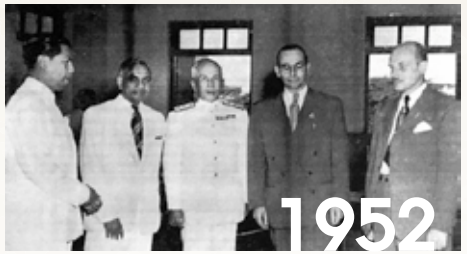
The 34th Session of the International Labour Conference held in 1951 was the first time that Thailand sent representatives from three sides (a tripartite delegation representing government, workers' and employers' organizations). The Thai Government was represented by Pakon Angsusing (Director General of the Department of Public Welfare) and Luang Malakul (Interim-Head of the Labour Division), labour was represented by Sang Phathanothai (Secretary of the Thai Workers Association), and employers were represented by Phraya Haiwason (former Minister of the Treasury and Vice President of the Thai Chamber of Commerce).

1952 Social Security (Minimum Standards) Convention, 1952 (No. 102)

ILO Convention No. 102 on social security was adopted in 1952. It established minimum standards for workers that were to be instituted internationally. The standards covered hospital care, illness, unemployment, old age, workplace injuries, diabilities, pregnancy, family rights and widowhood. These basic standards were recognised in the Universal Declaration of Human Rights in 1948. This promoted the idea that social security was a basic human right and so all workers would be protected, irrespective of where they work or the type of work undertaken.

1952 **Information about the ILO aired over the radio by the Ministry of Foreign Affairs as well as ILO films.**

In Thailand, information about the ILO was distributed through the work of Konthi Suphamongkhon who was the Directer - General of the Department of Social Welfare attached to the Ministry of Foreign Affairs. He wrote articles about specialist topics as well as about the ILO. These were aired weekly over the radio from 18 March to 17 June 1952. The articles dealt with subjects such as the history, purposes and various tools and mechanisms employed by the ILO. During the same period, information about the ILO was distributed to the public via 16mm films through the Department of Public Welfare.



Field Marshal Por Phibun Songkhram Officiates at the Opening Ceremony of the Asian Regional Conference on Manpower

On 12 December 1952 Field Marshal Phibun Songkhram presided at the opening ceremony of the Asian Regional Meeting on Manpower held at Chulalongkorn University. Major General Banyat Devahastin na Ayudhya, Minister of Interior, also attended the meeting. He welcomed the guests who came from different Asian countries as well as those attendees who represented other international organizations. As Thailand hosted the event, Konthi Suphamongkhon led the Thai delegation. The purpose of the meeting was to examine manpower issues and the shortage of skilled labour.

1952 **The ILO sends experts to survey labour nutrition in Thailand**

The Thai government allowed Mr Ludwig Hamburger, an ILO expert, to come to the country to survey the nutrition of Thai workers. The survey was conducted between 21 November 1952 and 21 December 1953. This was the first time that the nutritional status of Thai workers had been surveyed. Apart from this focus, the survey produced some additional data. The subsequent report made a number of interesting policy recommendations that included the suggestion that a Ministry of Labour be established.

1953 ILO experts asked to advise and assist the Thai Government

Field Marshal Phibun Songkhram, Prime Minister and Minster of Culture, sent a letter on behalf of the National Cultural Council to the ILO in 1953. The letter requested that ILO expert Medhi Dunyajinda be allowed to provide advice about social welfare issues such as promoting occupations and labour protections, matters that fell under the purview of the Department of Social Welfare.

1954 The Soviet Union becomes a Member of the ILO

Joseph Stalin died on 5 March 1953. By April 1954, David Morse felt that the political climate was conducive for inviting the Soviet Union to become a member of the ILO. The request was in line with the ILO's brief to cooperate in the bulding of a world community. However, there was no support for a representative from the Soviet Union to become a member of the ILO's Governing Body.

First Meeting of the European Regional Conference

The 127th Session of the ILO Governing Body held in 1954 supported the holding of a European Regional Conference. The first meeting was held between 24 January and 5 February 1955. Ninety-nine representtaives and 157 experts from 25 countries attended. The first European Regional Conference reflected the importance attached to economic development and the expansion of industry. At the same time, gaps and differences betweeen countries became clear with respect to social problems and labour issues. There was a resolution that employers and employees cooperate in relation to matters such as improving productivity, living standards, retirement, and assessing initial investments and the costs of social insurance.

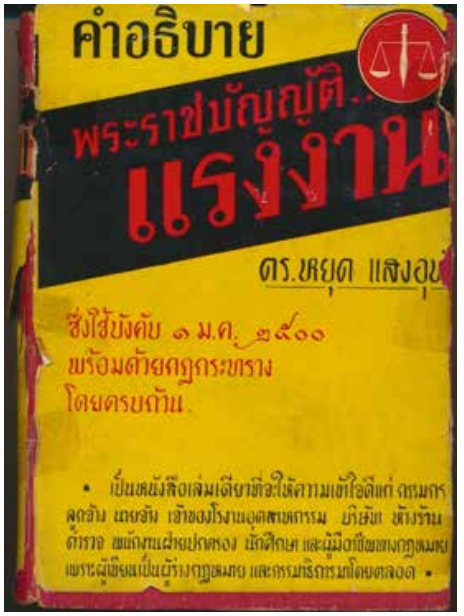
1956 Establishment of the 16 Labour Units

Following the November 1947 coup, the government attempted to exert control over, and infiltrate, the labour movement. This resulted in a splitting of the movement, and a resultant lack of independence and power to advocate on behalf of workers. In 1956, 16 different labour organizations met to address these problems. The 16 Labour Units was established led by Prasoett Khamplumcit, a samlor driver who was a member of the Thai Labour Association. Labour intellectual Suphachai Srisati became the new organization's secretary. The establishment of the 16 Labour Units breathed new life into the labour movement. It was subsequently able to lead successul campaigns to have the government issue new labour laws as well as permit the celebration of International Labour Day. In Thailand, this became known as National Labour Day.

1956

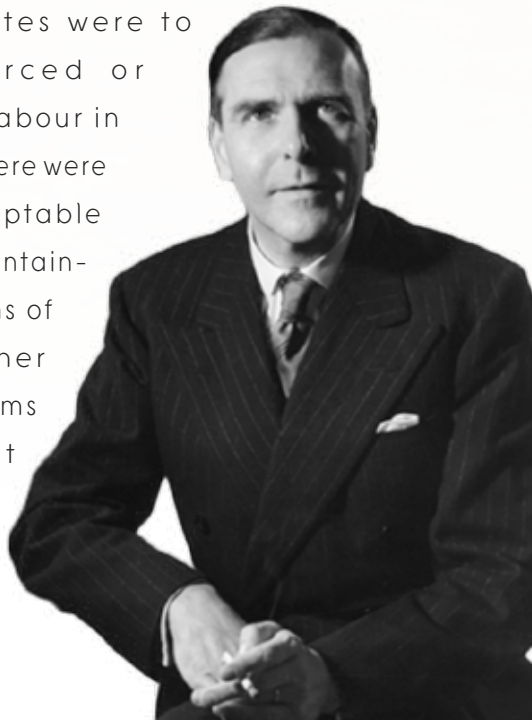
Thailand's first Labour Law

Amidst calls from the ILO and pressure from a range of other interests, the Phibun Songkhram government finally issued a set of labour laws. Employers and employees were given the opportunity to join with government in drafting the new laws. The laws dealt with labour protections as well as labour relations. The news laws came into force on 1 January 1957.



1957 Abolition of Forced Labour Convention, 1957 (No. 105)

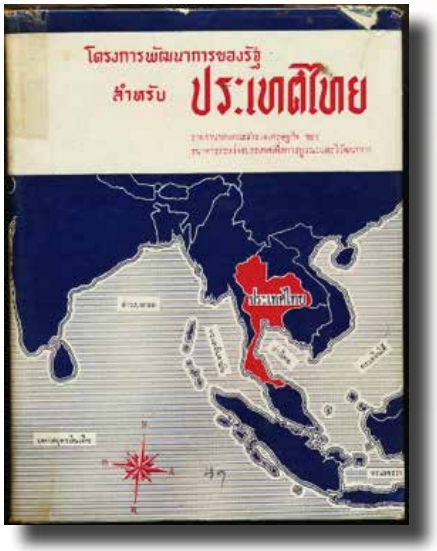
In 1954 the Committeee on Forced Labour led by Paul Ruegger announced its opposition to the use of slave labour in Africa and supported the ending of colonialism. This formed the background to the 40th Session of the International Labour Conference held in 1957 which adopted Convention No. 105 on the Abolition of Forced Labour. ILO member States were to abolish forced or conscripted labour in all its forms. There were to be no acceptable excuses for maintaining these forms of labour whether based on claims of different political ideologies,



1957

World Bank Economic Survey

The World Bank sent a panel of seven experts led by Paul T. Elwert to examine the Thai economy. The panel produced its report after spending a year in the country from July 1957 to June 1958. The report recommended that Thailand needed to open its economy, reduce government involvement in the economy, and promote the private sector. Following the twin coups of 1957 and 1958, Sarit Thanarat responded to the UN with a committment to economic development planning as well as promulgating a new law to encourage investment.



1958

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Convention No. 111 holds that human beings are equal and must not be subject to discrimination with respect to employment or occupation, because of differences related to ethnicity, skin colour, gender, religion, political views, race or ancestry. One of the benefits of this Convention was to protect workers in post-colonial societies, and also promote justice in European workplaces.

General Sarit Thanarat's Coup

On 20 October 1958, General Sarit Thanarat led a coup against the incumbent Thai administration with the support of the U.S. government. The coup aimed to ensure that Thailand would become a base for operations for the war in Indo-China, that policies would be introduced to open the country to global capitalism, and an authoritarian political system would be established under which the government would have the power to make policy without opposition.These changes led Thailand down the road of free market ideology, the promotion of private sector capital, the tearing up of labour laws, the outlawing of trade unions, and the arrest of many labour leaders.

1958

1959 The Execution of Supachai Srisati

After the coup, Sarit Thanarat ordered the arrested of hundreds of people who held different views from the government. Numerous labour leaders were arrested and imprisoned. Supachai Srisati, Secretary of the 16 Labour Units, was one of those arrested. His death was ordered under the terms of Revolutionary Announcement 17 and was not subject to normal legal process. He was executed on 6 July 1959.

1960 Establishment of the Institute of Labour Studies

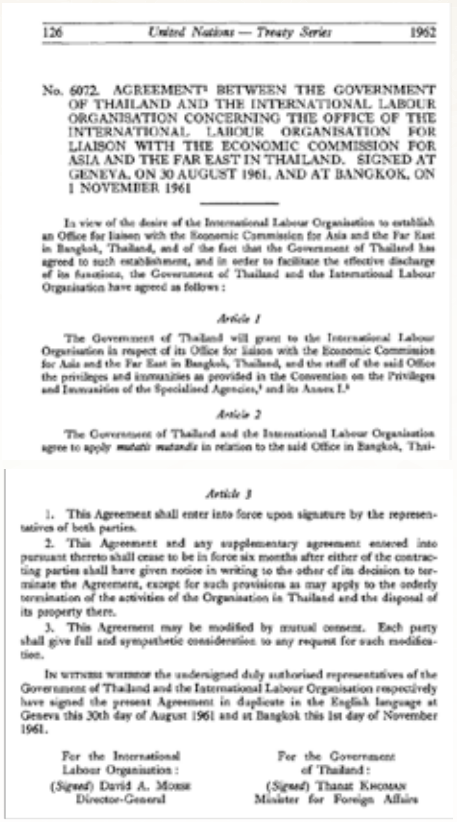
The Institute of Labour Studies was established in 1960. It offered its first course in 1962 with a focus on wages policy and employment, workforce planning and productivity, social security, and labour relations management. It also supported research projects in four main areas: industrial relations; the role of trade unions; employment; skills and migration; and multinational, regional economies and social policy.

1960 1st Meeting of the African Regional Conference

Joseph M. Johnson, Nigerian Minister of Foreign Affairs met with David Morse at the opening of the African Regional Conference which was held between 5 and 16 December 1960. The ILO understood the significance of agricultural workforces employed in the rural area of Africa. It emphasized economic and social development, the need to abolish forced labour, and the promotion of education and training and industrial relations.

1961 The Berlin Wall divides the world in two

Following the Second World War, Germany was divided into two sections, one controlled by the Soviet Union and the other by the West supervised mainly by the U.S, U.K. and France. The City of Berlin was similarly divided. In 1961, the Soviet Union built the Berlin Wall which divided the city. The wall was a concrete symbol of the Cold War.



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No. 6072. AGREEMENT[1] BETWEEN THE GOVERNMENT OF THAILAND AND THE INTERNATIONAL LABOUR ORGANISATION CONCERNING THE OFFICE OF THE INTERNATIONAL LABOUR ORGANISATION FOR LIAISON WITH THE ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST IN THAILAND. SIGNED AT GENEVA, ON 30 AUGUST 1961, AND AT BANGKOK, ON 1 NOVEMBER 1961

In view of the desire of the International Labour Organisation to establish an Office for liaison with the Economic Commission for Asia and the Far East in Bangkok, Thailand, and of the fact that the Government of Thailand has agreed to such establishment, and in order to facilitate the effective discharge of its functions, the Government of Thailand and the International Labour Organisation have agreed as follows:

Article 1

The Government of Thailand will grant to the International Labour Organisation in respect of its Office for liaison with the Economic Commission for Asia and the Far East in Bangkok, Thailand, and the staff of the said Office the privileges and immunities as provided in the Convention on the Privileges and Immunities of the Specialized Agencies,[2] and its Annex I.[3]

Article 2

The Government of Thailand and the International Labour Organisation agree to apply *mutatis mutandis* in relation to the said Office in Bangkok, Thai-

Article 3

1. This Agreement shall enter into force upon signature by the representatives of both parties.

2. This Agreement and any supplementary agreement entered into pursuant thereto shall cease to be in force six months after either of the contracting parties shall have given notice in writing to the other of its decision to terminate the Agreement, except for such provisions as may apply to the orderly termination of the activities of the Organisation in Thailand and the disposal of its property there.

3. This Agreement may be modified by mutual consent. Each party shall give full and sympathetic consideration to any request for such modification.

In witness whereof the undersigned duly authorised representatives of the Government of Thailand and the International Labour Organisation respectively have signed the present Agreement in duplicate in the English language at Geneva this 30th day of August 1961 and at Bangkok this 1st day of November 1961.

For the International Labour Organisation:
(*Signed*) David A. Morse
Director-General

For the Government of Thailand:
(*Signed*) Thanat Khoman
Minister for Foreign Affairs

1961 Establishment of the ILO's Thailand Office

The ILO's Thailand office was established in 1961. David Morse signed relevant documents in Geneva on 30 August and Thanat Khorman signed the agreement in Bangkok on 1 November. In 1966, the ILO's Asia Regional Office also moved from Colombo to Bangkok.

1963

I have a dream

Although the U.S. was known as a democracy, racial oppression continued to exist in the country. Dr Martin Luther King (1929-1968) led the movement that struggled for the human rights of African Americans. During the 1950s and 1960s, his movement adopted non-violent means of struggle. In 1963 he gave his 'I Have a Dream' speech to a crowd of 250,000, an event which made a great impression throughout the world. His speech gave real meaning to the idea of human rights. Dr King received the Noble Peace Prize in 1964. He was assassinated in 1968 in the city of Memphis.

1964 ILO Declaration concerning the Policy of Apartheid of the Republic of South Africa

The Declaration concerning the Policy of Apartheid of the Republic of South Africa aimed to promote equality of opportunity, and respect for human dignity in accordance with fundamental human rights principles. However, the South African government refused to accept the Declaration. In 1964, it withdrew its membership from the ILO which became effective in 1966. During the same period, new ex-colonial nations in Africa and Asia as well countries from the socialist bloc argued that racial segregation was also a phenomenon that existed in Western nations.

1964 Employment Policy Convention, 1964 (No. 122)

Within a global environment that emphasized economic growth, living standards, and workforce planning, the ILO has sought to promote investment, incomes, regional industrial employment, education and population growth so as to expand employment and increase workplace productivity. To these ends, it issued Convention No. 122 on Employment Policy in 1964. Its main principles held that work must be available for those ready to find work, and that people must be free to choose work in line with their own specific opportunities and abilities.

1965 ILO International Training Centre, Turin, Italy

The ILO's International Training Centre was established in 1965 at Turin, Italy. It recognized the importance of developing human resources and so emphasized skill development and occupational training to create opportunities for employment and decent standards of living. The Centre began by offering short training courses via workshops, seminars and lectures that focused on 23 industries. These were offered to representatives from tripartite bodies from ILO member countries. Today, the centre offers over 450 programmes annually which attract approximately 11,000 participants. Importantly, courses are now offered online and throughout the world.

1965 Establishment of the Labour Department in Thailand

In 1965, the Department of Labour was created by the government and charged with dealing with labour matters. The new Department was attached to the Ministry of Interior. Mr. Thian Achakul was appointed as its first Director -General.

Esstablishment of the Association of Southeast Asian Nations (ASEAN)

The Association of South-east Asian Nations or ASEAN was established as a result of the Bangkok Declaration (or ASEAN Declaration) on 8 August 1967. The five founding members were Indonesia, Malaysia, the Philippines, Singapore and Thailand. ASEAN was founded during the Cold War and as industrialization in the region was just beginning to take root. It promoted free trade, was anti - communist and promote of investment and private sector growth.

1967

Association of Thai Industries

The Association of Thai Industries (ATI) was established on 13 November 1967. It had a committeee of 27 founding members. Mr. Thawee Bunyaket was the first president.

1968 Asian Manpower Plan

Following the Ottawa Plan, the 6th Asian Regional Conference was held in Tokyo in September 1968. The meeting decided to develop an Asian Manpower Plan which would assist Asian countries to increase employment, and create training programmes that would meet the demands of economic growth, industrial expansion and changing population structures. Countries would be helped by various international bodies that included: Economic Commission for Asia and the Far East (ECAFE); Food and Agricultural Organization (FAO); United Nations Education, Scientific and Cultural Organization (UNESCO); United Nations Industrial Development Organization (UNIDO); United Nations International Children's Emergency Fund (UNICEF); the World Health Organization (WHO); Colombo Plan; Asian Development Bank; and the Asian Institute for Economic Development and Planning.

1969 World Employment Programme

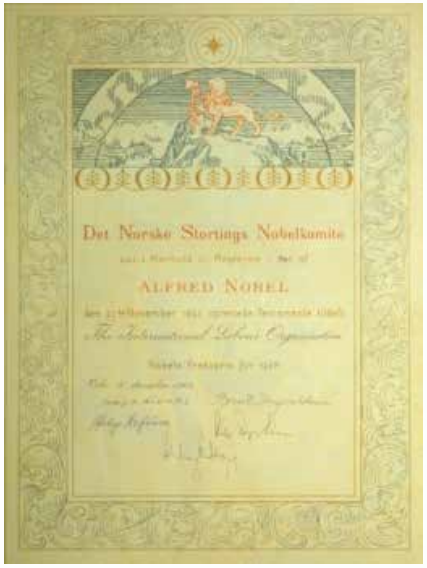
It was determined that the three global regions develop programmes with respect to labour force and skill development that would be in line with ILO employment policies. On 26 June 1969, David Morse released the World Employment Programme. The strategy was to promote agricultural employment and rural development, create new occupations that would meet the demands of economic growth, and address the problem of income inequality between urban and rural areas.

U Thant attends ILO 50th Year Celebrations

U Thant, United Nations Secretary-General, attended the annual Conference of the ILO held in 1969. The year marked the 50th anniversary of the establishment of the ILO. Mr. U Thant addressed the meeting and acknowledged the efforts of the ILO in promoting social justice, peace and security prior to the formation of the U.N. He praised the ILO's work over fifty years, and encouraged the ILO to continue to cooperate under the U.N. system.

1969

ILO wins the Noble Peace Prize



The ILO was awarded the Noble Peace Prize in 1969. In his position as Director-General, David Morse accepted the prize from Mr Aase Lionaes. The prize honoured a half century of work by the ILO in helping countries, freeing workers from injustice by helping to raise incomes, promote social welfare, and reduce inequalities between the rich and poor. The ILO had also acted as a bridge of cooperation between various U.N. specialist organizations, as well as facilitating this cooperation into different regions including Africa and Asia so as to address problems of employment and poverty.

1969 Celebation of the 50th Anniversary of the ILO in Thailand

The Department of Labour organized celebrations for the 50th anniversary of the ILO, in accordance with the resolution made at the annual Conference of the ILO in 1967. A book (pictured) was published that contained information about the history, basic philosophy and work of the ILO. Others activities included essay contests, and the issuing of five million commemorative 50 satang postage stamps.

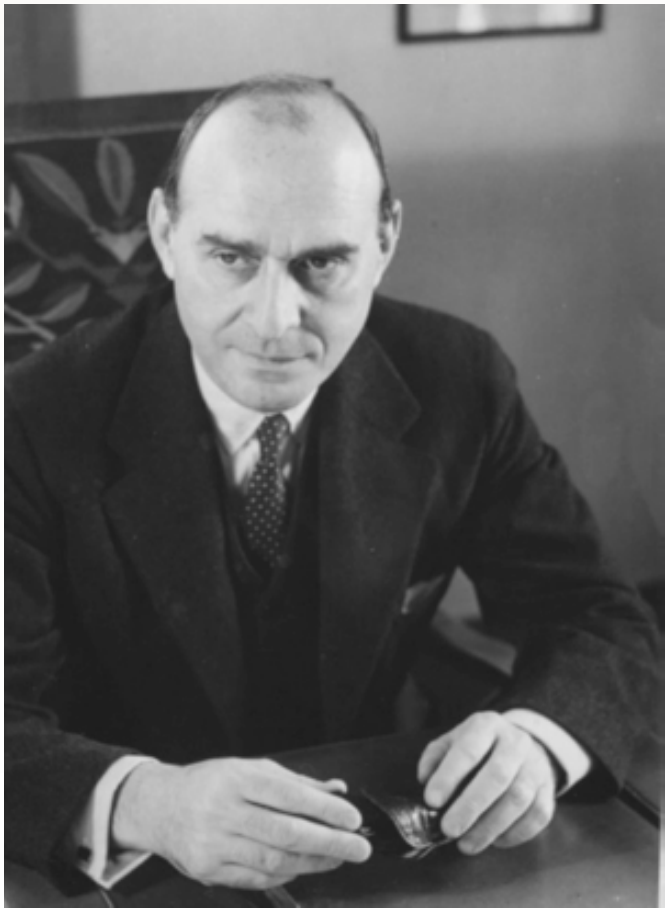
1969 Thai Representatives at the International Labour Conference on the Occassion of the ILO's 50th Year

Representatives from Thailand attended the ILO's 50th Anniversary celebrations at the annual Conference in 1969. From left to right in the photo are government representatives Mr Thian Achakul and Mr Vichit Saengthong, employers' representative Mr Tanai Bunnag, and workers' representative Mr Suwit Rawiwong.

1970

David Morse leaves the ILO

David Morse decided to resign from the ILO on 9 February 1970, with his resignation effective from 31 May. He had seen the ILO receive the Noble Peace Prize and had acted to ensure that the ILO adopted a neutral position and had not become a political tool during the Cold War. He had freed the organization from American domination and given every nation an opportunity to become an ILO member, even those that were not democracies. As a result, many newly emerging ex-colonial nations in Africa and Asia became ILO members.



1970
Clarence Wilfred Jenks becomes the 6th Director-General of the ILO

On 20 May 1970, Mr Clarence Wilfred Jenks became the 6th Director - General. He was a strong advocate of labour standards as a means to achieve human rights and just societies.

1970s

The Cold War and Conflict in Southeast Asia

Following the Second World War, the world was divided and entered a period known as the Cold War which was fought between two sides that held very different beliefs and political ideologies. The Cold War encompassed the entire globe and Southeast Asia became a major battlefield between these ideologies.

1971

20 January 1971 His Majesty King Bhumibol Adulyadej granting an audience to Mr. Clarence Wilfred Jenks, Director-General of the International Labour Organization, and party, on the occasion of their visit to Thailand, at Chitralada Villa, Dusit Palace.

1972 Revolutionary Announcement No.103

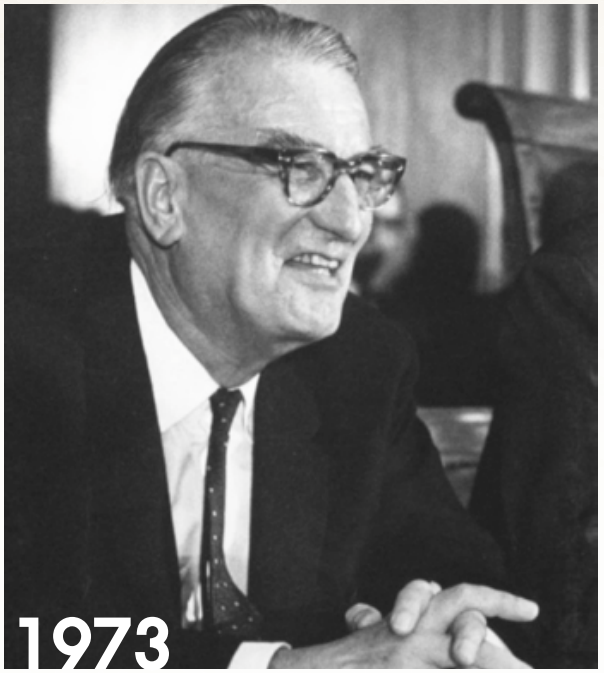
Following appeals from workers, and under pressure from other countries, the government of General Thanom Kittikachorn promulgated a new labour law, known as Revolutionary Announcement No.103. The law dealt with labour protection as well as labour relations. Once again, workers enjoyed the right to organize.

1972 Emergence of policies targeting the informal sector

In 1970, in Kenya, the ILO undertook a study of informal sector work in order to better understand how to tackle poverty. Informal sector workers were not covered by labour standards that protected workers with respect to working conditions, occupational training opportunities, and employment promotion.

1972
Establishment of the minimum wage in Thailand

The first Wages Committee was established on 14 February 1973 in accordance with Revolutionary Announcement 103. The minimum wage was first set at 12 baht per day and came into force on 17 April 1973. The minimum only applied in four provinces Bangkok, Samut Prakan, Nonthaburi and Pathum thani. The Department of Labour estimated that 100,000 workers benefitted from the setting of the first minimum wage.



1973
The Death of Clarence Wilfred Jenks

Ill health forced Mr Jenks to leave his position as ILO Director-General after occupying the role for only three years. In September 1973, he experienced heart problems while attending the centenary celebrations of the Institute of International Law in Rome. He continued to work during his subsequent four week stay in hospital. Mr Jenks passed away in Geneva on 9 October 1973.

1973 Minimum Age Convention, 1973 (No. 138)

Prior to the 1973 Minimum Age Convention (No. 138), the importance of setting minimum ages for work in different economic sectors had long been recognized, even before the ILO was established. Convention No. 138 recognized the basic rights of children not to be forced to work no matter what the activity. This did not apply to work done in the household outside of school hours or during holidays. The minimum working age was set at 15 years for chidlren or those children who had completed minimum compulsory levels of education. For those employed in places that endangered their health, safety or morality, the minimum age was set at 18 years.

The 14 October 1973 Upraising

Amidst rising tensions, students and workers in Bangkok demonstrated calling for democratization. About 500,000 attended a demonstration seeking a democratic political system. The government responded with military force and 177 protestors were killed and 857 were injured. Out of this tragedy, the events of 14 October opened up a period of democracy, and an expansion of people's rights and freedoms.

1974 Francis Blanchard 7th ILO Director-General

Following the death of Wilfred Jenks, the 191st Session of the ILO Governing Body appointed Francis Blanchard as interim ILO Director-General. At the 192nd Session, Mr. Blanchard was elected as the 7th Director of the ILO. He remained in the position until 1989.

1974 Opening of the new building in Geneva

On 12 November 174, Mr Francis Blanchard opened the new ILO building in Geneva. It was rectangular in shape with 11 stories—50 metres high, 190 metres long and 32 metres wide at its widest point. The building cost 146 million Swiss francs.

1974

Establishment of the Asia and Pacific Regional Centre for Labour Administration: ARPLA

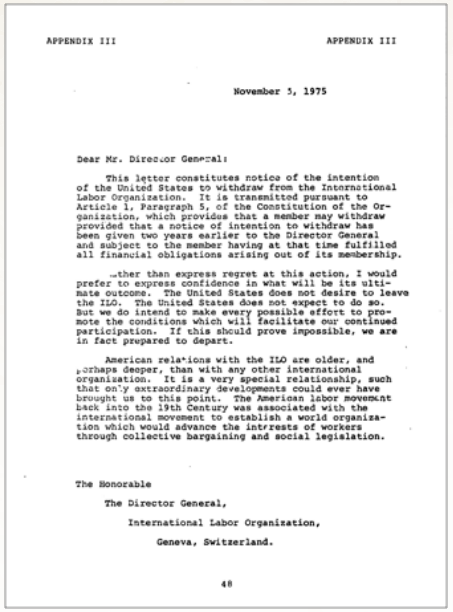
In light of its comittment to support academic programmes, the ILO established the Asia and Pacific Regional Project for Labour Administration (ARPLA). The aim of the new body was to support government long term economic policy management so as to achieve social justice, as well as develop systems of labour administration. Emphasis was placed on occupational and skill training not only for Thai managers but also for those working in other countries in the Asia-Pacific region.

1974 A Workmen Compensation Fund in Thailand

A Workmen Compensation Fund was established under articles contained in Revolutionary Announcement 103. The aim of the fund was to offer protection for injured workers, or those who became ill as a result of their work.

1975 Equality of Opportunity and Treatment for Women Workers

The convention on Equal Opportunity and Treatment of Women was affirmed at the ILO's annual conference in 1975. It acknowledges that in order to prevent sexual discrimination and promote equality, women must have the same opportunity as men to be educated and trained. ILO Conventions 100 and 111 offer additional support for basic principles embodied in the Convention on Equal Opportunity and Employment.



APPENDIX III APPENDIX III

November 5, 1975

Dear Mr. Director General:

This letter constitutes notice of the intention of the United States to withdraw from the International Labor Organization. It is transmitted pursuant to Article 1, Paragraph 5, of the Constitution of the Organization, which provides that a member may withdraw provided that a notice of intention to withdraw has been given two years earlier to the Director General and subject to the member having at that time fulfilled all financial obligations arising out of its membership.

...ther than express regret at this action, I would prefer to express confidence in what will be its ultimate outcome. The United States does not desire to leave the ILO. The United States does not expect to do so. But we do intend to make every possible effort to promote the conditions which will facilitate our continued participation. If this should prove impossible, we are in fact prepared to depart.

American rela•ions with the ILO are older, and perhaps deeper, than with any other international organization. It is a very special relationship, such that only extraordinary developments could ever have brought us to this point. The American labor movement back into the 19th Century was associated with the international movement to establish a world organization which would advance the intrests of workers through collective bargaining and social legislation.

The Honorable
The Director General,
International Labor Organization,
Geneva, Switzerland.

48

1975 U.S. withdraws from the ILO

The U.S. withdrew its membership of the ILO in 1977. In a letter from Henry Kissinger sent to Francis Blanchard, four official reasons were given: (1) weakness of the tripartite system; (2) ILO failure to act in accordance with human rights principles; (3) ILO's refusal to use existing mechanisms to solve problems, instead using its resolutions to pursue political aims; (4) the nature of the politics that had emerged within the ILO. Also the U.S. government was experiencing financial difficulties as a result of the costs of the Viet Nam war, conflicts had emerged between the U.S. government and the American Federation of Labor and the Congress of Industrial Organizations (AFL-CIO), and opinions expressed at annual meetings of the ILO tended to reflect those of the Third World.

The U.S. rejoined the ILO effective from 18 February 1980. The renewal of U.S. membership followed the death of George Meany. leader of the AFL-CIO and anti-communist crusader. Meany played a major role in having America leave the ILO. President Jimmy Carter declared that the U.S. would work with the ILO and its member States to ensure that the full potential of the organization would be realized.

1975 **Labour Relations Act 1975**

The Thai government issued the 1975 Labour Relations Act to replace Ministry of Interior proclamations on labour relations. Basic methods and procedures were improved and made more appropriate to the country's changing circumstances. Workers could form trade unions not just associations. There were also articles governing employee committeees that would operate at the level of the workplace.

1976
Establishment of International Programme on Improving Working Conditions and the Environment

In 1976, the ILO supported the establishment of the International Programme for the Improvement of Working Conditions and Environment (PIACT). The aim of the programme was to have member States improve working conditions by encouraging them to introduce labour standards, and establish plans for their practical implementation at a national level.

1976
World Employment Conference

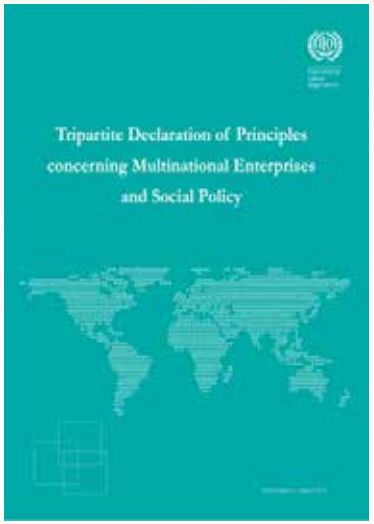
The World Employment Conference was held in 1976. The Conference recognised the importance of changes that were occurring in the structure of economies, technologies, international migration, and multinational firms. It encouraged ideas that would represent a strategic responses to the changing needs of individuals, their wants and desires. The aim was to promote employment, income distribution, and development of rural areas, to eradicate Third World poverty.

1976
The 6 October 1976 Upraising

Between 1973 and 1976 democracy blossomed in Thailand. However, it was also a period of considerable social conflict between people holding different political beliefs. Those conflicts became increasingly violent. The events of 6 October 1976 saw many killed and injured as well as a coup led by the Political Reform Group. Many students, intellectuals and labour leaders were arrested and gaoled. One of the consequences of the coup was that many labour leaders, who had been active at the time, decided to take up arms and join the Communist Party of Thailand.

1976 Formation of the Employers' Confederation of Thailand

The Employers' Confederation of Thaiand (ECOT) was established on 23 August 1976 under the terms of the 1976 Labour Relations Act. Its purpose is to represent Thai employers. Its first President was Mr. Ob Vasurat who was also President of the Medical Supplies Employers' Association.



1977 **Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy**

The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy or MNE Declaration was adopted by the ILO Governing Body in 1977. It was a time of growth in numbers of multinational enterprises, and the recognition that good practices required MNCs to abide by international labour standards.

1977 Establishment of the National Advisory Council for Labour Development

After the events of 6 October 1976, the Thai government adjusted the frameworks, roles, and activities of labour related organizations. It issued National Administrative Reform Order No. 47 on 27 October 1976 which established the National Advisory Council for Labour Development as a tripartite institution. Representatives from government, workers and employers were to cooperate and contribute to the development of public policy and address national labour problems.

1978 Establishment of the Thai Labour Council

The Thai Labour Council (TLC) was the first national level workers council to be registered under the terms of the 1975 Labour Relations Act. Mr Paisan Thawatchaianan, from the Metropolitan State Enterprise Electricity Union, was elected as the TLC's first President.

1979 Thai Labour Court

The Thai Labour Court was established under the 1979 Labour Courts Act and officially began to operate on 23 May 1980. It is a specialist court that deals solely with labour cases. It is a tripartite organisation with one associate judge each elected by employers' and workers' organizations. Its basic method of dealing with cases is to solve them through negotiation and arbitration.

3

The Third Industrial Revolution: Labour amidst globalization

The Third Industrial Revolution or 'Industry 3.0' designates a period beginning when computers were first introduced into industry, and older production processes become automated. Robots were employed alongside human beings in production. This raised productivity to another level. It also allowed for the production of increasingly complex goods. Nonetheless, the first use of computers in industry could not 'stand alone' but was limited due to the lack of interconnectivity. 'Industry 3' emerged at the same time as socialism was disintegrating, and there was a return to free market ideas, known as 'neoliberalism'. Globally, there was growing belief in market mechanisms which ushered in a period of globalization. This was marked by the expansion of global capital markets, financialization, and increased competition with respect to trade, production, investment and taxation. The role played by the state in economies and societies has changed through privatization and the rolling back of systems of social welfare. This has been accompanied by various new laws and regulations that facilitate the operations of capital. Labour markets and employment was made more flexible as systems of production fragmented and labour n 'outsourced'. In some places, one outcome of this was that increasing numbers of people worked in informal economic sectors which are not covered by labour or social protection. Informal sector workers lack secure employment and bargaining power and other labour under harsh conditions. The use of short-term contract labour as well as fixed price contract work has spread to every region of the world. This situation represents a major challenge to the work of the ILO.

1980 Neoliberal Globaization

The global spread of free market ideas since the 1980s has influenced governments in numerous ways. Governments everywhere have had to find methods to attract capital investment from MNCs. One prominent mode of inducing investment has been to create capital havens where initial outlay costs are small, wages are cheap, and systems of employment favour the owners of enterprises where they can more easily control employees and restrict their demands. Many countries have established Export Processing Zones (EPZs) which offer special privileges to capital by restricting worker rights to organize and bargain collectively, reforming laws, reducing welfare, and slashing systems of social insurance. A problem sometimes referred to as the race to the bottom.

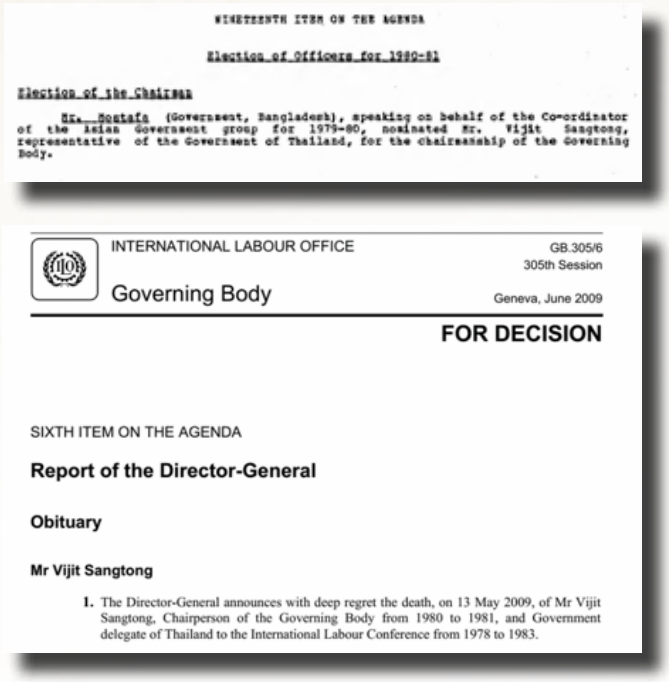
1980 SOLIDARITY

In Poland, labour activist Lech Walesa led a trade union movement known as 'Solidarity', the Soviet bloc's first independent trade union . The movement challenged the ruling communist party government. Soldarity's ultimate success threatened others systems of communist authoritarianism.

1980 Francis Blanchard visits Thailand

Damri Noimanee (Minister of Interior), Upadit Pachariyangkun (Minsiter of Foreign Affairs) and Vichit Sangthong (Director, Department of Labour) welcome Mr Francis Blanchard who travelled to Thailand in February 1980.

1980 America rejoins the ILO



NINETEENTH ITEM ON THE AGENDA

Election of Officers for 1980-81

Election of the Chairman

Mr. Mostafa (Government, Bangladesh), speaking on behalf of the Co-ordinator of the Asian Government group for 1979-80, nominated Mr. Vijit Sangtong, representative of the Government of Thailand, for the chairmanship of the Governing Body.

INTERNATIONAL LABOUR OFFICE

Governing Body

GB.305/6
305th Session

Geneva, June 2009

FOR DECISION

SIXTH ITEM ON THE AGENDA

Report of the Director-General

Obituary

Mr Vijit Sangtong

1. The Director-General announces with deep regret the death, on 13 May 2009, of Mr Vijit Sangtong, Chairperson of the Governing Body from 1980 to 1981, and Government delegate of Thailand to the International Labour Conference from 1978 to 1983.

1980 Vijit Sangtong becomes Chair of the Governing Body

At its 213th session of the ILO's Governing Body held in 1980, Mr Vichit Sangthong (Director of the Thai Labour Department) was voted Chairperson of the Governing Body. He occupied the position between 1980 and 1981.

Joint Public-Private Sector Consulative Committee

Following the oil crisis of 1979-81, the Prem Tinsulanonda government established the Joint Public-Private Sector Consultative Committee (JPPCC). The aim was to give the private sector the opportunity to work closely with the state in developing public policy and to solve the country's economic problems. Three important private sector organizations were involved the Thai Chamber of Commerce, the Thai Industry Council, and the Thai Banking Association.

1981 **Occupational Health and Safety Convention (No. 155)**

At its annual Conference in 1981, the ILO adopted Convention No.155 on Occupational Health and Safety. The Convention covers economic activities and workers employed in all industries and public services. Importantly the definition of 'health' extended beyond workplace illnesses to include broader physical and mental health. Governments were obliged to develop laws and policies on workplace health, safety and environment that were to be regualarly revised and updated. The Convention aimed to establish standards so as to reduce workplace accidents and risks to workers health.

1982

Latin American Debt Crisis

Global economic recession and high interest rates remained unchecked. Mexico was the first of many countries to become heavily indebted. Mexico's plight marked the beginning of a major econonic crisis that hit Latin America. The International Monetary Fund (IMF) became involved in a number of Latin American countries by offering loans that carried strict conditions. Governments were forced to engage in restructuring and economic reform by opening the doors to free trade, privatizing state-owned firms, and deregulation.

1984

The Bhopal Tragedy

A leak at the U.S. owned Union Carbide factory on 2 December 1984 sparked a chemical catastrophe of historically unprecedented proportions. The leak of 40 tons of methyl isocyanate cost the lives of many thousands of people living in Bhopal, a city in central India. Millions of others were also affected. The incident highlighted the importance of paying attention to issues of workplace health and safety.

1987 High-Level Meeting on Employment and Structural Adjustment

The ILO's High-Level Meeting on Employment and Structural Adjustment was held between 23 and 25 November 1987. The meeting addressed the problems of poverty and unemployment in Africa and Latin America, the result of uneven economic growth and income inequality. The meeting emphasized the necessity of basic labour rights.

1988 Chatichai Choonhavan joins United Nation Day

Thai Prime Minister, Chatichai Choonhavan, attended United Nations Day in Bangkok on 24 October 1988. He listened to ILO presentations about its activities in the Asia and Pacific regions. Topics covered included the promotion of independent occupations for rural women, the development of human resources in the hotels and tourism sectors, social integration, and Thai development planning.

1989

Michel Hansenne the ILO's 8th Director-General

At its 242nd session, the ILO Governing Body held elections for a new Director -General to replace Mr Francis Blanchard whose term had finished on 26 February 1989. Mr Michel Hansenne was elected with 38 votes and became the ILO's 8th Director -General on 27 February 1989.

1989 The Fall of the Berlin Wall

In September 1989, Hungary opened its borders allowing travel between Hungary and Austria. In November, the destruction of the Berlin Wall, a symbol of the Cold War, ultimately led to the reunification of Germany and the collapse of the Soviet bloc. At the same time, Soviet President Mikhail Gorbachev announced his polices of 'Perestroika' and 'Glasnost' that would reform the Soviet economy, re-introduce market mechanisms, and promote democratization. The Stalinist system which had shaped the Soviet Union and Eastern Europe was brought to an end.

1989 ILO activities in Thailand

The ILO was involved in a number of interesting activities in Thailand including training in video film production as well as other training programmes for officials from various state ministries and agenices. For example, computer training programs were jointly supported by the ILO and the United Nations Population Fund (UNFPA) as part of the Thai social integration, human resources, and development planning project.

Birth of the Social Security System in Thailand

Following studies supplied by a numberof different groups together with calls from workers, the Chatichai Choonhavan government passed the Social Security Act which became effective 2 September 1990. The system now offers compensation benefits in seven areas but initially it only covered four: (1) old age; (2) accident and illness; (3) disability; and (4) child birth.

Nelson Mandela attends the Annual Conference of the ILO

In his position as Deputy President of the African National Congress (ANC), Nelson Mandela gave the keynote address at the annual Conference of the ILO held on 8 June 1990. He spoke about the struggle to end apartheid, absense and the hate and violence that this had system had generated. He noted that South Africa's movement toward democracy was causing consternation among some in his country, but he hoped that the ILO and United Nations would continue to oppose apartheid. South Africa became a member of the ILO once again on 26 May 1994.

1991 Birth of the World Wide Web

Tim Berners-Lee, a British scientist at the European Organization for Nuclear Research (CERN) invented the World Wide Web (WWW). It became available for public use in 1991 and represented a major technological revolution which has transformed peoples' lives. It has had a major impact on all aspects of life including world of work.

1991 Eleventh Asian Regional Conference

The eleventh Asian Regional Conference was held between 26 November and 2 December 1991. Attention was paid to issues of economic growth and structural adjustment. This led the ILO to emphasize occupational training and the promotion of small and medium enterprises. Mr Anand Panyarachun honoured the meeting by presenting the opening address. He stressed the importance of opposing the use of child labour, and developing policy that supported basic labour rights and human dignity. ILO Director General, Mr Michel Hansenne, also attended the meeting.

SUNDAY
Bangkok Post
Established in 1946
Military seizes power
Chatichai detained
Martial law imposed

1991 Coup by the National Peacekeeping Council (NPC)

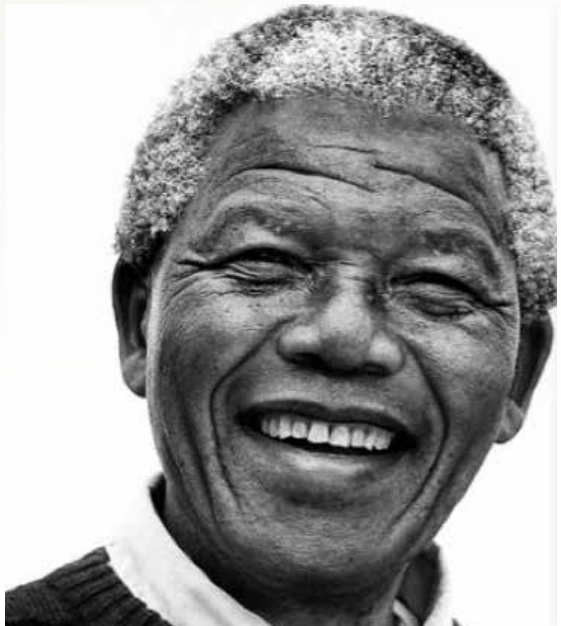
On 23 February 1991, a Thai army faction calling itself the National Peacekeeping Council (NPC) led a coup against the popularly elected Chatichai Choonhavan government. After seizing power, the NPC issued Order 54 which revised labour laws. It placed restrictions on the use of advisors that employers and workers could use during workplace bargaining. Advisors had to possess certain attributes as stipulated by the Director of the Department of Labour. Advisors also had to be officially registered. Strikes were forbidden during periods when disputes coud not be settled. A secret ballot first had to be held in which half of all trade unions members voted. Many committee members of trade unions, labour federations and labour councils also lost their positions as a result of the registrar claiming they had breached the 1975 Labour Relations Act. They were only able to resume their positions after the absence of one year. Following this mass expulsion of unionists, the NPC also dissolved state enterprise trade unions.

1991
Labour leader Thanon Po-arn disappears

Thanong Po-arn was President of Thai Labour Council as well as Deputy-Secretary of the Asian Regional chapter of the International Council of Free Trade Unions (ICFTU). He was active in opposing the coup carried out by the National Peacekeeping Council (NPC). He was preparing to submit a report concerning the NPC's abrogation of labour rights to an ILO meeting scheduled to be held on 19 June 1991. Before he could do so, he disappeared without trace.

1992 The International Programme on the Elimination of Child Labor (IPEC)

Germany launched the International Programme on the Elimination of Child Labor (IPEC) in 1990. In 1992, Belgium became the second financial supporter of the initiative, and the U.S became a financial backer of IPEC in 1995. The objective of IPEC was to address the problem of the use of child labour through the promotion of educational opportunities as a basic element, and building a better quality of life. The programme was a cooperative effort with the work on labour standards conducted by the ILO. Whereas previously, work on child labour had been largely conducted by UN bodies, UNICEF and UNESCO, the IPEC project also sought cooperation from the wider public, school teachers as well as civil society organizations. The success of IPEC is reflected in the fact that its work contributed to the adoption of ILO Convention No. 182 on the Worst Forms of Child Labour in 1999.



1993
What is social justice?

'Overcoming poverty is not a task of charity, it is an act of justice'. Nelson Mandela, former President of the Republic of South Africa and recipient of the 1993 Noble Peace Prize.

The Kader Fire Tragedy

On 10 May 1993 a fire broke out at a factory that produced children's toys. The factory was operated by Kader Industrial Ltd (Thailand) and Thaiciw Fu International Ltd which had links to other production facilities in Hong Kong, Taiwan and Thailand. The company also maintained distribution networks in Europe and America. 188 mostly young workers died in the fire (174 females and 14 males) and 469 workers were injured. It was the worst industrial fire in Thailand's history. The tragedy compelled many different interest groups to become much more active in the struggle to improve workplace health and safety.

1993 Establishment of the Thai Labour Museum

The Thai Labour Musuem was estaablished through the cooperative efforts of various labour groups, academics and non-governmental organizations. Its purpose is to provide a centre for the collection and dissemination of knowledge about the history and living conditions of Thai workers.

1993 Establishment of the Ministry of Labour and Social Welfare

As a result of changes in Thailand's economy through the 1970s and 1980s, the number of wage workers increased rapidly and the problems that workers faced became much more complex. The state agencies responsible for dealing with labour issues could no long cope. Labour organizations, academics, workers, enterprise owners, and other stakeholders argued that the time was right for Thailand to establish a new specialist ministry which would be responsible for dealing with labour matters. Eventually, the Ministry of Labour and Social Welfare was established. The symbol of the new Ministry was of three angels, refecting the intention that it would be a place where the state, employers and employees would cooperate.

75th Year Celebration of the ILO

On the occasion of the 75th year of its establishment in 1994, Mr. Michel Hansenne declared that the age of globalization had arrived. The ILO, he said, would support the role that labour standards would play to support the global economy. He also recognized that changes and revisions would have to be made in light of changing global conditions, not only those changes associated with the end of communism and the dissolution of the bipolar global system. Recognition also had to be given to the fact that globalization was producing rapid economic expansion, at the same time as the role of the state was being wound back and inequalities were becoming more widespread.

1994

The Ministry of Labour and Social Services produced a volume celebrating the 75 year relationship between the ILO and Thailand. A special academic sub-committee, headed by Chamlong Sriprasat, was established and undertook two main activities. First, it produced a souvenir document and second, it organized a tripartite seminar titled 'International Labour Standards: Where is Thai Labour?'. Two million commemorative 2 baht postage stamps were also issued.

1994
Thai Representatives attend the 75th International Labour Conference of the ILO

Thai representatives attended the annual Conference of the ILO held between 7-24 June 1994 to celebrate the Organization's 75th Anniversary. Mr Phaitoon Kaewthong headed the Thai delegation. He was joined by government representatives Mr Sawai Phramanee and Mr Tet Bunnag, employer representative Mr Thiwa Naresuan and worker representative, Mr Thawi Tetchathirawat.

1995 World Summit for Social Development in Copenhagen

The World Summit for Social Development was held in Copenhagen between 6-15 March 1995. Emphasis was placed on the impact of globalization and technological change. The summit aimed elaborate policies to eradicate poverty, promote employment opportunities and social integration. The summit also sought to foster cooperation between various organizations under the umbrella of the U.N. At the same time, seven ILO Conventions (C.29, C.87, C.98, C.100, C.105, C.111, C.138) were listed as Fundamental Conventions also known as Core Labour Standards. In 1999 ILO Convention

ILO Home Work Convention, 1996 (No.177)

The spread of labour markets produced new types of waged employment such as work organized by employment brokers or fixed-term contract work. Importantly, fixed-term or periodic work carried out within supply chains had seen homework emerge as a problem in developing countries. Convention No. 177 on Home Work adopted in 1996, representated an extension of the role of the ILO into the informal sector. The aim was to promote equality for workers with respect to rights in relation to organizing, not to be subject to discriminatory practices, health and safety, social security, training, minimum age, and protections for pregnant women.

1996

WTO Ministerial Conference in Singapore

A World Trade Organization (WTO) ministerial conference was held in Singapore between 9-13 December 1996. One outcome of the meeting was the 'Singapore Declaration' which dealt with core labour standards and their uses to promote economic growth and free trade.

1997 The Asian Financial Crisis

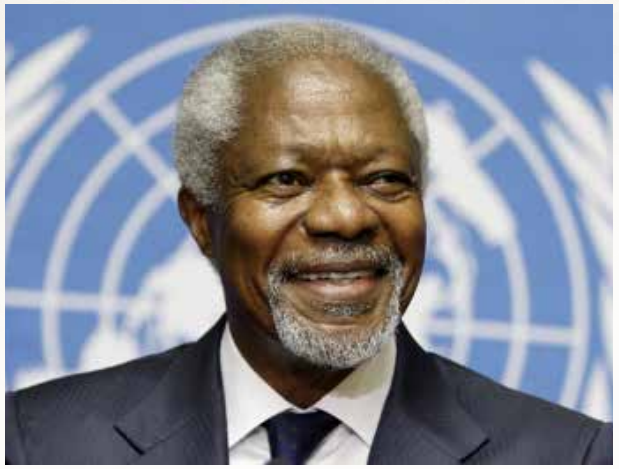
The 1997 Asian financial crisis, known in Thai as the 'Tom Yum Kung crisis' had its origins in Thailand during the Chavalit Yongchaiyudh administration. On the morning of 2 July 1997, the Chaovalit government announced the floating of the Thai baht. A rapid depreciation of the baht followed immediately. This had a major impact on the private business sector in homebuilding, industrial construction, building supplies, finance companies, banks, printing and advertising, textiles as well as other sectors. Hotels were also badly affected and many had to close their doors. Many thousands of workers lost their jobs. The crisis spread to oher Asian countries and led to changes in production processes, forms of employment, and the lives and well-being of many workers across the region were adversely affected.

1998 Declaration on Fundamental Principle and Rights at Work

At the ILO's annual Conference held in 1998, the Declaration on Fundamental Principle and Rights at Work was agreed. The core labour standards are a set of four fundamental, universal and indivisible human rights: • Freedom from forced labour • Freedom from child labour • Freedom from discrimination at work • Freedom to form and join a union, and to bargain collectively. The core labour standards are set out in eight fundamental International Labour Organisation human rights conventions. The 1998 Declaration recognises that economic growth alone is not enough to ensure equity, social progress and to eradicate poverty. It makes clear that these universal rights apply to all people in all states – regardless of the level of economic development. As an ILO constitutional instrument, its principles are binding on all member states whether or not they have ratified the conventions. The standards in question are also regarded as human rights by all other parts of the United Nations system and are incorporated into other international law.

ILO joins to solve the Asian Crisis

A High-Level Tripartite Meeting on Social Responses to the Financial Crisis in Asia was held in Bangkok between 22-24 April 1998. Apart from the presence of representatives from tripartite delegations, the meeting was also attended by international financial institutions including the Asian Development Bank (ADB), the International Monetary Fund (IMF) and the World Bank. Thai Prime Minister, Chuan Leekpai, expressed the view that sustainable development would not be possible in the face of high levels of social and economic inequality. Mr Michel Hansenne, emphasized the need for the promotion of democracy via respect for international labour standards and rights to organize and bargain collectively.



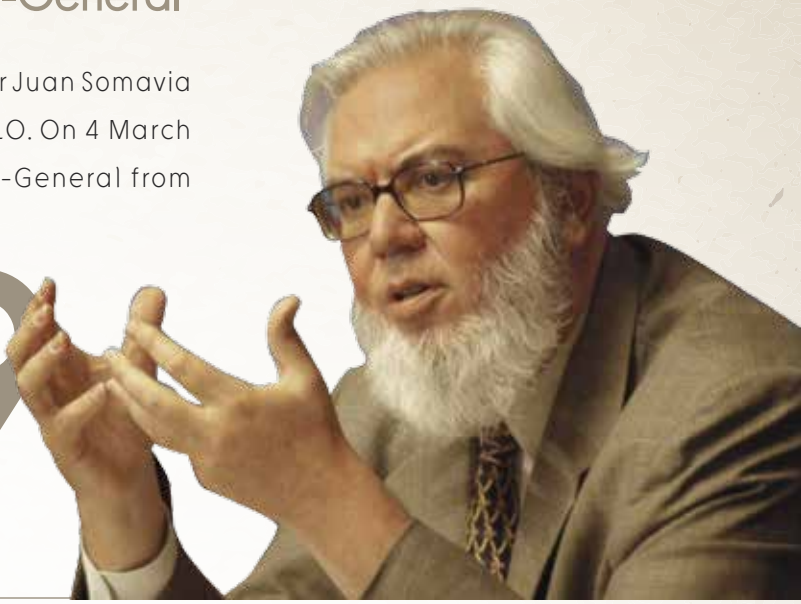
1999
The UN Global Compact

The Global Compact represented an attempt by the U.N. to encourage companies all over the world to run their business equitably and to pay increased attention to social responsibility and sustainable development. Mr Kofi Annan, U.N. Secretary-General, initiated the Compact when he spoke at the World Economic Forum on 31 January 1999. The Global Compact is a call to companies to align their strategies and operations with universal principles on human rights, labour, environment and anti-corruption and to take actions that advance societal goals.

Juan Somavia 9th ILO Director-General

At the 271st Governing Body session, Mr Juan Somavia was elected the 9th Director-General of the ILO. On 4 March 1999, Mr Somavia was the first ILO's Director-General from developing countries.

1999



1999
Decent Work Agenda

The Decent Work Agenda was introduced by Mr Somavia at the ILO annual Conference held in 1999. The agenda has four components:

(1) Rights at Work: The promotion of basic labour standards, end child labourt, and include business ethics.

(2) Employment: The promotion of livelihoods, development of small enterprises, investment in capacity building, and equal opportunities for men and women.

(3) Social Protection: Build economic and social security and support health and safety.

(4) Social Dialogue: Promote tripartism as a mechanism for collective negotiation and

1999

Worst Forms of Child Labour Convention, 1999 (No. 182)

Convention No. 182 Worst Forms of Child Labour was adopted at the annual Conference of the ILO in 1999. Key elements of the Convention date back to the establishment of the International Programme on the Elimination of Child Labor (IPEC) in 1992. The ILO argued that, in the main, the use of child labour was the result of poverty. Convention No. 182 defined 'child' as a person under 18 years. 'Worst forms of child labour' referred to slave or slave-like practices, work in the sex trade, illegal forms of work, work that threatened health and safety, as well as work that threatened good morals. Convention No. 182 was the eight convention to be included in the group of conventions that define fundamental or core labour standards.

1999

Bill Clinton attends the International Labour Confernece

U.S President Bill Clinton attended, and delivered a speech, at the International Labour Conference on 16 June 1999. He acknowledged the importance of the digital revolution in the period of globalization and its impact on the opening of international trade markets, the speed of communications, and warming of the planet. He spoke about the need to promote cooperation with the World Trade Organization (WTO) given its role in promoting rules concerning free trade. As the International Monetary Fund (IMF) and World Bank had promoted policies which lesssened standards to promote trade and investment, it was important to expand social safety nets for the vulnerable. The ILO has a role to play by supporting basic labour standards and social protections. The U.S would do its best to support the abolition of child labour through the International Programme on the Elimination of Child Labor (IPEC).

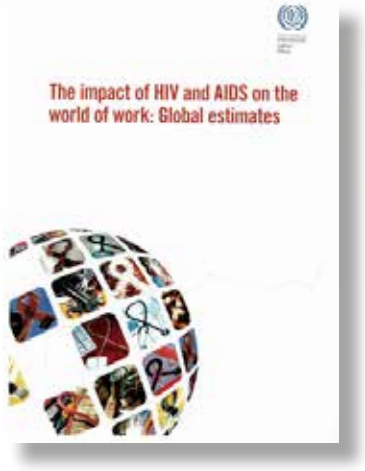
2000

Juan Somavia speaks on valuable work at a U.N. meeting on Trade and Development

Juan Somavia attended a meeting of the U.N. on trade and investment, held in Bangkok between 12-19 February 2000. He spoke about globalization and economic development. He argued that decent work should be considered a basic pillar of society in the global economy. In truth, globalization favoured the interests of the business sector, while economic growth tended to ignore the social dimensions.

2000 Establishment of the HIV/AIDS and World of Work Project

The 279th Session of the ILO Governming Body in 2000 established the HIV/AIDS and World of Work Programme. The project recognized that HIV/AIDS impacted on social stability and also affected labour force and economic growth. It was thought that labour standards should be established so as to protect workers from discrimination in the workplace. Financial support was also provided by the Joint United Nations Programme on HIV/AIDS (UNAIDS). At the same time the U.N. issued its Declaration of Committment on HIV/AIDS with links to the millenium development goals (MDGs).



2001

9/11

The events of 11 September 2000 represented the most serious terrorist incident in history. The cordinated suicide attack was carried out against targets in New York and Washington D.C. nineteen terrorists, members of the al-Qaeda network, crashed their hijacked aircraft into the World Trade buildings in New York and the Pentagon in Arlington, Virginia. Over 3,000 lives were lost. Joint United Nations Programme on HIV/AIDS (UNAIDS). At the same time the U.N. issued its Declaration of Committment on HIV/AIDS with links to the millenium development goals (MDGs).

2001 World Employment Forum

The meeting of the ILO Governing Body in 2000 established the World Employment Forum as an ILO initiative. The aim was to engage in a re-examination of ILO tasks related to employment, towards creating good and better quality jobs. This was to ensure that the ILO kept to the obligations that it had signed up to at the World Social Development Forum in 1995. In 2001, the ILO invited other international organizations to meet and talk about practical policies with respect to employment and expanding jobs, reducing unemployment, promoting decent work, improving labour markets and employment services.

2001

Global Campaign on Social Security and Coverage for All

The campaign for 'Social Security and Coverage for All' was launched at the International Labour Conference of the ILO held in 2001. There was general discussion about social security systems, and their establishment in the context of the impacts of globalization. The goal was to develop policies to extend social security coverage to every person. Discussion covered the challenge of dealing with ageing socities, the informal economy and the economics of social protection systems.

2002

World Day Against Child Labour

World Day Against Child Labour held annually on 12 June was first celebrated in 2002, supported by the International Programme on the Elimination of Child Labor (IPEC).

2002 Campaign to Abolish Worst Forms of Child Labour

ILO Convention No. 182 on the worst forms of child labour was ratified by many ILO members. Thailand, ratified the Convention in 2001 and has joined in the camapign against the worst forms of child labour every year since 2002.

2002 Bureaucratic Reform and the Establishment of the Ministry of Labour

In accordance with the 2002 Ministry, Bureau and Department Adjustment Act, the Ministry of Labour and Social Sevices was divided into two separate ministries the Minsitry of Labour and the Ministry of Social Development and Human Security. The reasons for this reform was to reduce overlapping activities, and better clarify the specific tasks of each ministry, promote autonomy, efficiency and reduce costs to the state.

2004 Decent Work Counrty Programme

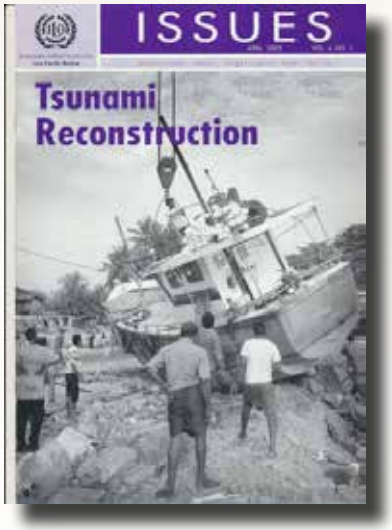
The ILO ran the Decent Work Pilot Programme prior to 2002. This formed the groundwork for the Decent World Country Programmes which began in 2004. The programmes provided a model for meeting the strategic objectives of decent work and establish guidelines of practice. Under the initiative, four additional manuals were released in 2005, 2008, 2011 and 2016 so as to promote operational planning at national levels.

Juan Somavia introduces Report on 'A Fair Globalization: Creating Opportunities for All'

On 24 February 2004, Juan Somavia presented a report titled 'A Fair Globalization: Creating Opportunities for All' which had been compiled by the World Commission on the Social Dimensions of Globalization, an independent body established by the ILO in 2002. The Commission met six times during 2002 and 2003. It comprised representatives from government, business, civil society as well Noble Prize winners. Mr Surin Pitsuwan, Thai Foreign Minister, was a member of the Commission. Organizations with specialist expertise such as the World Economic Forum, The World Bank and the International Monetary Fund also provided inputs to the work of the Commission during the course of its deliberations. The presentation of the report was accompanied by discussion about the social dimensions of the impacts of globalization. In subsequent years, the report contributed to the acceptance of the importance of decent work at various United Nations fora.

Surin Pitsuwan, Representative on the World Commission on the Social Dimension of Globalization

Surin Pitsuwan, Thai Foreign Minister, was a member of the World Commission on the Social Dimension of Globalization. An Asian sub committtee of the Commision met in Bangkok on 16-17 December 2002. At the meeting, Mr Pitsuwan expressed the following thoughts on globalization; (1) the importance of people had to be emphasized and this included protecting children and organizing welfare for the vulnerable; (2) just economic growth required particiaption, democracy, and good governance; (3) sustainable economic growth had to be based on concrete measures such as protecting the environment for future generations.



2004 **Tsunami**

On 26 December 2004, a tsunami hit the Thai coastline along the Andaman Sea. The losses were massive over 5,000 people lost their lives, over 30,000 houses were damaged as were 400 coastal fishing villages. The event occured during the peak tourist season and over 100,000 jobs were lost. Many firms had to close their doors and were unable to pay compensaiton to their employees. The ILO joined with many other organizations to exchange ideas and coperate with government, employers, and local trade unions to provide assistance to those affected.

2005 Decent Work Millenium Development Goals

In 2005, the U.N General Assembly supported the goal of working towards globalization with social justice intiative to create decent work, including as a national level stragegy. This includes reducing poverty in accordance with the Millenium Development Goals, abolishing the worst forms of child labour, and respecting rights at work. Decent work , goal 1b 'Achieve Full and Productive Employment and Decent Work' was included under objective 1 of the Millenium Developmemt goals, effective as from 2007 onwards.

2006 Specialist Meeting on Maritime Labour

In 2006, the ILO organised a specialist meeting on maritime labour. Its purpose was to examine standards that had been established previously, and to develop a convention on maritime labour. Fishing vessels would be inspected for their seaworthiness and whether their working conditions were in line with ILO conventions on basic protections and social rights. State officials were also to be given the power to inspect working conditions on board boats in accordance with laws to protect workers.

Work In Fishing Convention 2007 (No. 188)

The 2007 Work in Fishing Convention (No. 188) focuses on creating decent work in the fishing industry. It provides for rights, working conditions, health and safety and social security, etc. for people working in the fishing sector

2008

Financial Crisis in America

A financial crisis began in 2007 and grew in seriousness through 2008. The crisis had its origins in America before spreading to the rest of the world. The Global Financial Crisis is also sometimes called the sub-prime crisis as the problem began with the administration of sub-prime mortgages and a lack of scrutiny in investment banking. The crisis threatened the stability of the entire financial system, many large American companies became bankrupt, and many people throughout the world lost their jobs, their livelihoods and sometimes their homes

2008
7 October
Decent Work Day

Trade unions around the globe, under the leadership of the International Trade Union Confederation (ITUC) and the Global Unions Federations (GUFs), designated 7 October 2008 as World Day for Decent Work.

2008
Declaration on Social Justice for a Fair Globalization

The ILO's Declaration on Social Justice for a Fair Globalization was agreed at its annual Conference in 2008. It stressed that social justice would only be achieved in pararellel with decent work and outlined the conditions for this to happen.

2008

7 May 2008 His Majesty King Bhumibol Adulyadej granting an audience to Mr. Juan Somavia, Director – General of the International Labour Organization, and party, on the occasion of their visit to Thailand for the 20th ASEAN Labour Ministers Meeting, at Chitralada Villa, Dusit Palace.

Three Directors-General attend ILO's 90th Year Celebrations

On the occasion of the ILO's 90th anniversary, former Directors-General Mr Francis Blanchard and Mr Michel Hansenne joined the current Director-General, Juan Somavia at the annual Conference in 2009.

งานที่มีคุณค่า
จุดเริ่มต้นของโลกที่ดีกว่า
90 ปี กับการทำงานเพื่อความยุติธรรมทางสังคม

2009 Thai Celebration of the 90th Year of the ILO

The ILO celebrated its 90th year under the banner 90 Years Working for Social Justice'. In Thailand, celebrations were held on 23 April 2009 which included a live video link between Mr. Juan Somavia and Thai Prime Minister Mr Abhisit Vejjajiva. Emphasis was placed on decent work as a means to deal with the impacts of the global financial crisis and to realize social justice in the age of globalization.

2009 ILO is invited to the G20

The G20 is an international Forum of industrialized nations. Founded in 1999 with the aim to discuss policy pertaining to the promotion of international financial stability. The G20 includes the European Union and works closely together with the International Monetary Fund (IMF) and the World Bank. At a G20 meeting held in Pittsburgh on 23-24 September 2009, ILO Director Mr Juan Somavia spoke about building sustainable development and fostering economic recovery through decent work. He called for a global and national level Jobs Pact.

2009

Prof. Emeritus Vitit MUNTARBHORN is the first Thai to be a member of the Committee of Experts on the Application of Conventions and Recommendations, International Labour Organisation, 2009 - present.

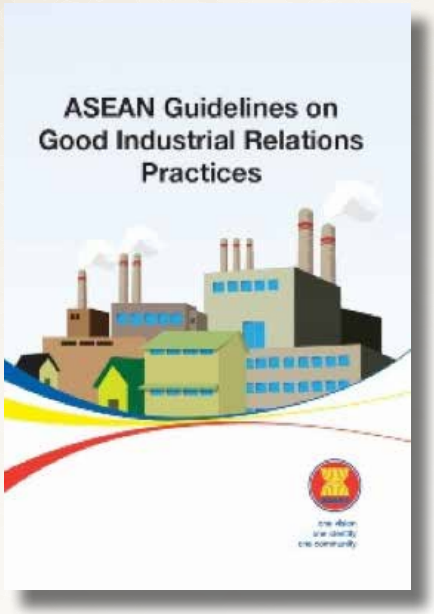
The Fourth Industrial Revolution: World 4.0

This 4th Industrial Revolution has its origins in the use of digitial and internet technologies in the production of commodities and delivery of services. Varied consumer needs are directly linked to the production process. This new industrial revolution has been driven by development in three fields; physical sciences; digital technology; and biotechnology.

There are four important aspects to the impact of physical science on technology; self-driving cars, 3D printing, robotics, and the development of new materials. The main impacts of new digital technologies relate to the Internet of Things and Blockchain which have created reliable platforms which can be accessed directly by users without going through a third party. This has allowed business to be safely transacted over the internet which is a global game changer. Developments in biotechnology, most especially genetic engineering, has allowed for the modification and repair of genes. Collectively, these developments in the physical sciences, digitial technology, and biotechnology have had an enormous global impact.

All dimensions of the economy will be affected by the Fourth Industrial Revolution but most especially economic growth, employment, and productivity. There will be widespread use of robots and artificial intelligence. Many different types of works will be affected as a consequence of the use of automated systems. Many jobs will be replaced through automation, for example, call centre work, but as always, technologies change will also lead to the creation of new jobs.

Some of these jobs are derived from the gig economy or platform economy which allow for flexible work patterns based on an exchange which takes place thorugh a digital platform.



2010 Industrial Relations Practices in ASEAN

ASEAN Labour Ministers produced a set of guidelines for good industrial practices in Southeast Asia. ASEAN Members Nations use the guidelines with respect to development planning and practice. It is also to be used as a source of discussion in establishing legal frameworks that establish basic rights which both employers and employees should accept and protect, promote bipartism and tripartism, and encourage social dialogue, including in relation to labour disputes.

2011 Social Protection Floors

At the 101st Session of the International Labour Conference, 2012, a major discussion on social protection took place. The aim was to develop a floor for social protection which could be used to support the recovery and reform of the global economy. ILO Recommendation No. 202 on 'Social Protection Floors' was issued to provide guidance for member States.

2011 Domestic Workers Convention, 2011 (No. 189)

The ILO annual Conference in 2011 adopted the Domestic Workers Convention (No. 189). The majority of domestic workers many of whom are women who are subject to exploitation and discrimination. Convention No. 189 promotes the establishment of protections for domestic workers along the lines already offered to others employees including in relation to the Core Labour Standards.

Guy Ryder, 10th ILO Director-General

Guy Ryder, from the United Kingdom, was the General Secretary of the International Trade Union Confederation (ITUC) between 2006-2010. After holding various positions in the trade union movement and at the ILO, Mr Ryder was elected as the ILO's 10th Director General at the 314th session of the ILO's Governing Body in May 2012.

2012

2012 Guy Ryder visits to Thailand

Guy Ryder visited Thailand between 13-16 December 2012. He met with Prime Minister Yingluck Shinawatra who thanked him for the ILO's support for decent work in Thailand. The two leaders also conferred on the topic of Thailand ratifying ILO Conventions Nos 97 and 98. He also met with Mr. Padermchai Sasomsap (Minister of Labour) and spoke about the importance of labour migration and child labour. Mr. Ryder travelled to Samut Sakhon and Samut Songkhram where he met with Burmese workers at the Migration Resource Centre, an organization that assists migrant workers.

2014 Decent Work and Sustainable Development

Decent Work Agenda forms part of Goal 8 on 'Decent Work and Economic Growth' which is part of the United Nations 2030 Agenda for Sustainable Development.

2014

Ms Siriwan Romchatthong was the first employer representative from Thailand to sit on the ILO Governing Body, 2014-2017

50forfreedom

2014

50 for Freedom Campaign

In 2015 the ILO, constituents and social partners, began the "50 for Freedom" campaign. The purpose of the campaign was to have at least 50 ILO member States ratify the 2014 Protocol on Forced Labour and work towards ending modern slavery.

2015

ASEAN Economic Community

The formation of the ASEAN Economic Community (AEC) in 2016 marked an important opening for free trade in the region. The removal of various obstacles and impediments will allow for the more expedition movement of goods and services, investment and labour between all ASEAN Member States.

2015

ILO and World Bank Cooperate to Build Universal Social Protection

On 30 June 2015 Jim Yong Kim, President of the World Bank, and ILO Director-General Guy Ryder agreed to cooperate in the building of Universal Social Protection Initiative, with a specific focus on the poor and vulnerable. Other international U.N. bodies as well as various other regional groups supported the initiative. Overall, the goal of universal social protection entails developing human capital, eradicating poverty, reducing inequality, building sustainable societies, realizing economic growth and so achieving sustainable development goals (SDGs).

2015

Fighting Child Labour with the song "Til Everyone Can See"

In Thailand, the campaign against the use of child labour has been running continuously since 2002. In 2015, the ILO supported the recording and distribution of the song 'Til Everyone Can See' (hak rao mai khit thung) sung by Artiwara Khongmalai (Toon Bodyslam) and Karinyawat Durongjirakan (Foet Slot Machine). The song was adapted from the original 'Til Everyone Can See' and translated into Thai. It sought to bring attention to the needs to eliminate child labour and support education for all children.

2017

Greening with Jobs: Decent Work and Just Transition in the Paris Agreement

ILO signed the United Nations Framework Convention on Climate Change (UNFCCC) in 2017. In November 2017 at the Climate Change meeting in Bonn, the ILO organized a special seminar on "Greening with Jobs: Decent Work and Just Transition in the Paris Agreement'. The key idea is that the creation of decent jobs will lead to a just transition amidst processes of change. Labour will face challenges as a result of new employment practices, risks posed by climate change, as well as the pursuit of low carbon emitting economic activities. The ILO's support for green jobs aims to build a sustainable environment and at the same time create decent work. It also aims to encourage social partners to be conscious of the need to protect against and adapt to changes in the environment at the national level.

2017

Global Commission on the Future of Work

The Global Commission on the Future of Work was established in August 2017. Swedish Prime Minister Mr Stefan Lofven and South African President Cyril Ramaphosa were Co-Chairpersons of the Commission.

December 2015 to mid 2017
Meeting on Thailand 4.0 and the Future of Work

The ILO has been pursuing its future of work agenda since 2013. A meeting in Thailand was held on 29 March 2017 titled Thailand 4.0 and the Future of Work. The purpose of the meeting was to debate the impacts of tecnology, employment relations, and the national strategy Thailand 4.0.

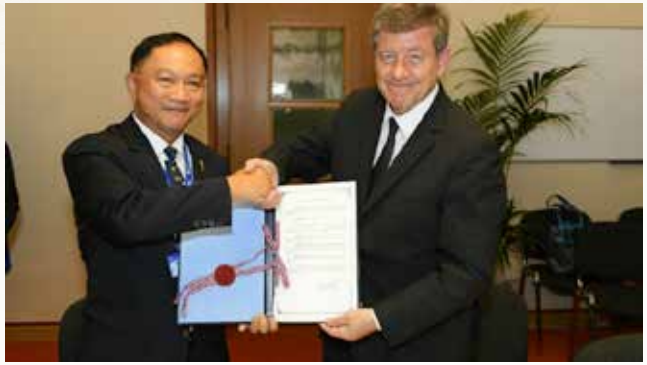
2017 Thailand ratifies ILO Discrimination (Employmnet and Occupation) Convention, 1958 (No. 111)

On 13 June 2017, Minister of Labour, General Sirichai Distakul, met with Mr Guy Ryder to ratify the Discrimination (Employment and Occupation) Convention, No. 111. This convention is one of eight fundamental or core labour standards conventions.

2017

Thailand elected as a Regular Member of the ILO Governing Body

At the ILO Conference held in June 2017, elections were held to choose representatives to sit on its Governing Body. Thailand was elected as a regular member for the period 2017-2020. Thailand assumed its responsibilties in June 2017. Also, Ms Chuleerat Thongtip, Minister - Counsellor (Labour), Permanent Mission of Thailand to the United Nations and Other International Organizations in Geneva, assumed the role of Coordinator for 2017-2020 under the ASEAN-ILO Cooperative Framework.

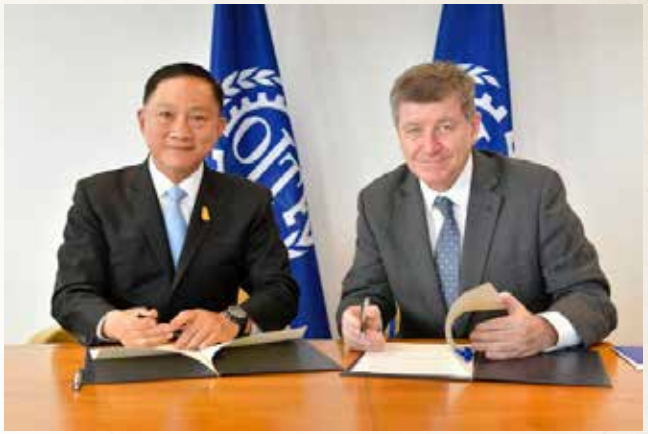


2018 Thailand ratfies Protocol of 2014 to the Forced Labour Convention, 1930

On 4 June 2018, Minister of Labour, Police General Adul Saengsingkaew met with Mr Guy Ryder to deposit the instrument of ratification of the Protocol of 2014 to the Forced Labour Convetion, 1930 which reaffirms measures contained in the ILO Forced Labour Convention. Thailand was the 24th country worldwide to ratify the instrument and the first to do so from the Asia-Pacific region. This constitutes an element of the The Royal Thai Government's fight to end human trafficking in all its forms.

2019 Report of the Global Commission on the Future of Work

The Report of the Global Commision on the Future of Work, provides guidelines on taking the ILO into its second century with a human-centred agenda. Thie agenda is based on; (1) investment to build human capacities; (2) investment to promote institutions of work; and (3) building decent work and sustainable development.



2019 Thailand ratifies Work in Fishing Convention, 2007 (No. 188)

On 30 January 2019, Minister of Labour, Police General Adul Saengsingkaew deposited the instrument of ratification of the ILO's 2007 Work in Fishing Convention. Thailand is the first Asia-Pacific country to ratify the Convention. The Convention promotes decent work in fishing and protects those employed in the fishing industry against forced labour and other unfair practices. Apart from offering protection for Thai workers it will also protect migrant workers.

2019 Press conference on ILO Centenary Celebration: Partnerships for Decent work

18 March 2019 Pol. Gen. Adul Sangsingkaew, Minister of Labour, Mr Graeme Buckley, Director of the ILO Country Office for Thailand, Cambodia and Lao Peoples' Democratic Republic, and workers and employers organisations in Thailand organised a press conference on the ILO's Centenary Celebration. The organisers invited workers, employers, partners' organisations and general publics to the ceremonial event on 11 April 2019 at the Ministry of Labour. At the event, there will be a launching of a historical photo book, "100 Years International Labour Organization: Advancing Social Justice, Promoting Decent Work (1919 – 2019)" and a set of stamps to celebrate the occasions. The event will include the signing of the MOU between representatives from the Ministry of Labour, workers and employers' organisations and the ILO on the first Thailand Decent Work Country Programme (DWCP) 2019 – 2021 which will strengthen closer collaborations between all parties in all dimensions. The first Thailand DWCP is a realistic implementation roadmap on collaborations between the tripartite organisations in Thailand and the ILO. The ILO will provide technical assistance to the Royal Thai Government, represented by the Ministry of Labour, the workers and employers organisations to achieve the country's priorities outlined in the DWCP. This will enable Thailand to promote "Decent Work for All" and prepare the country for the future world of work.

Thailand and the ILO share a long history of collaboration and friendships. Thailand is one of the founding members of the ILO since 1919. Therefore, in this occasion, we are celebrating the 100 years of its membership to the ILO. Thailand is honoured to be one of the 24 member countries participating in the "ILO 24-Hour Global Tour" which is scheduled for 1 hour per country. The broadcast time for Thailand is between 10.00 – 11.00 hours, the 4th country on the Global Tour.

Thailand Decent Work Country Programme (DWCP) 2019 – 2021

The DWCP 2019-2021 was developed through intensive consultations between the ILO and its national constituents during 2018. It represents the joint commitments of the ILO and the tripartite partners to promote decent and productive work for all in line with Thailand's national and international development priorities and commitments. Implementation of the DWCP will be supported by a mix of technical, financial and human resources from the national constituents, the ILO and development cooperation projects supported by international development partners. National constituents will continue to work together to strengthen local ownership of DWCP initiatives and outcomes and to ensure long-term sustainability and impact. Decent Work Country Programme for Thailand, 2019-2021, sets out the following three Country Priorities:

1. Promote an enabling environment for the growth of decent and productive employment
2. Strengthen labour protection, especially vulnerable workers
3. Strengthen labour market governance in line with international labour standards

Partnerships for Decent work

5

Towards the next centenary

The International Labour Organization (ILO) is the only specialist global body that deals with labour issues to have a tripartite structure. It was established through the cooperation of government, employers and workers. In 2019, the ILO celebrates its centennial year. It is a matter of pride for Thailand that it is one of the 44 founding members of the ILO.

Imagine if the ILO had not been established in 1919 and had not been fulfilling its responsibilities for all of the past 100 years. It is likely that many people around the world would still be subject to forced labour for which they would not be paid. Many would still be working without an end to the working week. Many would be working more than eight hours a day. If limits had not been placed on the minimum age for factory work, our children and grandchildren would still be working long hours in factories instead of going to school. Pregnant woman would still have to work or face being dismissed. Average life expectancy would be shorter than it is now because of a lack of attention to workplace health and safety. Without the ILO, our world would be in a much worse state than it is today.

At the beginning of the twentieth century, prior to the formation of the ILO, workers laboured in factories for long hours and little reward. Children also worked hard in factory settings. Workplace health and safety was a major problem in Europe and North America.

At the end of the First World War, class struggles intensified as a result of the growth of glaring inequalities and atrocious working conditions.These created conditions that fostered revolt by the disadvantaged.

Workers wanted various labour standards to be included in the peace treaties which were then being written. This call for the implementation of standards was to ensure just working conditions. The promotion of international labour laws and trade union rights enjoyed widespread support.

The ILO was thus formed as the curtain came down on the First World War and during a subsequent period of global rebuilding and efforts to improve the lives of people who had been badly damaged by war. The ILO was established with a belief in social justice as a necessary requirement for creating enduring international peace.

The ILO's brief over the past 100 years has been to work toward the creation of social justice on the basis of a philosophy expressed in its founding constitution '...lasting international peace will be achieved on the basis of social justice'.

For a century, the ILO has played an important role in addressing problems that have emerged time and time again such as economic depression which followed the end of the First World War or building social justice in new nations which emerged as a consequence of war. The ILO also played a role in solving the problem of race and ethnicity in South Africa and supported the call for rights by Poland's workers. It has responded to the negative impacts

of globalization which has been accompanied by increased competition over trade and investment which, in turn, has badly affected employment. It has also addressed itself to investigating the future world of work in the era of 4.0.

In 2013, the ILO issued a report titled 'Towards the ILO centenary: Realities, renewal and tripartite commitment' which drew attention to the changing forms of work under Industry 4.0. The report outlines the 'Centenary Initiative' that sets out a framework of work for the future. Seven initiatives are identified:

The future of work initiative: Initiating and cultivating a global dialogue on the future of work, to build the ILO's ability to prepare and guide governments, workers and employers to better meet the world of work challenges of the next century.

The end to poverty initiative: Promoting a multidimensional response through the world of work, labour markets, and social and employment protection to eradicate global poverty.

The women at work initiative: Aims to better understand, and to address, why progress on delivering on decent work for women has been so slow and what needs to be done towards securing a better future for women at work.

The green initiative: Aims to scale up the ILO's knowledge, policy response and capacity to manage a just transition toward greener economies and a sustainable future.

The standards initiative: Aims to enhance the relevance of international labour standards through a standards review mechanism and to consolidate tripartite consensus on an authoritative supervisory system.

The enterprises initiative: Establishing a platform for ILO engagement with enterprises which would contribute to their sustainability and to ILO goals.

The governance initiative: Aims to complete the reform of the ILO's governance structures, to undertake the evaluation of the impact of the 2008 Social Justice Declaration, and act on the findings and outcomes of the evaluation.

Following its deliberations, which were conducted during 2017 and 2018, the Global Commissions on the Future of Work released a report titled 'Work for a brighter future' on 22 January 2019. The report called for the adoption of a human-centred agenda based on three basic principles: investment to foster worker capacities; investment to promote various institutions of work; and investment to create decent work that is enduring and has value. The Commission made the following recommendations:

(1) A universal entitlement to lifelong learning that enables people to acquire skills and to reskill and upskill.

(2) Stepping up investments in the institutions, policies and strategies that will support people through future of work transitions.

(3) Implementing a transformative and measurable agenda for gender equality.

(4) Providing universal social protection from birth to old age.

(5) Establishing a Universal Labour Guarantee.

(6) Expanding time sovereignty.

(7) Ensuring collective representation of workers and employers through social dialogue as a public good, actively promoted through public policies

(8) Harnessing and managing technology for decent work.

(9) Incentives to promote investments in key areas for decent and sustainable work.

(10) Reshaping business incentive structures for longer-term investment approaches and exploring supplementary indicators of human development and well-being.

Through these recommendations, the Global Commissions on the Future of Work aims to have various countries produce national plans that will be debated among members of tripartite systems. At the same time, its calls for cooperation between various international institutions in light of the fact that problems associated with the future of work will be complex and be directly linked to trade, finance, economic and social policy. This means that, in its second century, the ILO will encounter diverse situations whether related to the system of multilaterism within the UN, the appearance of new technologies, the rise of digital work or the expansion of informal economic sectors. All this will pose challenges with respect to recognising basic labour rights and promoting decent work so as to meet 2030 sustainable development goals.

In conclusion, it may be asked how representatives from the three constituents government, employers' organizations and workers' organizations - will cooperate and assume a leading role to ensure that the challenges that Thailand faces, to promote decent work and achieve social justice, are succeessfully overcome?

Ministry of Labour for Decent Future of Work

Current situations and rapid development in national, regional and global level, especially in technology advancements and the Fourth Industrial Revolution (4IR), are challenges for Thailand and all the country in the world. According to the International Labour Organization (ILO)'s studies, technology advancement can be threat and opportunity for employment in the Asia and Pacific region. These also transform work's style to GIG Economy, with non-standard, occasional and flexible jobs, such as part-time, freelance, etc. ILO also predicts that within 20 years, at least 137 million workers or 56% of the workers in Cambodia, Indonesia, Thailand, Vietnam and the Philippines would likely be replaced by automation technology. In addition, technology advancement has affected vulnerable groups, especially child labours, women and migrant workers. Fully realized the importance of these issues, ILO has chosen a Future of Work to be one of its Centenary initiatives, providing guidelines to set long-term policies for the ILO and member states and ensure the future of decent work.

Thailand faces many critical challenges on the future of work, especially the effort to escape the middle income trap. Cooperation between public and private sector is essential to overcome this issue. The measures include enhancing the capacity of human resources, investing more in research and development and bringing in technology into manufacturing process. The aging society incurs a decline in workforces and increases number of senior citizen. It is estimated that the number of Thai senior citizens will grow up to 17 million people by 2040, leading to policy challenge for Thailand to deal with the situation. The 20-Year National Strategy (2017 - 2036) is announced as a long term national plan, aligned with the Thailand 4.0 policy. The strategy focuses on reforming economic and social structure to be "Stability, Prosperity and Sustainability" by using technology, innovation and creativity. By refurnishing previous S-Curve Industries, such as automotive, electronics, agriculture and biotechnology, food processing and medical tourism, Thailand also develops New S-Curve Industries, such as digital, robotics and automation, aviation and logistics, biofuel and biochemical and medical hub. The Royal Thai government has also initiated Eastern Economic Corridor (EEC) in 3 provinces: Chonburi, Rayong and Chachoengsao. The objective of the initiative is to promote investment in the area which enhance development and competitiveness of the industries and contribute to Thailand's long term economy growth.

Key mission of the Ministry of Labour (MOL) is to enhance the capacity of workers and entrepreneurs and prepare them for the changes in the world of work. This can be done by providing protection, enhancing employment stability and being insured with high living standard. Ministry of Labour has implemented various major measures and policies in response to the "Thailand 4.0" policy. 20-year National Human Resource Development Strategy (2017 - 2036) has been implemented to support entrepreneurs and workers affected from the transition to digital era. The strategy is divided into 4 eras as follow; 1) Productive Manpower (2017 - 2021): National labour standard will be aligned with international standard which includes the amendment of legislations and regulations to be more up-to-date and in line with the future of work. 2) Innovative Workforce (2022 - 2026): Thailand's human resource will become global citizens. Workers can apply technology and innovation to effectively improve their productivity. There will be inclusive employment for elderly workers and social diversity in the workplace. 3) Creative Workforce (2027 – 2031): Human resource with creativity will create employment with value-added and achieve the United Nation's Sustainable Development Goals (SDGs), especially Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Lastly, 4) Brainpower (2032 – 2536): Thailand becomes a wisdom society comprising of workers with intelligence, knowledge and skill that create high productivity and high income.

Ministry of Labour's approach to achieve the decent future of work, consist of 4 areas as follow;

Recruitment and Employment Policy: MOL has developed the ethical recruitment mechanism and providing consultations and Career guidance through technology and innovation that fit to the lifestyle of young workers. With aims to match workforce to the right job and create sustainable employment, 87 recruitment centers "Smart Job Center" are established throught out the country. At these centers, job seekers of all ages can receive services of consultation and career guidance before being introduced to the employers. Capacity building programme has been conducted to create proto-type career guidance professionals with ability of human resource 4.0. The officers can provide effective recruiting consultation by following latest trends of the labour market. Job descriptions of new occupations, especially IT fields, are collected and used in the career guidance. Behavior of workers in new generations, especially Gen Y and Gen Z, has been studied to step over the old concept of work. The procedures and services unit have been improved in order to accomplish the government target policy in creating sustainable employment and

leaving no one behind. These changes aim to provide more suitable recruitment services for those with special needs such as disable and elderly persons who face with difficulty in finding work in order to reduce inequality and eventually create equality society.

Skill Development: Work plan on the human resource development was stipulated in line with the Government's Thailand 4.0 policy and aimed for all workers in both formal and informal economies, all genders and all ages. The special targeted workers are in 5 sectors; 1) Mechanical equipment operators 2) Skill workers in intelligence and innovation sectors 3) Workers in core technology of 10 targeted industries 4) Workers that likely to be replaced with automation and AI 5) New workers. Skill development for on high technology in targeted industries is essential. MOL is providing training courses in order to upskill, reskill, increase labour productivity and develop skills on Science, Technology, Engineering and Mathematics (STEM). A training quality assurance mechanism, KPI and monitoring method are being used to evaluate the performance of the training. Qualitative and innovative training curriculums have been developed and advanced technology centers are established to support future industries. In house skill development is promoted through the benefit under Skill Development Promotion Act. B.E. 2545. According to the law, the expenses in conducting training courses for workers, both Thai and migrant workers, can be use to exempt the tax by 200%. Skill Development Fund provides low interest loan and subsidy to encourage skill developments in companies.

Labour Protection: Thailand's legislation provides the same protection to all workers in Thailand without discrimination. Employers that lay off or reduce workers due to the adaptation of automation system or the inducement of new technologies in order to improve the organization, production process, distribution or services, need to pay additional compensation to the workers. The worker who has been working for more than 6 years is eligible for the compensation, at least 15 days of wages per his service year. Workers quit the company at the retirement age, shall received compensation from employers according to the regulations prescribed in Labour Protection Act. (No.6) B.E. 2560. The objective of this compensation is to support elderly workers which difficult to find a new job. Online complaints system is put in to place in order to respond to the request of workers. The system enables workers to claim for their rights according to the law without the troublesome of traveling to the office themselves.

Social Security: Voluntary Social Security Programme has been opened for informal workers and freelancers (article 40 of the Social Security Act. B.E. 2533) to support working in digital era. The

programme was first introduced in 1994. The insured persons can choose the type of benefits to fit their needs and financial resources and will receive government's contribution. As of November 2019, 2.79 million people from informal sector are insured under article 40. MOL also takes proactive measures by using mobile unit to provide more access to services and cooperating with multi networks to gain more access to people in remote area. These networks include Public and Private Sector, CSO, labour volunteers, community leaders and professionals group leaders. In 2018 "One Tumbon, one village, social security for all" project has extended benefits of article 40 to every villagers in all villages in Tumbon Nong Nang Nuan, Amphoe Nongchang, Uthaitanee province. The protection also extended to informal workers who are accounts as platform workers with the cooperation of platform company such as grab taxi Thailand.

Nevertheless, MOL as a government agency still faces with many crucial challenges in stipulating labour policies that are applicable to the changes according to the future of work. These policies include finding the alternate solution for the employment of the workers that cannot upgrade their skill to match with the future demand, stipulating measure to enable elderly to acquire new skill and increase income, setting policies and legislations that provide protection to migrant workers and informal workers, providing incentives to motivate the private sector to invest more in innovation, automation system, research and development and promoting the Green Skills[1]. Cooperation and positive consultation between all relevant parties is crucial to overcome all mentioned issues and find how to achieve decent work policy, create the future of work with social justice and ensure benefits to all in the region with inclusiveness, equity and leaving no one behind.

Ministry of Labour
March 2019

[1] *Green Skills are skills for sustainable development which include technical skill, knowledge, value and attitude. These skills are essential to improve and support sustainable development in the context of society, economy and environment for private sectors, industries and communities.*

Future of Work and the Perspectives from Thai Workers

For Thai workers to have a better grasp of the "Future of Work" and employment arrangements, it is important to learn about the history that lead to the Fourth Industrial Revolution (or 4IR). Therefore, basic information since the First Industrial Revolution is provided herein. The First Industrial Revolution was a period during which predominantly agrarian and rural societies became industrial and urban. The then transitions included going from hand production methods to machines, new manufacturing and production processes, the increased use of steam power and water power, and the development of machine tools and the rise of mechanized factory system. The First Industrial Revolution marks a major turning point in history as social standards of the community were starting to change. Forced labour was a common practice throughout much of the First Industrial Revolution, and for Thailand, slave labour was the common hiring practice.

The Second Industrial Revolution, also known as the Technological Revolution, was a phase of rapid industrialization and stemmed from the advancements in manufacturing and production technology which enabled the widespread adoption of technological systems such as telegraph and railroad networks, gas and water supply, and sewage system. The enormous expansion of the rail and telegraph lines allow unprecedented movement of people and ideas, which culminated in globalization. Pertinently for the unions, the Second Industrial Revolution led to the formation of labour unions.

The Third Industrial Revolution, started in around 1950, is organized around science and mass production, considered as another great leap forward in technology, particularly digitization, and distributed renewable energies. The trend toward large - scale production changed the structure of the labour force and the nature of work. With this and striving for efficiency, employers replaced skilled labour with machines, resulting in redundant workers displaced by mechanization and automation.

Lastly, the Fourth Industrial Revolution started around 1999 with the development of artificial intelligence and robotics. As we know, the Fourth Industrial Revolution is reinventing the future of jobs and

https://en.wikipedia.org/wiki/Industrial_Revolution
https://en.wikipedia.org/wiki/Second_Industrial_Revolution
https://www.salesforce.com/blog/2018/12/what-is-the-fourth-industrial-revolution-4IR.html

work where some of the skills key to the current labour market may no longer be required in the very near future. The Fourth Industrial Revolution is a way of describing the blurring of boundaries between the physical, digital and biological worlds. It is a fusion of advances in artificial intelligence, robotics, the Internet of Things, 3D printing, genetic engineering, Big Data, quantum computing and other technologies. This is the era of e-services, industry that promotes convenience through technological improvements and innovations and comprises a range of functions and services. For example, it is forecasted that E-business may result in as much as fifty percent reduction in the financial and banking industries' workforce.

Future Labour Force and Hiring Practice: Trends, Implications, and Challenges

Technological change greatly impact future jobs and skills, except for those industries in agriculture or industries requiring decision making, for instance. New forms of business and digital transformation (i.e. E-business, application platforms, smart phones) will result in increased non-regular forms of employment. Some examples of this new forms of business are online shopping and transportation services (i.e. UBER and GRAB). The challenge for workers is how quickly the workforce can adapt to this very quick paced changes brought on by advanced technology.

What will the future model look like?

1. 4IR will increasingly give people the ability to use technology to seek greater autonomy and independence, leaving less requirement and need for unions' collective actions and bargaining power.
2. There remain the human promoted decision making process in the controlling and monitoring automation and robotics.
3. The E-business platforms will continue to be dependent on logistics and transportation systems.
4. There will be continued expansion of sectors dealing with machinery, technology and provisions supporting convenience in order to meet growing demands.
5. There will be expansions in sectors dealing with robotics and supply/value chain in the synthetics and plastics industry.
6. Higher demand for human resources is anticipated in the aviation sector.
7. In preparation for the future work, provisions for sustainable training and continuing education (i.e. life long learning) becomes more essential.

Challenges to Labour Unions' Existence and Suggestions for Relevance

The strength and essence of labour unions lie with its network of members. With the onset of the 'future of work', there exists the imminent threat of reduced need for workers, hence, having a negative impact to the existence of labour unions. For those workers who are still operating in the Third Industrial Revolution, below is a list of suggestions and actions that may enable labour unions to sustain relevance.

1. It is the responsibility of the unions to raise the members' awareness and provide them with adequate information, trends and implications of the future of work.

2. It is advisable for unions to monitor trends and prepare for labour market dynamics and change.

3. It is advisable that unions continue to collaborate with employers' to regularly organize capacity building workshops and training on technology and changes brought on by digital transformation.

4. It is recommended that unions organize frequent consultations with the other tripartite members (i.e. employers' organizations and government) on developing mechanisms in preparing for the impact stemming from this transition, for example in the form of increased benefits or implementing Active Labour Market Policies for workers who become redundant thanks to mechanization, automation, digitization, computerization, and so forth.

5. Importantly, Labour unions in the Fourth Industrial Revolution would need to re-assess its strategy and regulation, and work to expand on the definition of membership or membership requirements as the labour market transforms.

Thailand and ILO : The Future of Challenges

In 2019, it is pleasure to extend our heartiest congratulations to the anniversary of the establishment of the International Labor Organization will be 100 years celebration. As the oldest international organization who unflinching to maintain and balance the power of tripartite between employers, workers and state. As a participant in the relationship and role play, especially in cases of Thailand, ILO is a key influencer in enacting laws and regulations for workers.

The role of ILO had been determined and recognized after attempting to identify hardship, mental suffering of workers which began to clarify since the industrial revolution in the 19th century. In line with the anti-exploitation, refuse-over react capitalism, until release constrain situation by encouraging the government to legislate the protection law to serve benefits of welfare for workers.

Therefore after World War 1, ILO attempted to push enterprises to create supervision system in their workplace. The prologue in the setting period has been identified, clearly the endeavor to aware social justice that became famous phrases at moment "The presence of misery at any place brought about the devastation in that place". However, while the recovery of the good quality in workplace has being developed, the global economic downturn occurred in the 30s (1930s) and following World War II.

After the end of World War II, many countries turned to reanimate the economic. At that time it is blooming of labor migration, especially in the United States. The United Nation was set up and declared the international labor standards to all countries. The major conventions of ILO such as Convention No. 87 on Freedom of Association(1948), Convention No. 98 Right to Organise and Collective Bargaining(1949)

The direction of the ILO standard enacted after World War II would focus on giving the enhancing of "Human Rights and Dignity". The ILO's conventions were established in many contents that focus on the work of women and groups, social weakness such as the Convention No. 100. Equal Remuneration Convention(1951), Convention No. 111. Discrimination Employment and Occupation (1958), Convention No. 105 Abolition of Forced Labour (1957) and Convention No. 138, Minimum Age for Admission to Employment and Work (1973).

In recent 100 years, we found that ILO has enacted the conventions nearly 200 edition does not include declarations that be ratified. These standards are enforced in the form of domestic laws. For countries that have not yet been ratified, they can apply to improve the labor law and all of them intend to develop and pursue ILO's recommendation.

We can prove recognition to the past 100 years of ILO that this organization is leader in supervising and influencing changes to global, the quality of life is the main objective and there are many practices that define the relationship between employer and employee. Finally, we accepted that employees should have the minimum standard for their work life. The organization shall bring respect for the rights of workers.

Beside of entrepreneurship, the employer or the representative of the employer has to concern a memorandum of mutual agreement in order to balance the relationship of bi-partite as well as become a culture of Labor management scheme in next decade. The tripartite system, these processes have been developed to be good management system and promoted economic and social progress

However, since the 80th century continued to present the worker in organization is more challenging due to the globalization has influenced the work structure. More productive and services increasing, the world of work started to uncertain, polarity between countries who can gain more opportunities and the others who are disadvantaged and affected by the rapid change.

Nowadays, the new challenges of world have been changed when computerization, technology and data driven came to influence all levels of work, trade, investment, production and services. We shall realize the development that aims to fair globalization, (especially how to level up the social context parallel with the significant economic growth. It is a signal of the inequality needs to be reviewed and cooperated with all parties in the decade 2010. The presentiment draws more intense about the world of work quick changes in digital gaps, polarization and Inclusive growth more often reform the future of work.

For Thailand in the last 100 years, there is participation in activities and follow the trend of challenges, changed and affected quality of life of the workers had already been improved in many issues such as labor law was enacted to be consistent of labor relations, labor protection, social security, migrant worker, etc. The ILO has not

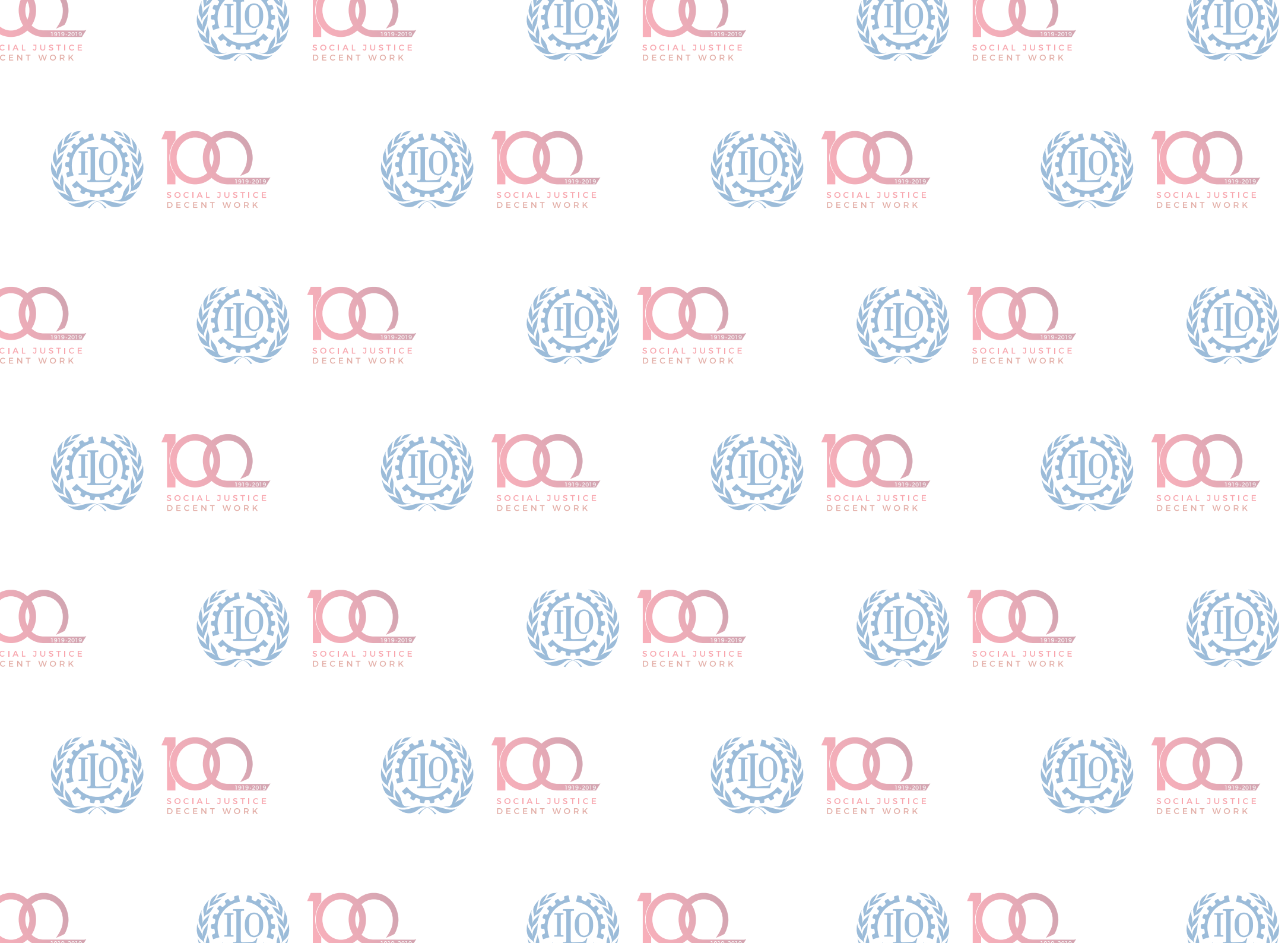
neglected to ask government, advice and ask to clarify the problems of the country and technical assistance.

In the era of work are being challenged with a flow of changes. There are more challenges under Thai government. Work structure reform is being apprehensive to Thailand. By the way it is an opportunity to develop skills of labor force in order to work in new advance competencies, how to manage problems of labor shortage due to lower birth rates and demographic issue has quickly entered the aging society, care giver for the elderly, social protection projects, and the end of efforts new laws, rules and regulations such as regulating of new employment patterns, forms of employment relations, which Thailand now needs to turn to comprehensive review of labor laws in the near future.

In the name of the Employers' Confederation of Thailand, we are appreciated and strongly encourage to work and support ILO's mission and make goals come true. The cooperation in the next decade has many other important issues that need to be relied upon good partnership from around the world. Promoting employment that has value for all employers, such as improving the quality of work life and encouraging sustainable development within 2030. Otherwise it shall create formulation policy various measures to reduce the impact of the introduction of robots or automated systems instead of the basic level of labor, flexible work, how to meet the needs of new generation workers or how to management elderly society which is new aspects of the world society.

Finally, at occasion of the International Labor Organization's agenda would be 100 years anniversary in 2019, the Employers' Confederation of Thailand, as an associate, is pleased to join the celebration with the ILO organization. We believed that all countries are admired to ILO who is a pillar of sustainable, fairness and balance mutual benefits of tripartite forever.

100th Anniversary of the ILO
Partnerships for Decent work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