



## Do I have the right to freedom of association and collective bargaining in Thailand?

Yes! A migrant worker is permitted to become a member of and participate in trade union activities in Thailand. However, Thai law does not permit migrant workers to form or become board members or office holders of registered trade unions or labour unions. This means that:

- 
  - You are free to meet and connect with representatives from trade unions and/or workers' organizations in your workplace.
- 
  - You are free to participate in trade union meetings without company management present.
- 
  - You should not be punished, intimidated, or harassed by your employer for joining a union, engaging in any activities connected to trade unions or workers' organizations, or for representing workers' collective interests.
- 
  - You should not be punished for participating in a collective dispute, work stoppage, or strike according to Thai law.
- 
  - Your contract should not be terminated if you participate in activities associated with collective bargaining, trade unions, or workers' organization.
- 
  - Your employer should not provide incentives in order to keep you from joining a union or engaging in union activities.

### INFO

## What are Trade Unions and Workers' Organizations?

Trade unions and workers' organizations play an active role in collective bargaining between employer and workers to negotiate working conditions, welfare, benefits, and resolve labour disputes for a safe and efficient workplace.

## What is Collective Bargaining?

A process in which workers, through unions, negotiate terms of employment with employers, including pay, benefits, hours, leave, job health and safety policies, and more.