



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

Pullman King Power, Bangkok

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By Ukrish Kanchanaketu

AGENDA

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

Migrant Labour in Thailand

- Reported by MOL as of September 2019
 - Documented migrant workers 3,090,825 persons
 - Construction Sector 578,376 persons
 - Male 369,886 persons (64%)
 - Female 208,490 persons (36%)
- Undocumented migrant workers in the Construction Sector as a researched report conducted by ILO:

Male	45%	Female	57%
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Possible issues

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

What's the root causes?

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

RELATED THAI LABOUR LAWS

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

IMPLEMENTATION TO ENSURE SAFE & FAIR

- As EO, ECOT gives consultations and education to the Construction Companies to:
 - Comply with the laws
 - Hire the documented migrant workers
 - Clear employment contract
 - Conduct Pre-departure and Post-arrival training
 - Conduct safety training
 - Conduct skill development including the on job training
 - Assign the appropriated job to WM workers

IMPLEMENTATION TO ENSURE SAFE & FAIR (continue)

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

THANK YOU FOR YOUR ATTENTION