



Proposal On

Workshop on law and tax benefit for hiring people with disabilities

1. Background

The process of globalization brings about both positive and negative impact to different business sectors. While globalization brought many opportunities for development and increased prosperity, some groups of disadvantaged people such as people with disabilities have still being left behind. In Thailand, *the Empowerment Act of People with Disabilities* was enacted in 2007 imposing obligations on public and private sectors to employ people with disabilities according to the ratio specifying under the Ministerial Regulation. However, the Ministerial Regulation specifying ratio of the quota system has not been enacted and the Ministerial Regulation under the former related Act is in force to fulfill this gap. On the 22th of June 2010, the Cabinet of the Royal Thai Government rendered a resolution to approve the Ministerial Regulation on the new quota system which public and private organizations are mandated to hire one disabled person for every 100 employees, instead of 200 employees under the current Ministerial Regulation. Currently, the Council of State is reviewing the draft of the new Ministerial Regulation.

While many employers in Thailand have since long embraced the concept of social corporate responsibilities, the employment of people with disabilities in the private sector remains low due to lack of awareness and understanding of laws. Employers are though starting to realize that the price of excluding people with disabilities is high in Thailand. According to the Employers' Confederation of Thailand (ECOT), it reveals that many employers have difficulties in discharging their obligations under the disability laws due to their complexity and have sought advices from the ECOT.

In view of the above, the ECOT, in collaboration with the ILO and Thammasat University, decided to launch the Workshop on law and tax benefit for hiring people with disabilities with a view to create mutual understanding on laws related to employment of people with disabilities, encourage and promote good corporate practices in giving the opportunity to people with disabilities and learn experiences, problems, challenges of the business/private sector in Thailand in the areas of hiring people with disabilities.

The workshop will promote legal understanding and will also provide an open venue for the Employers to share experiences and commitment towards constructive business code of practices.

2. Objectives

- 2.1 To raise awareness among employers on the implementation of the Persons with *Disabilities Empowerment Act*, B.E. 2550 (2007) and related Ministerial Regulations that aim at increasing access to the labour market for people with disabilities.
- 2.2 To emphasize on tax benefit and other advantages for employers who employ people with disabilities
- 2.3 To identify difficulties in implementing the law and regulation and find solutions
- 2.4 To provide a sample of strategies that might be employed to give effect to the Ministerial Regulations.
- 2.5 To share good practices of employing people with disabilities among employers.

3. Expected Outputs:

An awareness-raising workshop on law and tax benefit for hiring people with disabilities is delivered to 70 employers in Thailand.

4. Target groups

Approximately 70 business participants will attend the workshop as an entry point for the business/private sector to work in partnership with ECOT, the Ministry of Labour and Ministry of Social Development and Human Security in support of the law and Ministerial Regulations.

5. Date and venue

8 February 2011, 12.30-16.45, the 5th floor Meeting Room at the Employers' Confederation of Thailand, 888/8 Global Electric Building, 3rd Floor, Srinakarin Road, Samutprakarn 10270 Thailand.

6. Implementing Agency

The Employers' Confederation of Thailand (ECOT), Thammasat University and the International Labour Organization (ILO).

Programme

8 February 2011, 12.30-16.45

The 5th floor Meeting Room at the Employers' Confederation of Thailand

12.30-13.00	Registration
13.00- 13.10	Welcome remarks: Dr. Sopon Pornchokchai, Director, Employers' Confederation of Thailand
13.10-13.20	Opening session: Ms. Emanuela Pozzan – Sub- Regional Disability Coordinator, ILO
13.20 - 13.30	Questionnaire on employment of people with disabilities by Associate Professor Dr. Churai Tapvong
13.30 – 13.50	National legal framework on employment for people with disabilities By Mr. Supon Borisoot, the Director of Legal Department, the National Office for Empowerment of Persons with Disability (NEP), Ministry of Social Development Human Security
13.50 – 14.10	Law and tax benefit for hiring people with disabilities By Professor Wiriya Namsiripongpun
14.10 – 14.30	Job matching and skills development By Ms. Yuwaree Yannatecho, Director Employment Service System Development Division, Department of Employment, Ministry of Labour
14.30 - 14.45	Q&A Session
14.45 - 15.10	Coffee break
15.10 - 15.45	Promoting 'Inclusive Workplaces': - The business case and the ILO Global Business and Disability Network - Strategies to manage disability in the workplace and to carry out job and work analysis By Ms. Emanuela Pozzan
15:45 – 16.05	Employers share good practices in employing people with disabilities By representatives of award-winning companies: Ms. Atchara Charoenporn, Human Resources Section Manager of Donmuang Toleway PLC. and Ms. Anchalee Harnhirun, Assistant Managing Director and Head of General Administration Services, Pratra Securities PLC.
16.05-16.30	Panel Discussion: Problems and difficulties in implementing law and regulations on employment of people with disabilities - Professor Wiriya Namsiripongpun, Ms. Emanuela Pozzan, Mr. Supon Borisoot and Mr. Pichet Suppatkul, - Participants of the seminar: Problems and difficulties in complying with the law - Moderator: Associate Professor Dr. Churai Tapvong
16:30 – 16:45	Closing remarks by Ms. Emanuela Pozzan and Mr. Kornchai Kaewmahawong, Executive Director of Employers' Confederation of Thailand.