

## New Amendment of Labor Law

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The Law on Amendment of Article 123, Article 138, Article 162, Article 300, Article 343, Article 350, Article 363 and Article 367 of the Labor Law was promulgated by the Royal Krom NS/RKM/1021/011 dated 5 October 2021 (the “Amendment”). The Amendment focuses on (1) changes to shift work, (2) monitoring work performed during public holidays, (3) mechanisms for individual dispute settlement and (4) formalities for legal accreditation of labor inspectors as Judicial Police. Pursuant to the Amendment:

1. An enterprise can now operate in three shifts - morning, afternoon and night shifts. However, the working hours of each shift must not exceed the maximum hours of work per day and can be divided into two separate sessions. [Article 138 New]
2. Work performed during paid public holidays shall be monitored by the labor inspectors in accordance with the formalities and procedures set out in the Prakas of the Minister in Charge of Labor. [Article 162 New]
3. A disputing party can now file a case with either the Arbitration Council or labor Court in accordance with the Prakas of the Minister in Charge of Labor if they do not reach any agreement during conciliation proceedings arranged by the labor inspectors. [Article 300 New]
4. The labor inspectors can obtain legal accreditation as Judicial Police to examine offences under the Labor Law in accordance with provisions of the Code of Criminal Procedure. The Minister of Justice and Minister in Charge of Labor shall jointly determine the formalities and procedures of such legal accreditation. [Article 343 New]

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