

## Invest time in knowing the culture you are working in:

Understand how values, practices and beliefs affect the day-to-day behavior of your co-workers, including the dynamic of interactions between men and women in the workplace. This includes respecting the queuing system when waiting for service or public transport or ensuring cleanliness and good hygiene practices in workplace facilities such as cafeterias and/or common restrooms.



## Demonstrate respect:

Thai people are friendly! Adopting a friendly and positive attitude is a great way to connect with Thai culture. Use constructive language.



## Understand the context:

Be respectful when discussing religion, and exercise caution when discussing political issues. Defaming, insulting or threatening the monarchy is criminalized and subject to between three to 15 years imprisonment. Approach cultural differences by asking respectful questions of trusted Thai friends, co-workers or community members. By approaching perceived differences this way, such discussions can become an opportunity to learn about Thai culture, and for you to share some of your own culture as well.



## Be supportive:

Small gestures, such as giving up your seat or helping to carry heavy objects for a vulnerable person, such as a child, elderly person, or a pregnant woman, is welcomed and admired by many cultures, including Thailand.



## Use language sensitively:

Use words and concepts with caution to avoid offending others. Learn about the verbal and non-verbal gestures appreciated by your co-workers and engage in polite and respectful communication with each other. In day-to-day situations, not involving danger or exploitation, speak with calmness, slowly and clearly, especially with someone older or a person in a position of authority.



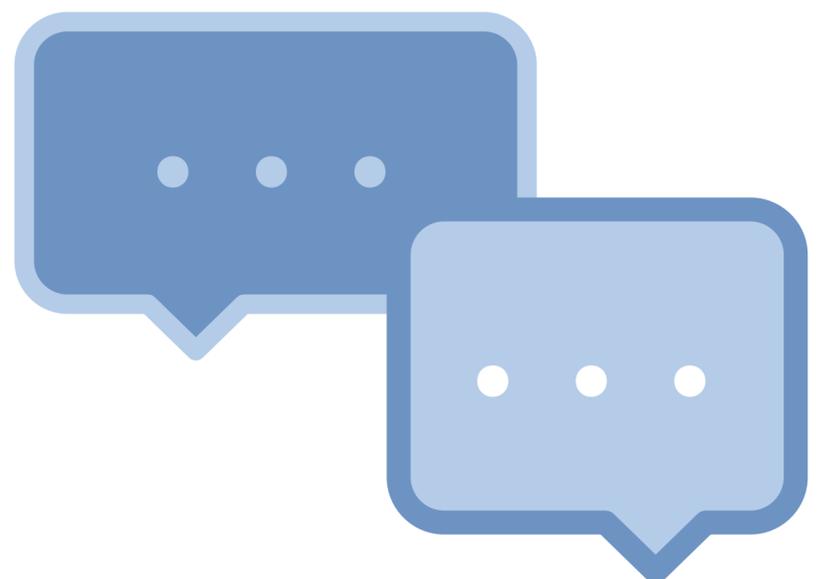
## Be inclusive:

Build trust with your co-workers by being transparent and engage respectfully with people of all genders, ethnic and religious backgrounds, nationalities or status. Take interest in staff meetings or surveys/feedback to improve the flow of information between you, co-workers, and your employer.



## Seek out verified sources and rely on evidence:

When discussing work-related topics, for example when filing complaints, gather as much evidence as you can. This means discussing what, where, why and when something happened and who was involved. It is always a good idea to present any physical evidence or verbal testimonies to support your words, for example, your employment contract and payslips are useful if you want to discuss your wages. When speaking, try to clearly differentiate between facts and your own judgement, interpretation, rumors or gossips.



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